



MARSHALL COUNTY SCHOOLS  
2016-2017 SALARY SCHEDULE

*Dr. Cindy L. Wigley*

Superintendent of Education

Board of Education

12380 Hwy. 431 S.

Guntersville, Alabama 35976

256.582.3171

*Mr. Bill Aaron, President*

*Dr. Vince Edmonds, Vice President*

*Mr. Terry Kennamer*

*Mr. Mark Rains*

*Mr. Tony Simmons*

**MARSHALL COUNTY SCHOOLS**  
**Salary Schedule**  
**2016-2017**

Salaries may be negotiated at the Board's discretion.

**Assistant Superintendent**

Yrs. Experience	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
12-month base salary (monthly)	7,553.64	7,779.31	7,777.99	7,794.69	7,815.37	7,890.18	7,914.00	7,937.84	7,985.54	8,033.21
12-month base salary (annual)	90,643.68	93,351.77	93,335.92	93,536.23	93,784.45	94,682.14	94,968.06	95,254.10	95,826.43	96,398.52

**Supervisors**

Yrs. Experience	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
12-month base salary (monthly)	6,569.36	6,635.06	6,730.25	6,825.42	7,098.72	7,193.90	7,448.32	7,507.91	7,555.58	7,603.25
12-month base salary (annual)	78,832.29	79,620.78	80,762.95	81,904.99	85,184.61	86,326.78	89,379.89	90,094.87	90,666.95	91,239.03

**ELL/Migrant/Homeless Director**

Yrs. Experience	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
12-month base salary (monthly)	5,453.78	5,999.16	6,261.72	6,345.76	6,461.10	6,608.02	6,693.73	6,779.13	6,839.98	6,900.72
12-month base salary (annual)	65,445.37	71,989.88	75,140.58	76,149.09	77,533.25	79,296.30	80,324.77	81,349.51	82,079.71	82,808.67

**Chief School Financial Officer**

Yrs. Experience	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
12-month base salary (monthly)	6,886.03	6,871.63	7,090.54	7,109.32	7,128.08	7,192.82	7,447.24	7,506.82	7,554.50	7,602.17
12-month base salary (annual)	82,632.33	82,459.53	85,086.52	85,311.78	85,536.92	86,313.80	89,366.91	90,081.89	90,653.97	91,226.05

634.40 per month for ED.S, AA Certificate, Doctorate

488.80 per month CPA

**MARSHALL COUNTY SCHOOLS**  
**Salary Schedule**  
**2016-2017**

**PRINCIPALS**

**Salaries may be negotiated at the Board's discretion.**  
**Step placement based on experience as a principal.**  
**Step placement plus applicable incentives equal gross salary.**

**K-2, K-4, K-5, K-6, 3-5**

Yrs. Experience	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
12-month base salary (monthly)	6,409.15	6,504.33	6,599.51	6,615.25	6,631.25	6,694.69	6,742.36	6,792.41	6,840.09	6,887.76
12-month base salary (annual)	76,909.80	78,051.96	79,194.12	79,383.00	79,575.00	80,336.28	80,908.32	81,508.92	82,081.08	82,653.12

Incentive(s): 634.40 per month for ED.S, AA Certificate, Doctorate

**5-8, 6-8**

Yrs. Experience	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
12-month base salary (monthly)	6,409.15	6,504.33	6,599.51	6,615.25	6,631.25	6,694.69	6,742.36	6,792.41	6,840.09	6,887.76
12-month base salary (annual)	76,909.80	78,051.96	79,194.12	79,383.00	79,575.00	80,336.28	80,908.32	81,508.92	82,081.08	82,653.12
Base including extra-curricular	82,909.80	84,051.96	85,194.12	85,383.00	85,575.00	86,336.28	86,908.32	87,508.92	88,081.08	88,653.12

Incentive(s): 634.40 per month for ED.S, AA Certificate, Doctorate

**6-12, 7-12, 9-12**

Yrs. Experience	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
12-month base salary (monthly)	6,569.37	6,666.94	6,764.50	6,780.76	6,797.01	6,862.07	6,909.73	6,959.79	7,007.47	7,055.14
12-month base salary (annual)	78,832.44	80,003.28	81,174.00	81,369.12	81,564.12	82,344.84	82,916.76	83,517.48	84,089.64	84,661.68
Base including extra-curricular	86,152.44	87,323.28	88,494.00	88,689.12	88,884.12	89,664.84	90,236.76	90,837.48	91,409.64	91,981.68

Incentive(s): 634.40 per month for ED.S, AA Certificate, Doctorate

A supplement of 600.00 annually will be paid to the Principal directly responsible for a Marshall County Learning Center.

**MARSHALL COUNTY SCHOOLS**  
**Salary Schedule**  
**2016-2017**

**CONTRACT PRINCIPALS**

**Salaries may be negotiated at the Board's discretion.**

**Step placement based on experience as a principal.**

**Step placement plus applicable incentives equal gross salary.**

**K-2, K-4, K-5, K-6, 3-5**

Yrs. Experience	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
12-month base salary (monthly)	6,011.20	6,090.76	6,170.32	6,249.88	6,329.44	6,409.00	6,488.56	6,568.12	6,647.68	6,727.24
12-month base salary (annual)	72,134.40	73,089.12	74,043.84	74,998.56	75,953.28	76,908.00	77,862.72	78,817.44	79,772.16	80,726.88

Incentive(s): 442.00 per 100 students (Enrollment is based on previous year's ADM)  
634.40 per month for ED.S, AA Certificate, Doctorate

**5-8, 6-8**

Yrs. Experience	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
12-month base salary (monthly)	6,453.20	6,532.76	6,612.32	6,691.88	6,771.44	6,851.00	6,930.56	7,010.12	7,089.68	7,169.24
12-month base salary (annual)	77,438.40	78,393.12	79,347.84	80,302.56	81,257.28	82,212.00	83,166.72	84,121.44	85,076.16	86,030.88
Base including extra-curricular	83,438.40	84,393.12	85,347.84	86,302.56	87,257.28	88,212.00	89,166.72	90,121.44	91,076.16	92,030.88

Incentive(s): 546.00 per 100 students (Enrollment is based on previous year's ADM)  
634.40 per month for ED.S, AA Certificate, Doctorate

**6-12, 7-12, 9-12**

Yrs. Experience	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
12-month base salary (monthly)	6,895.20	6,974.76	7,054.32	7,133.88	7,213.44	7,293.00	7,372.56	7,452.12	7,531.68	7,611.24
12-month base salary (annual)	82,742.40	83,697.12	84,651.84	85,606.56	86,561.28	87,516.00	88,470.72	89,425.44	90,380.16	91,334.88
Base including extra-curricular	90,062.40	91,017.12	91,971.84	92,926.56	93,881.28	94,836.00	95,790.72	96,745.44	97,700.16	98,654.88

Incentive(s): 650.00 per 100 students (Enrollment is based on previous year's ADM)  
634.40 per month for ED.S, AA Certificate, Doctorate

A supplement of 600.00 annually will be paid to the Principal directly responsible for a Marshall County Learning Center.

**CNP Director, Transportation Director – Effective April, 2011**

**Salaries may be negotiated at the Board’s discretion.**

**Base salary: Step placement based on experience as CNP Director, Transportation Director or comparable position in another public school system.**

<b>Yrs. Experience</b>	<b>0-2</b>	<b>3-5</b>	<b>6-8</b>	<b>9-11</b>	<b>12-14</b>	<b>15-17</b>	<b>18-20</b>	<b>21-23</b>	<b>24-26</b>	<b>27+</b>
12-month base salary (monthly)	6,188.00	6,267.56	6,347.12	6,426.68	6,506.24	6,585.80	6,665.36	6,744.92	6,824.48	6,904.04
12-month base salary (annual)	74,256.00	75,210.72	76,165.44	77,120.16	78,074.88	79,029.60	79,984.32	80,939.04	81,893.76	82,848.48

**MARSHALL COUNTY SCHOOLS**  
**Salary Schedule**  
**2016-2017**

**Teacher – BS Degree**

Yrs. Experience	9 Mo. Contract	Monthly	Per Day	10 Mo. Contract	Monthly	11 Mo. Contract	Monthly	12 Mo. Contract	Monthly
Less than 3	38,342.04	3,195.17	205.04	41,416.80	3,451.40	45,517.92	3,793.16	49,208.40	4,100.70
3 but less than 6	42,173.04	3,514.42	225.51	45,556.08	3,796.34	50,066.52	4,172.21	54,126.24	4,510.52
6 but less than 9	44,020.08	3,668.34	235.40	47,551.44	3,962.62	52,259.28	4,354.94	56,496.00	4,708.00
9 but less than 12	44,610.00	3,717.50	238.56	48,187.92	4,015.66	52,959.36	4,413.28	57,253.44	4,771.12
12 but less than 15	45,421.00	3,785.09	242.89	49,065.24	4,088.77	53,922.60	4,493.55	58,294.20	4,857.85
15 but less than 18	46,457.04	3,871.42	248.44	50,183.28	4,181.94	55,152.00	4,596.00	59,623.32	4,968.61
18 but less than 21	47,057.04	3,921.42	251.64	50,832.00	4,236.00	55,864.92	4,655.41	60,394.56	5,032.88
21 but less than 24	47,658.00	3,971.50	254.85	51,481.20	4,290.10	56,577.72	4,714.81	61,165.68	5,097.14
24 but less than 27	48,224.80	4,018.75	257.88	52,093.80	4,341.15	57,251.40	4,770.95	61,893.48	5,157.79
27 or more	48,794.04	4,066.17	260.93	52,706.88	4,392.24	57,926.04	4,827.17	62,623.32	5,218.61

**Teacher – MS Degree**

Yrs. Experience	9 Mo. Contract	Monthly	Per Day	10 Mo. Contract	Monthly	11 Mo. Contract	Monthly	12 Mo. Contract	Monthly
Less than 3	44,091.00	3,674.25	235.78	47,627.98	3,969.00	52,343.83	4,361.99	56,587.03	4,715.59
3 but less than 6	48,499.08	4,041.59	259.36	52,390.42	4,365.87	57,576.90	4,798.07	62,246.08	5,187.17
6 but less than 9	50,622.00	4,218.50	270.70	54,682.89	4,556.91	60,097.54	5,008.13	64,969.46	5,414.12
9 but less than 12	51,302.04	4,275.17	274.34	55,417.06	4,618.09	60,903.95	5,075.33	65,842.81	5,486.90
12 but less than 15	52,232.04	4,352.67	279.31	56,421.73	4,701.81	62,007.39	5,167.28	67,035.45	5,586.29
15 but less than 18	53,426.04	4,452.17	285.70	57,711.82	4,809.32	63,426.07	5,285.51	68,567.84	5,713.99
18 but less than 21	54,113.04	4,509.42	289.38	58,454.38	4,871.20	64,241.83	5,353.49	69,450.43	5,787.54
21 but less than 24	54,807.00	4,567.25	293.08	59,203.38	4,933.61	65,065.21	5,422.10	70,340.72	5,861.73
24 but less than 27	55,375.08	4,614.59	296.12	59,816.54	4,984.71	65,738.82	5,478.23	71,069.50	5,922.46
27 or more	55,944.00	4,662.00	299.17	60,430.81	5,035.90	66,413.67	5,534.47	71,798.57	5,983.21

**MARSHALL COUNTY SCHOOLS**  
**Salary Schedule**  
**2016-2017**

**Teacher – AA Degree**

Yrs. Experience	9 Mo. Contract	Monthly	Per Day	10 Mo. Contract	Monthly	11 Mo. Contract	Monthly	12 Mo. Contract	Monthly
Less than 3	47,543.04	3,961.92	254.24	51,357.04	4,279.75	56,441.26	4,703.44	61,018.14	5,084.85
3 but less than 6	52,294.08	4,357.84	279.65	56,488.55	4,707.39	62,081.65	5,173.47	67,116.07	5,593.01
6 but less than 9	54,599.04	4,549.92	291.97	58,978.58	4,914.88	64,818.23	5,401.52	70,073.71	5,839.48
9 but less than 12	55,319.04	4,609.92	295.82	59,756.24	4,979.69	65,672.38	5,472.70	70,996.90	5,916.41
12 but less than 15	56,321.04	4,693.42	301.18	60,839.23	5,069.94	66,862.39	5,571.87	72,283.36	6,023.61
15 but less than 18	57,607.08	4,800.59	308.06	62,228.08	5,185.67	68,388.42	5,699.04	73,933.82	6,161.15
18 but less than 21	58,349.04	4,862.42	312.03	63,030.04	5,252.50	69,269.94	5,772.49	74,886.41	6,240.53
21 but less than 24	59,095.08	4,924.59	316.01	63,835.27	5,319.61	70,155.91	5,846.33	75,843.55	6,320.30
24 but less than 27	59,665.08	4,972.09	319.06	64,450.69	5,370.89	70,832.05	5,902.67	76,575.04	6,381.25
27 or more	60,233.04	5,019.42	322.10	65,063.85	5,421.99	71,505.66	5,958.80	77,303.81	6,441.98

**Teacher – Doctorate Degree**

Yrs. Experience	9 Mo. Contract	Monthly	Per Day	10 Mo. Contract	Monthly	11 Mo. Contract	Monthly	12 Mo. Contract	Monthly
Less than 3	50,993.04	4,249.42	272.69	55,083.96	4,590.33	60,537.97	5,044.83	65,446.06	5,453.84
3 but less than 6	56,092.08	4,674.34	299.96	60,591.09	5,049.26	66,589.97	5,549.16	71,989.82	5,999.15
6 but less than 9	58,547.04	4,878.92	313.08	63,242.37	5,270.20	69,504.79	5,792.07	75,140.54	6,261.71
9 but less than 12	59,333.04	4,944.42	317.29	64,091.98	5,341.00	70,438.10	5,869.84	76,149.06	6,345.76
12 but less than 15	60,412.08	5,034.34	323.06	65,256.99	5,438.08	71,718.00	5,976.50	77,533.25	6,461.10
15 but less than 18	61,785.00	5,148.75	330.40	66,741.06	5,561.76	73,349.52	6,112.46	79,296.30	6,608.02
18 but less than 21	62,586.00	5,215.50	334.68	67,606.84	5,633.90	74,300.40	6,191.70	80,324.81	6,693.73
21 but less than 24	63,385.08	5,282.09	338.96	68,469.26	5,705.77	75,248.75	6,270.73	81,349.54	6,779.13
24 but less than 27	63,954.00	5,329.50	341.99	69,083.56	5,756.96	75,923.62	6,326.97	82,079.67	6,839.97
27 or more	64,522.08	5,376.84	345.03	69,697.85	5,808.15	76,598.48	6,383.21	82,808.74	6,900.73

**SUPPLEMENTS (Prior to 2016-17 School Year)**

Category	
Football – Varsity Head Coach (11 mo.)	7,042.00
Football – Varsity Assistant	3,521.00
Football – Jr. High Head Coach	1,411.00
Baseball – Varsity Head Coach (10 mo.)	3,521.00
Baseball – Junior Varsity	1,467.00
Baseball – Jr. High Head Coach	1,411.00
Softball – Varsity Head Coach (10 mo.)	3,521.00
Softball – Junior Varsity	1,467.00
Softball – Jr. High Head Coach	1,411.00
Volleyball – Varsity Head Coach	3,521.00
Volleyball – Junior Varsity	1,467.00
Volleyball – 7 <sup>th</sup> Grade (minimum of 10 games required)	734.00
Volleyball – 8 <sup>th</sup> Grade (minimum of 10 games required)	734.00
Tennis – Varsity Coach	1,467.00
Track Coach	1,467.00
Cross Country Coach	1,467.00
Golf Coach	1,467.00
Basketball – Head Coach – (10 mo. – boys and girls)	7,042.00
Basketball – Assistant (boys and girls)	3,521.00
Basketball – 9 <sup>th</sup> Grade (minimum of 10 games required)	1,411.00
Basketball – 8 <sup>th</sup> Grade (minimum of 10 games required)	1,411.00
Basketball – 7 <sup>th</sup> Grade (minimum of 10 games required)	1,411.00
Soccer – Varsity Girls (7 <sup>th</sup> -12 <sup>th</sup> ) (minimum of 10 games required)	3,521.00
Soccer – Varsity Boys (7 <sup>th</sup> -12 <sup>th</sup> ) (minimum of 10 games required)	3,521.00
Cheer – Varsity – per sport (basketball and football)	1,129.00
Cheer – Junior Varsity – per sport (basketball and football)	520.00
Cheer – Jr. High – per sport (basketball and football)	847.00
Band Director – Marching Band (10 mo.)	3,521.00
Choral – (minimum 2 extra-curricular performances per semester)	2,080.00
Scholar's Bowl*	600.00
Math Team*	600.00
Archery Team*	600.00

\*Paid to ONLY ONE staff member who conducts practice after regular school hours. Teams must have at least 5 members and at least 5 matches. NO ADDITIONAL SUPPLEMENT SHALL BE AUTHORIZED FOR COACHES, CHEER SPONSORS OR BAND DIRECTGORS FROM THE LOCAL SCHOOL LEVEL.



**SUPPLEMENTS (Effective 2016-17 School Year)**

Category	SUPPLEMENT/TEMPORARY ASSIGNMENT	Amt.
Football – Varsity Head Coach		14,218.40
Football – Varsity Assistant*		3,521.00
Football – Jr. High Head Coach		3,521.00
Football – Jr. High Assistant		1,411.00
Baseball – Varsity Head Coach		6,597.60
Baseball – Junior Varsity		1,467.00
Baseball – Jr. High Head Coach		1,411.00
Softball – Varsity Head Coach		6,597.60
Softball – Junior Varsity		1,467.00
Softball – Jr. High Head Coach		1,411.00
Volleyball – Varsity Head Coach		3,521.00
Volleyball – Junior Varsity		1,467.00
Volleyball – 7 <sup>th</sup> Grade		734.00 (minimum of 10 games required)
Volleyball – 8 <sup>th</sup> Grade		734.00 (minimum of 10 games required)
Tennis – Varsity Coach		1,467.00
Track Coach		1,467.00
Indoor Track		1,467.00
Cross Country Coach		1,467.00
Golf Coach		1,467.00
Basketball – Head Coach – (boys and girls)		14,218.40
Basketball – Assistant (boys and girls)		3,521.00
Basketball – 9 <sup>th</sup> Grade		1,411.00 (minimum of 10 games required)
Basketball – 8 <sup>th</sup> Grade		1,411.00 (minimum of 10 games required)
Basketball – 7 <sup>th</sup> Grade		1,411.00 (minimum of 10 games required)
Soccer – Varsity Girls (7 <sup>th</sup> -12 <sup>th</sup> )		3,521.00 (minimum of 10 games required)
Soccer – Varsity Boys (7 <sup>th</sup> -12 <sup>th</sup> )		3,521.00 (minimum of 10 games required)
Cheer – Varsity – per sport (basketball and football)		1,760.00
Cheer – Junior Varsity – per sport (basketball and football)		1,000.00
Cheer – Jr. High – per sport (basketball and football)		1,000.00
Competition		1,760.00
Band Director – Marching Band - 1A/3A		6,597.60
Band Director – Marching Band - 4A/5A		7,576.60
Band Director – Marching Band - 6A/7A		8,076.60
Choral		2,080.00 (minimum 2 extra-curricular performances per semester)
Scholar's Bowl**		600.00

Math Team**	600.00
Archery Team**	600.00
Fishing**	600.00

\*4A/5A and 6A/7A schools will receive one additional assistant coach.

\*\*Supplement paid to ONLY ONE staff member who conducts practice after regular school hours. Teams must have at least 5 members and at least 5 matches.

NO ADDITIONAL SUPPLEMENT SHALL BE AUTHORIZED FOR COACHES, CHEER SPONSORS OR BAND DIRECTORS FROM THE LOCAL SCHOOL LEVEL.

**Salary Schedule  
2016-2017**

**Extended Day**

Position	
After School Director	20.00 per hour
After School Certified Teacher	16.00 per hour
After School Tutor	16.00 per hour
After School Program Assistant:	
1 <sup>st</sup> Three Years	10.00 per hour
4 or more years	11.00 per hour
College Student	9.00 per hour
High School Student	8.00 per hour

**21<sup>st</sup> Century Program**

Position	
Program Director	21.00 per hour
Team Leader	19.00 per hour
Certified Teacher	17.00 per hour
Support Staff:	
1 <sup>st</sup> Three Years	11.00 per hour
4 or more years	12.00 per hour
College Student	10.00 per hour
High School Student	9.00 per hour

**Summer School**

Position	
Secondary Certified Teacher	20.00 per hour
Support Staff:	
1 <sup>st</sup> Three Years	10.00 per hour
4 or more years	11.00 per hour
College Student	9.00 per hour
High School Student	8.00 per hour

**Homebound**

Position	
Certified Teacher	16.00 per hour

**School Nurses (RN and LPN)**

Position	
Student related extra-curricular activities	15.00 per hour

**Positions not otherwise listed**

Position	
Network Administrator	Based on teacher matrix
Technology Technician	Based on maintenance matrix
Attendance Officer	3,567.99
Instructional Assistant Principals (full time)	1 mo. salary + 395.45
Special Olympics (county-wide)	600.00
Local School Bookkeeper – BMES	3,079.92
Administrative Asst. to School Principal – Asbury High School	2,368.97
OSR Auxiliary Teacher	1,562.86
Sign Language Interpreter – degree required	Based on teacher matrix
Career Coach (10 mo.)	Based on teacher matrix
School Counselor (P-8 <sup>th</sup> ) (10 mo.)	Based on teacher matrix
School Counselor (9 <sup>th</sup> -12 <sup>th</sup> ) (12 mo.)	Based on teacher matrix

**Substitutes**

Position	Daily
Teacher – high school graduate – one year college	55.00
Teacher – two years college – three years college	60.00
Teacher – college degree	65.00
Aides/Secretaries/Other Support	54.38
Bus Drivers	65.00
Child Nutrition Workers (7 hrs.)	50.76
Custodians (8 hrs.)	58.00

## NURSES

### Nurses

Yrs. Experience	LPN	RN	RN/MS
Less than 3	24,970.38	41,523.96	44,091.09
3 but less than 6	25,984.17	43,210.12	48,499.78
6 but less than 9	26,330.79	44,020.02	50,622.44
9 but less than 12	26,673.98	44,609.82	51,302.41
12 but less than 15	27,017.43	45,421.33	52,231.67
15 but less than 18	27,361.66	46,456.68	53,426.13
18 but less than 21	27,704.06	47,057.09	54,113.53
21 but less than 24	28,052.86	47,657.50	54,807.29
24 but less than 27	28,396.06	48,225.03	55,374.82
27 or more	28,739.26	48,793.62	55,943.41

Lead registered school nurse will receive a supplement of 175.00 per month.

Nurse substitutes will receive daily rate of pay applicable to certification.

## SUPPORT STAFF

Position	Contract Mos.	Beg. Salary	1 Yr.	2 Yr.	3 Yrs.	4 Yrs.	5 Yrs.	6 but less than 9	9 but less than 12	12 but less than 15	15 but less than 18	18 but less than 21	21 but less than 24	24 but less than 27	27 or more
Instructional Assistant w/BA Teaching Certificate	9	1,744.78	1,909.71	1,933.46	1,954.89	1,984.43	2,008.87	2,035.61	2,062.61	2,089.37	2,116.14	2,142.91	2,169.88	2,217.18	2,264.46
Instructional Assistant	9	1,443.32	1,578.12	1,597.45	1,615.02	1,639.15	1,658.47	1,679.33	1,699.99	1,720.65	1,741.32	1,762.00	1,782.67	1,829.42	1,876.72
Instructional Assistant	10	1,551.49	1,697.11	1,717.98	1,736.96	1,763.03	1,783.88	1,806.42	1,828.76	1,851.11	1,873.45	1,895.77	1,918.12	1,965.43	2,012.73
Job Coach	12	2,490.50	2,563.08	2,589.12	2,615.19	2,641.24	2,667.28	2,693.33	2,719.38	2,745.42	2,771.48	2,797.54	2,823.57	2,870.87	2,918.17
Administrative Assistant to Local School Principal	10	1,649.54	1,804.96	1,827.09	1,847.33	1,875.27	1,897.59	1,921.58	1,945.56	1,969.54	1,993.92	2,019.11	2,045.32	2,091.55	2,139.90
Administrative Assistant to Local School Principal – Claysville	10	1,825.58	1,999.19	2,025.22	2,048.90	2,081.42	2,107.45	2,135.56	2,163.41	2,191.25	2,219.09	2,246.94	2,275.24	2,322.53	2,369.83
Local School Bookkeeper	10	1,700.64	1,861.24	1,884.29	1,905.13	1,933.90	1,956.65	1,981.46	2,007.46	2,033.51	2,059.57	2,085.61	2,111.87	2,159.16	2,206.44
Local School Bookkeeper – High School	12	1,942.18	2,133.75	2,161.30	2,186.56	2,222.46	2,249.22	2,279.28	2,309.10	2,339.17	2,368.97	2,339.04	2,430.14	2,477.42	2,524.70
Local School Bookkeeper w/BS in Accounting	12	2,432.78	2,624.45	2,652.00	2,677.46	2,712.32	2,740.11	2,770.19	2,799.99	2,830.07	2,859.88	2,889.84	2,921.03	2,968.31	3,026.49
School Custodian	9	1,443.32	1,578.14	1,597.45	1,615.02	1,639.15	1,658.48	1,679.33	1,699.99	1,720.65	1,741.32	1,762.00	1,783.27	1,803.55	1,877.84
School Custodian	10	1,559.10	1,704.73	1,725.58	1,744.56	1,770.64	1,791.51	1,814.04	1,836.36	1,858.67	1,881.00	1,903.35	1,926.31	1,977.38	2,028.48
School Custodian	12	1,825.58	1,999.19	2,025.17	2,048.90	2,081.44	2,107.46	2,135.54	2,163.42	2,191.25	2,219.09	2,246.94	2,275.25	2,322.53	2,369.83
Central Office Administrative Assistant	12	2,477.25	2,518.62	2,560.00	2,601.36	2,642.73	2,695.77	2,748.81	2,838.53	2,928.26	3,017.98	3,108.14	3,198.31	3,288.48	3,378.65
Administrative Assistant to Superintendent	12	2,852.67	2,927.12	2,965.78	3,222.99	3,261.65	3,297.16	3,370.71	3,482.93	3,521.60	3,613.51	3,651.52	3,690.45	3,734.64	3,778.85
Administrative Assistant to Superintendent w/BS degree in Business Administration	12	3,173.38	3,217.58	3,261.77	3,305.96	3,350.15	3,394.35	3,540.26	3,696.58	3,832.09	3,977.97	4,084.08	4,704.20	4,793.92	4,883.64
Payroll Clerk & Assistant Bookkeeper	12	2,672.46	2,710.48	2,752.09	3,027.32	3,169.94	3,312.59	3,597.87	3,635.89	3,677.27	3,717.96	3,759.60	3,789.90	3,837.18	3,884.48
Payroll Accountant	12	3,114.46	3,152.49	3,194.09	3,469.32	3,611.94	3,754.60	4,039.88	4,077.89	4,119.27	4,159.96	4,201.61	4,231.91	4,279.18	4,326.48
Accounts Payable Clerk	12	2,283.39	2,511.89	2,574.80	2,803.29	2,835.83	2,906.61	3,027.32	3,169.94	3,312.59	3,345.12	3,377.65	3,410.17	3,457.46	3,504.76
Accounts Payable Accountant & MTS Bookkeeper	12	3,547.78	3,585.82	3,624.42	3,902.64	4,045.27	4,187.92	4,473.21	4,511.22	4,552.60	4,593.28	4,634.94	4,665.23	4,712.51	4,759.81
Administrative Assistant to Chief School Financial Officer	12	2,672.46	2,710.48	2,752.09	3,027.32	3,169.94	3,312.59	3,597.87	3,635.89	3,677.27	3,717.96	3,759.60	3,789.90	3,837.18	3,884.48

478.40 monthly supplement for a higher degree in the related field of current employment.

## CHILD NUTRITION PROGRAM

### Non-Certified Employees: 7 hrs. per day, 187 days

Experience	No Exp.	1 Yr.	2 Yrs.	3 Yrs.	4 Yrs.	5 Yrs.	6 but less than 9	9 but less than 12	12 but less than 15	15 but less than 18	18 but less than 21	21 but less than 24	24 but less than 27	27 or more
Hourly Rate	8.79	10.74	11.14	12.03	13.07	14.11	14.38	14.67	14.94	15.22	15.50	15.77	16.20	16.64
Monthly Rate	958.82	1,171.79	1,215.12	1,312.94	1,425.61	1,539.51	1,569.24	1,600.19	1,629.90	1,659.62	1,690.57	1,720.28	1,767.58	1,814.87
Annual Rate	11,505.86	14,061.41	14,581.43	15,755.21	17,107.28	18,474.21	18,830.79	19,202.24	19,558.83	19,915.42	20,286.88	20,643.46	21,210.99	21,778.52

### SNA Certified Employees: 7 hrs. per day, 187 days

Experience	No Exp.	1 Yr.	2 Yrs.	3 Yrs.	4 Yrs.	5 Yrs.	6 but less than 9	9 but less than 12	12 but less than 15	15 but less than 18	18 but less than 21	21 but less than 24	24 but less than 27	27 or more
Hourly Rate	9.46	11.41	11.84	12.70	13.74	14.80	15.08	15.36	15.64	15.92	16.21	16.48	16.92	17.36
Monthly Rate	1,031.87	1,244.84	1,290.65	1,384.75	1,498.66	1,613.81	1,644.76	1,675.71	1,706.67	1,736.38	1,768.57	1,798.30	1,845.58	1,892.99
Annual Rate	12,382.50	14,938.03	15,487.77	16,616.96	17,983.89	19,365.67	19,737.13	20,108.58	20,480.01	20,836.61	21,222.92	21,579.50	22,147.03	22,714.56

### Non-Certified Stock Clerk/Janitor: 202 days

Experience	No Exp.	1 Yr.	2 Yrs.	3 Yrs.	4 Yrs.	5 Yrs.	6 but less than 9	9 but less than 12	12 but less than 15	15 but less than 18	18 but less than 21	21 but less than 24	24 but less than 27	27 or more
Hourly Rate	8.63	10.58	11.87	13.08	13.57	13.95	14.22	14.51	14.78	15.07	15.36	15.65	16.00	16.35
Mo. Rate 8 hr.	1,163.13	1,424.42	1,598.68	1,762.23	1,827.96	1,878.40	1,915.18	1,953.30	1,990.16	2,028.68	2,068.81	2,107.32	2,154.62	2,201.91
Annual Rate 8 hr.	13,956.47	17,093.03	19,184.08	21,146.73	21,935.45	22,540.76	22,980.98	23,439.54	23,881.94	24,344.17	24,825.66	25,287.89	25,855.42	26,422.95
Mo. Rate 7 hr.	1,017.66	1,246.37	1,398.84	1,541.95	1,599.46	1,643.60	1,675.7	1,709.14	1,741.40	1,775.09	1,810.20	1,843.82	1,885.29	1,926.67
Annual Rate 7 hr.	12,211.91	14,956.40	16,786.07	18,503.39	19,193.52	19,723.16	20,108.36	20,509.60	20,896.70	21,301.16	21,722.45	22,126.90	22,623.49	23,120.08

### SNA Certified Stock Clerk/Janitor: 202 days

Experience	No Exp.	1 Yr.	2 Yrs.	3 Yrs.	4 Yrs.	5 Yrs.	6 but less than 9	9 but less than 12	12 but less than 15	15 but less than 18	18 but less than 21	21 but less than 24	24 but less than 27	27 or more
Hourly Rate	9.30	11.26	12.53	13.76	14.26	14.63	14.92	15.22	15.52	15.81	16.11	16.40	1,675.44	17.10
Mo. Rate 8 hr.	1,251.69	1,516.37	1,687.33	1,852.41	1,919.66	1,970.11	2,009.43	2,049.55	2,089.67	2,128.19	2,169.92	2,208.44	2,255.73	2,303.55
Annual Rate 8 hr.	15,020.34	18,196.45	20,247.95	22,228.94	23,036.00	23,641.31	24,113.07	24,594.55	25,076.04	25,538.27	26,039.02	26,501.23	27,068.76	27,636.28
Mo. Rate 7 hr.	1,095.23	1,326.83	1,476.42	1,620.86	1,679.70	1,723.84	1,758.24	1,793.36	1,828.47	1,862.16	1,898.68	1,932.38	1,973.76	2,015.15
Annual Rate 7 hr.	13,142.79	15,921.90	17,716.95	19,450.32	20,156.50	20,686.14	21,098.93	21,520.24	21,941.54	22,345.98	22,784.15	23,188.57	23,685.16	24,181.75

### Bookkeeper/Administrative Assistant to CNP Director: 8 hrs. per day, 240 days

# Months	Beginning Salary	1 Yr.	2 Yrs.	3 Yrs.	4 Yrs.	5 Yrs.	6 but less than 9	9 but less than 12	12 but less than 15	15 but less than 18	18 but less than 21	21 but less than 24	24 but less than 27	27 or more
12	2,526.33	2,647.80	2,762.86	2,878.03	2,993.18	3,108.33	3,223.48	3,335.03	3,391.12	3,435.42	3,479.52	3,523.72	3,567.92	3,612.12

### Assistant Managers – SNA Certified

# Meals Equivalent	Hourly	Monthly	Annual
0-600	16.70	1,951.82	23,421.88
600-1,000	17.72	2,071.28	24,855.40
1,001-1,400	19.48	2,276.04	27,312.50
1,400+	21.23	2,480.89	29,770.63

### Managers – SNA Certified

# Meals Equivalent	Hourly	Monthly	Annual
0-600	17.70	2,068.50	24,821.95
600-1,000	19.69	2,301.11	27,613.36
1,001-1,400	21.65	2,530.85	30,370.25
1,400+	23.62	2,760.78	33,129.36

## MAINTENANCE

### Hired prior to October 1, 2012

	Beg. Salary	3 but less than 6	6 but less than 9	9 but less than 12	12 but less than 15	15 but less than 18	18 but less than 21	21 but less than 24	24 but less than 27	27 or more
Monthly	3,520.04	3,552.62	3,580.20	3,607.78	3,635.36	3,662.94	3,690.52	3,718.10	3,745.68	3,773.30
Annually	42,300.46	42,631.43	42,962.40	43,293.37	43,624.34	43,955.31	44,286.28	44,617.25	44,948.22	45,279.19

### Hired after October 1, 2012

	Beg. Salary	3 but less than 6	6 but less than 9	9 but less than 12	12 but less than 15	15 but less than 18	18 but less than 21	21 but less than 24	24 but less than 27	27 or more
Monthly	3,001.00	3,028.58	3,056.16	3,083.75	3,111.33	3,138.91	3,166.49	3,194.07	3,221.65	3,249.23
Annually	36,012.04	36,343.01	36,673.98	37,004.95	37,335.92	37,666.89	37,997.86	38,328.83	38,659.80	38,990.76

CERTIFICATION BONUSES: Employees of the maintenance department will receive an annual \$500.00 bonus pay for a maximum of Five (5) State of Alabama or National certifications directly related to position with Marshall County Schools. Certification bonuses paid only for those certificates that are applicable, utilized and assigned as part of your employment. Copy of current/valid certification(s) must be submitted to Maintenance Supervisor for approval by November 1 for payment in December of each year.

**Examples include:**

- Gas Plumbing
- HVAC
- EPA – Freon
- CDL
- H2O Plumbing\*
- Masonry\*
- Carpenter\*
- Electrical\*

\*A general contractors license and bond with the State of Alabama will be sufficient for areas marked with an\* Active license and bond must be presented annually for payment.



## TRANSPORTATION

### Shop Foreman

	Beg. Salary	3 but less than 6	6 but less than 9	9 but less than 12	12 but less than 15	15 but less than 18	18 but less than 21	21 but less than 24	24 but less than 27	27 or more
Monthly	4,514.04	4,541.62	4,569.09	4,596.78	4,624.36	4,651.94	4,679.52	4,707.10	4,734.68	4,762.26
Annually	54,168.42	54,499.39	54,830.36	55,161.33	55,492.30	55,823.27	56,154.24	56,485.21	56,816.18	57,147.15

### Hired after October 1, 2015

#### Level 1 (Mechanic Assistant)

	Beg. Salary	3 but less than 6	6 but less than 9	9 but less than 12	12 but less than 15	15 but less than 18	18 but less than 21	21 but less than 24	24 but less than 27	27 or more
Monthly	2,141.96	2,169.54	2,197.12	2,224.71	2,252.30	2,279.88	2,307.46	2,335.04	2,362.10	2,390.20
Annually	25,703.56	26,034.53	26,365.50	26,696.47	27,027.56	27,358.53	27,689.50	28,020.47	28,351.44	28,682.41

#### Level 2 (Skilled Mechanic)

	Beg. Salary	3 but less than 6	6 but less than 9	9 but less than 12	12 but less than 15	15 but less than 18	18 but less than 21	21 but less than 24	24 but less than 27	27 or more
Monthly	2,968.54	2,996.12	3,023.71	3,051.29	3,078.87	3,106.45	3,134.03	3,161.61	3,189.19	3,216.77
Annually	35,622.54	35,953.38	36,284.48	36,615.45	36,946.42	37,277.39	37,608.36	37,939.32	38,270.29	38,601.26

#### Level 3 (Skilled Technician)

#### Employees have completed and passed State of Alabama Bus Mechanic Certification.

	Beg. Salary	3 but less than 6	6 but less than 9	9 but less than 12	12 but less than 15	15 but less than 18	18 but less than 21	21 but less than 24	24 but less than 27	27 or more
Monthly	3,209.55	3,237.14	3,267.72	3,292.30	3,319.88	3,347.46	3,375.04	3,402.62	3,430.20	3,457.78
Annually	38,514.65	38,845.62	39,176.59	39,507.56	39,838.53	40,169.50	40,500.47	40,831.44	41,162.41	41,493.38

### Hired prior to October 1, 2015

	Beg. Salary	3 but less than 6	6 but less than 9	9 but less than 12	12 but less than 15	15 but less than 18	18 but less than 21	21 but less than 24	24 but less than 27	27 or more
Monthly	3,651.55	3,679.14	3,706.72	3,734.30	3,761.88	3,789.46	3,817.04	3,844.62	3,863.54	3,891.12
Annually	43,818.65	44,149.62	44,480.59	44,811.56	45,142.53	45,473.50	45,804.47	46,135.44	46,362.41	46,693.38

## BUS DRIVERS

### Regular Bus Driver

	Beg. Salary	3 but less than 6	6 but less than 9	9 but less than 12	12 but less than 15	15 but less than 18	18 but less than 21	21 but less than 24	24 but less than 27	27 or more
Monthly	1,153.99	1,182.69	1,211.39	1,240.01	1,268.78	1,297.48	1,326.19	1,355.12	1,402.42	1,449.72
Annually	13,847.93	14,192.26	14,536.70	14,881.03	15,225.35	15,569.80	15,914.25	16,261.44	16,829.03	17,396.62

### Bus Aide

	Beg. Salary	3 but less than 6	6 but less than 9	9 but less than 12	12 but less than 15	15 but less than 18	18 but less than 21	21 but less than 24	24 but less than 27	27 or more
Monthly	767.80	796.49	825.19	853.88	882.59	911.29	939.98	968.68	1,012.89	1,057.09
Annually	9,213.61	9,557.93	9,902.26	10,246.58	10,591.03	10,935.48	11,279.80	11,624.12	12,154.65	12,685.05

### Annual Supplements

<b>TECH SCHOOL</b>	
One trip per day from home school	5,216.40
Two trips per day from home school	7,824.60
Three trips per day from home school	10,431.00
<b>FUELING BUSES</b>	
BMPS to BMMS/BMHS	1,349.88
BMES to BMMS/BMHS	1,349.88
CLAYSVILLE to DAR	1,349.88
<b>TECH SCHOOL</b>	
0-8	1,468.80
9-15	1,686.60
16-20	1,904.40

**Time between trips is personal time.**