

# **Lauderdale County Board of Education**

## **Salary Schedule 2018 - 2019**

Board Approved: July 9, 2018

Board Approved: August 23, 2018

**LAUDERDALE COUNTY BOARD OF EDUCATION**  
**Notes to the 2018-2019 Salary Schedule**

When reviewing the Lauderdale County Board of Education Salary Schedule the following should be noted:

A teacher's placement on the salary matrix is based on verifiable public classroom experience in conjunction with the higher degree level identified on the Teacher's Certificate. Experience is to be verified by the Superintendent's Office. An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree per SDE Administrative Code. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. It is the practice of the Lauderdale County Board of Education to recognize the advanced degree in the monthly payroll following the awarding of the degree based on the number of days left in the employee's current contract.

All annual salaries are rounded to the nearest dollar for presentation.

Schedules denote the number of hours and/or days to be worked, but an employee may be hired to work more or less hours and/or days. In these cases; employees are paid the same daily/hourly rates as indicated for their job title.

Payroll is paid monthly and released on the last business day of the month, unless otherwise noted and approved by the Superintendent.

Grandfathered schedules have been approved over the years and are **not** intended for new hires to be placed on. These schedules will be removed once employment ends of all employees placed on schedules.

It is the intent to phase out Computer Lab Paraprofessionals in 2019-2020 due to the one-to-one initiative. Current Paraprofessionals will be transitioned into other support staff positions with no loss of compensation.

**Service Recognition:**

To be eligible an employee must have been hired prior to October 1, 2013 and work at least 20 hours per week. Service Recognition is determined based on completed consecutive contracts within the Lauderdale County System.

For example; a 12 month employee will begin receiving service recognition in July ; a 9 month employee will begin receiving service recognition in September.

Service Recognition will be paid in a lump sum and will be included in the regular monthly pay in November; provided funds are available.

When an employee holds more than one position, he or she will receive only one service increase.

Years of service will be based on the eligible position held for the longest period of time at the beginning of the contract period.

A phase-out of the current "Service Recognition" or "Longevity Check" will be implemented beginning with all employees whose effective date of employment is on or after October 1, 2013.

Anyone hired after this date will not be eligible to receive Service Recognition unless they had previously gained tenure or non-probationary status as a full time employee in our system.

Present full time employees will continue to be eligible to participate in the program until they; A. Retire, B. Resign, or C. are dismissed.

Employees on an approved Leave of Absence will maintain their proper service credit, but cannot be used to gain or increase service recognition.

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2018-2019 SALARY SCHEDULE**

**CERTIFIED - FLSA EXEMPT  
TEACHERS & COUNSELORS**

		YEARS EXPERIENCE									
		0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
DAYS	PAY CYCLE	BACHELORS									
187	SEP-AUG	39,556	43,483	45,377	45,981	46,813	47,873	48,488	49,105	49,686	50,269
197	SEP-AUG	41,671	45,809	47,804	48,440	49,316	50,433	51,081	51,731	52,343	52,957
202	AUG-JUL	42,729	46,971	49,017	49,669	50,568	51,713	52,377	53,044	53,672	54,301
207	AUG-JUL	43,787	48,134	50,230	50,899	51,820	52,993	53,674	54,357	55,000	55,645
222	AUG-JUL	46,959	51,622	53,870	54,587	55,575	56,833	57,563	58,296	58,986	59,677
240	JUL-JUN	50,767	55,808	58,238	59,013	60,081	61,441	62,231	63,023	63,768	64,516
		MASTERS									
187	SEP-AUG	45,448	49,968	52,143	52,841	53,794	55,016	55,722	56,433	57,014	57,598
197	SEP-AUG	47,878	52,640	54,932	55,667	56,670	57,959	58,702	59,451	60,063	60,678
202	AUG-JUL	49,094	53,976	56,326	57,080	58,109	59,430	60,192	60,960	61,587	62,219
207	AUG-JUL	50,309	55,312	57,720	58,492	59,547	60,901	61,681	62,469	63,111	63,759
222	AUG-JUL	53,954	59,320	61,903	62,731	63,862	65,314	66,151	66,995	67,685	68,379
240	JUL-JUN	58,329	64,130	66,922	67,817	69,040	70,609	71,515	72,427	73,173	73,923
		AA									
187	SEP-AUG	48,986	53,857	56,220	56,958	57,986	59,302	60,063	60,828	61,413	61,992
197	SEP-AUG	51,606	56,737	59,227	60,004	61,086	62,474	63,275	64,081	64,697	65,307
202	AUG-JUL	52,916	58,177	60,730	61,527	62,637	64,059	64,881	65,707	66,339	66,964
207	AUG-JUL	54,226	59,617	62,233	63,050	64,187	65,645	66,487	67,334	67,981	68,622
222	AUG-JUL	58,155	63,937	66,743	67,619	68,838	70,402	71,305	72,213	72,907	73,594
240	JUL-JUN	62,870	69,121	72,154	73,101	74,420	76,110	77,087	78,068	78,818	79,561
		DOCTORATE									
187	SEP-AUG	52,525	57,750	60,266	61,073	62,177	63,586	64,407	65,225	65,808	66,390
197	SEP-AUG	55,334	60,838	63,489	64,339	65,502	66,987	67,851	68,713	69,327	69,941
202	AUG-JUL	56,738	62,382	65,101	65,972	67,165	68,687	69,573	70,457	71,086	71,716
207	AUG-JUL	58,142	63,926	66,712	67,605	68,827	70,387	71,295	72,201	72,846	73,491
222	AUG-JUL	62,356	68,559	71,546	72,504	73,815	75,487	76,461	77,433	78,125	78,816
240	JUL-JUN	67,411	74,117	77,347	78,383	79,800	81,608	82,661	83,711	84,459	85,207

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2018-2019 SALARY SCHEDULE**

**LEAD NURSE - FLSA EXEMPT  
SCHOOL NURSE (RN, LPN) - FLSA NON-EXEMPT**

<b>TITLE</b>	<b>COUNTY LEAD SCHOOL NURSE</b>	
<b>PR CODE</b>	<b>SN</b>	
<b>PAY CYCLE</b>	<b>AUG - JUL</b>	
<b>DAYS/YR</b>	<b>202</b>	
<b>DEGREE</b>	<b>MASTERS</b>	
<b>STEP</b>	<b>ANNUAL</b>	<b>DAILY</b>
1+	66,376	328.59

<b>SCHOOL NURSE</b>						
<b>TITLE</b>	<b>LICENSED PRACTICAL NURSE</b>		<b>REGISTERED NURSE</b>			
<b>PR CODE</b>	<b>LP</b>		<b>RN</b>			
<b>DAYS/YR</b>	<b>182</b>		<b>182</b>			
<b>HRS/DAY</b>	<b>8</b>		<b>8</b>			
<b>DEGREE</b>	<b>LPN</b>		<b>RN</b>		<b>MS</b>	
<b>STEPS</b>	<b>ANNUAL</b>	<b>HOURLY</b>	<b>ANNUAL</b>	<b>HOURLY</b>	<b>ANNUAL</b>	<b>HOURLY</b>
0-2	20,106	13.81	38,249	26.27	43,989	30.21
3-5	22,097	15.18	42,072	28.90	48,378	33.23
6-8	23,048	15.83	43,914	30.16	50,501	34.68
9-11	23,347	16.04	44,502	30.56	51,178	35.15
12-14	23,768	16.32	45,312	31.12	52,106	35.79
15-17	24,289	16.68	46,344	31.83	53,298	36.61
18-20	24,582	16.88	46,943	32.24	53,984	37.08
21-23	24,876	17.08	47,542	32.65	54,676	37.55
24-26	25,405	17.45	48,108	33.04	55,241	37.94
27+	25,935	17.81	48,675	33.43	55,808	38.33

Must have a current Alabama Nursing License

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2018-2019 SALARY SCHEDULE**

**SOCIAL WORKER - FLSA NON-EXEMPT**

TITLE PR CODE DAYS/YR HRS/DAY	SOCIAL WORKER SW 187 7.5	
STEPS	ANNUAL	DAILY
0	36,889	197.27
1	39,556	211.53
2	42,236	225.86
3	44,915	240.19
4	47,593	254.51
5+	50,269	268.82

When position becomes vacant or if additional personnel is hired, place new hire on Teacher Salary Matrix.

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2018-2019 SALARY SCHEDULE**

**TECHNOLOGY DIRECTOR - FLSA EXEMPT**

TITLE	DIRECTOR OF TECHNOLOGY SYSTEMS			
PR CODE	CP			
PAY CYCLE	JUL-JUN			
DAYS/YR	240			
DEGREE	BS		MA	
STEPS	ANNUAL	DAILY	ANNUAL	DAILY
0	72,089	300.37	80,055	333.56
1	73,471	306.13	81,437	339.32
2	74,853	311.89	82,819	345.08
3	76,235	317.65	84,201	350.84
4	77,617	323.40	85,583	356.60
5+	78,999	329.16	86,965	362.35

TITLE	SPECIALIST		TECHNOLOGY TECHNICIAN I	
PR CODE	IT-00		CT-00	
PAY CYCLE	JUL-JUN		JUL-JUN	
DAYS/YR	240		240	
HRS/DAY	7.5		7.5	
DEGREE				
STEPS	ANNUAL	HOURLY	ANNUAL	DAILY
0	61,372	34.10	32,629	18.13
1	62,451	34.70	40,871	22.71
2	63,532	35.30	42,165	23.43
3	64,610	35.89	45,578	25.32
4	65,695	36.50		
5+	66,771	37.09		

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2018-2019 SALARY SCHEDULE  
BOOKKEEPING - FLSA NON-EXEMPT**

<b>TITLE</b>	<b>ACCOUNTS, PAYROLL AND BENEFITS SPECIALIST</b>	
<b>PR CODE</b>	<b>AC-00</b>	
<b>PAY CYCLE</b>	<b>JUL - JUN</b>	
<b>DAYS/YR</b>	<b>240</b>	
<b>HRS/DAY</b>	<b>7.5</b>	
<b>DEGREE</b>	<b>BS IN BUSINESS</b>	
<b>STEPS</b>	<b>ANNUAL</b>	<b>HOURLY</b>
0	35,081	19.49
1	35,593	19.77
2	36,106	20.06
3	36,618	20.34
4	37,131	20.63
5	37,643	20.91
6	38,156	21.20
7	38,668	21.48
8	39,181	21.77
9	39,693	22.05
10+	40,206	22.34

<b>TITLE</b>	<b>SCHOOL BOOKKEEPER</b>	
<b>PR CODE</b>	<b>S3-1</b>	
<b>PAY CYCLE</b>	<b>JUL-JUN</b>	
<b>DAYS/YR</b>	<b>240</b>	
<b>HRS/DAY</b>	<b>7.5</b>	
<b>DEGREE</b>		
<b>STEPS</b>	<b>ANNUAL</b>	<b>HOURLY</b>
0	29,425	16.35
1	29,993	16.66
2	30,557	16.98
3	31,126	17.29
4	31,686	17.60
5	32,257	17.92
6	32,816	18.23
7	33,384	18.55
8	33,953	18.86
9	34,516	19.18
10+	35,081	19.49

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2018-2019 SALARY SCHEDULE  
SECRETARIAL -FLSA NON-EXEMPT**

<b>SUPERINTENDENT SECRETARY</b>		
<b>TITLE</b>	<b>S1-01</b>	
<b>PR CODE</b>	<b>JUL - JUN</b>	
<b>PAY CYCLE</b>	<b>240</b>	
<b>DAYS/YR</b>	<b>7.5</b>	
<b>HRS/DAY</b>	<b>N/A</b>	
<b>DEGREE</b>		
<b>STEPS</b>	<b>ANNUAL</b>	<b>HOURLY</b>
0	35,996	20.00
1	36,560	20.31
2	37,126	20.63
3	37,688	20.94
4	38,252	21.25
5	38,818	21.57
6	39,386	21.88
7	39,950	22.19
8	40,515	22.51
9	41,079	22.82
10+	41,646	23.14

<b>ASSISTANT SUPERINTENDENT SECRETARY</b>		
<b>TITLE</b>	<b>S2-01</b>	
<b>PR CODE</b>	<b>JUL - JUN</b>	
<b>PAY CYCLE</b>	<b>240</b>	
<b>DAYS/YR</b>	<b>7.5</b>	
<b>HRS/DAY</b>	<b>N/A</b>	
<b>DEGREE</b>		
<b>STEPS</b>	<b>ANNUAL</b>	<b>HOURLY</b>
0	34,331	19.07
1	34,896	19.39
2	35,460	19.70
3	36,023	20.01
4	36,587	20.33
5	37,154	20.64
6	37,723	20.96
7	38,285	21.27
8	38,850	21.58
9	39,416	21.90
10+	39,984	22.21

<b>COUNTY OFFICE SECRETARY - SEC I</b>		
<b>TITLE</b>	<b>S3-1</b>	
<b>PR CODE</b>	<b>JUL-JUN</b>	
<b>PAY CYCLE</b>	<b>240</b>	
<b>DAYS/YR</b>	<b>7.5</b>	
<b>HRS/DAY</b>	<b>N/A</b>	
<b>DEGREE</b>		
<b>STEPS</b>	<b>ANNUAL</b>	<b>HOURLY</b>
0	29,425	16.35
1	29,993	16.66
2	30,557	16.98
3	31,126	17.29
4	31,686	17.60
5	32,257	17.92
6	32,816	18.23
7	33,384	18.55
8	33,953	18.86
9	34,516	19.18
10+	35,081	19.49

<b>SCHOOL SECRETARIES</b>						
<b>TITLE</b>	<b>SEC II S4-II</b>		<b>SEC II S5-II</b>		<b>SEC III / CLERK S5-3</b>	
	<b>SEP-AUG</b>		<b>SEP-AUG</b>		<b>SEP-AUG</b>	
<b>PR CODE</b>	<b>192</b>		<b>182</b>		<b>182</b>	
<b>PAY CYCLE</b>	<b>7.5</b>		<b>7.5</b>		<b>7.5</b>	
<b>DAYS/YR</b>						
<b>HRS/DAY</b>						
<b>DEGREE</b>						
<b>STEPS</b>	<b>ANNUAL</b>	<b>HOURLY</b>	<b>ANNUAL</b>	<b>HOURLY</b>	<b>ANNUAL</b>	<b>HOURLY</b>
0	22,093	15.34	21,016	15.40	18,501	13.55
1	22,524	15.64	21,424	15.70	18,827	13.79
2	22,956	15.94	21,833	15.99	19,144	14.03
3	23,388	16.24	22,244	16.30	19,497	14.28
4	23,817	16.54	22,649	16.59	19,878	14.56
5	24,245	16.84	23,057	16.89	20,256	14.84
6	24,676	17.14	23,467	17.19	20,633	15.12
7	25,128	17.45	23,874	17.49	21,014	15.39
8	25,580	17.76	24,279	17.79	21,388	15.67
9	26,033	18.08	24,690	18.09	21,770	15.95
10+	26,486	18.39	25,120	18.40	22,146	16.22



**LAUDERDALE COUNTY BOARD OF EDUCATION  
2018 - 2019 SALARY SCHEDULE  
AUXILIARY SUPPORT PERSONNEL - FLSA NON-EXEMPT**

TITLE	JOB COACH (PRE-EMPLOYMENT TRANSITION SPECIALIST)		SPEC ED TRANSLITERATOR INTERPRETER	
PR CODE	JC		IN-01	
PAY CYCLE	SEP-AUG		SEP-AUG	
DAYS/YR	182		182	
HRS/DAY	8		7	
STEPS	ANNUAL	HOURLY	ANNUAL	HOURLY
0	23,296	16.00	20,505	16.10
1	23,640	16.24	20,804	16.33
2	24,028	16.50	21,116	16.57
3	24,416	16.77	21,401	16.80
4	24,789	17.03	21,699	17.03
5	25,162	17.28	21,998	17.27
6	25,535	17.54	22,284	17.49
7	25,923	17.80	22,597	17.74
8	26,296	18.06	22,895	17.97
9	26,669	18.32	23,180	18.19
10+	27,057	18.58	23,480	18.43

TITLE	SCHOOL STORE WORKER			
PR CODE	ST			
PAY CYCLE	SEP-AUG			
DAYS/YR	180			
HRS/DAY	3.5		4	
STEPS	ANNUAL	HOURLY	ANNUAL	HOURLY
0+	6,663	10.58	7,578	10.52

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2018-2019 SALARY SCHEDULE**

**TEACHER AIDE**

TEACHER AIDE			
PR CODE PAY CYCLE DAYS/YEAR HOURS/DAY	TA SEPT - AUG 184 7.5		
STEPS	ANNUAL	DAILY	HOURLY
0	16,560	90.00	12.00
1	16,836	91.50	12.20
2	17,112	93.00	12.40
3	17,388	94.50	12.60
4	17,664	96.00	12.80
5	17,940	97.50	13.00
6	18,216	99.00	13.20
7	18,492	100.50	13.40
8	18,768	102.00	13.60
9	19,044	103.50	13.80
10+	19,320	105.00	14.00

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2018-2019 SALARY SCHEDULE**

**PRE-K TEACHER ASSISTANT**

PRE K TEACHER ASSISTANT			
PR CODE	PK-00		
PAY CYCLE	SEPT - AUG		
DAYS/YEAR	187		
HOURS/DAY	7.0		
STEPS	ANNUAL	DAILY	HOURLY
0	19,723	105.47	15.07
1	20,233	108.20	15.46
2	20,743	110.93	15.85
3	21,253	113.65	16.24
4	21,763	116.38	16.63
5	22,273	119.11	17.02
6	22,782	121.83	17.40
7	23,292	124.56	17.79
8	23,789	127.21	18.17
9	24,299	129.94	18.56
10+	24,808	132.67	18.95

State mandated - Pre-K Teacher Assistant must have a Teaching Certificate or 9 hours toward Child Development Certificate

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2018 - 2019 SALARY SCHEDULE  
CNP -FLSA NON-EXEMPT**

TITLE PR CODE DAYS HRS	MANAGER CM-01 189 8		CAFETERIA EMPLOYEE C-07 182 7		CAFETERIA EMPLOYEE C-06 182 6	
	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
0	23,943	15.84	17,002	13.35	14,572	13.35
1	24,317	16.08	17,120	13.44	14,674	13.44
2	24,692	16.33	17,302	13.58	14,831	13.58
3	25,099	16.60	17,420	13.67	14,931	13.67
4	25,523	16.88	17,563	13.79	15,054	13.79
5	25,947	17.16	17,720	13.91	15,188	13.91
6	26,371	17.44	17,864	14.02	15,311	14.02
7	26,794	17.72	18,046	14.16	15,468	14.17
8	27,224	18.01	18,164	14.26	15,569	14.26
9	27,644	18.28	18,321	14.38	15,703	14.38
10+	28,068	18.56	18,478	14.50	15,837	14.50

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2018-2019 SALARY SCHEDULE**

**CUSTODIANS - FLSA NON-EXEMPT**

Title	Head Custodian	
P/R Code	C4-00	
Pay Cycle	JUL-JUN	
Days/Year	240	
Hours/Day	8	
Steps	Annual	Hourly
0	24,811	12.92
1	25,031	13.04
2	25,250	13.15
3	25,468	13.26
4	25,688	13.38
5	25,907	13.49
6	26,127	13.61
7	26,347	13.72
8	26,565	13.84
9	26,783	13.95
10+	27,003	14.06

HC schedule covers employees at the following schools:  
Underwood Elementary and Allen Thornton Career Tech Center  
All future custodial hires will be placed on this schedule

Title	SCHOOL CUSTODIAN		SCHOOL CUSTODIAN		SCHOOL CUSTODIAN		COUNTY OFFICE CUSTODIAN	
P/R Code	C5-00		C6-00		C8-00		C9-00	
Pay Cycle	SEP-AUG		JUL-JUN		SEP-AUG		JUL-JUN	
Days/Year	182		240		182		240	
Hours/Day	8		8		4		7.5	
Steps	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
0	18,287	12.56	23,659	12.32	10,892	14.96	22,181	12.32
1	18,445	12.67	23,868	12.43	11,042	15.17	22,374	12.43
2	18,602	12.78	24,076	12.54	11,191	15.37	22,565	12.54
3	18,759	12.88	24,287	12.65	11,343	15.58	22,777	12.65
4	18,917	12.99	24,494	12.76	11,491	15.78	22,968	12.76
5	19,077	13.10	24,705	12.87	11,643	15.99	23,161	12.87
6	19,235	13.21	24,924	12.98	11,790	16.19	23,371	12.98
7	19,395	13.32	25,142	13.09	11,941	16.40	23,582	13.10
8	19,551	13.43	25,364	13.21	12,093	16.61	23,774	13.21
9	19,710	13.54	25,582	13.32	12,242	16.82	23,985	13.33
10+	19,871	13.65	25,802	13.44	12,392	17.02	24,196	13.44

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2018 - 2019 SALARY SCHEDULE**

**MAINTENANCE**

TITLE PR CODE PAY CYCL DAYS/YR HRS/DAY FLSA	SUPERVISOR OF MAINTENANCE		ENERGY MANAGER		SKILLED MAINTENANCE		MAINTENANCE FORMAN	
	MS-00 JUL - JUN 240 EXEMPT		MS-01 JUL - JUN 240 EXEMPT		M1-00 JUL - JUN 240 8 NON-EXEMPT		MF-00 JUL - JUN 240 8 NON-EXEMPT	
STEPS	ANNUAL	DAILY	ANNUAL	DAILY	ANNUAL	HOURLY	ANNUAL	HOURLY
0	60,050	250.21	15,018	62.58	31,827	16.58	38,759	20.19
1	60,377	251.57	15,795	65.81	32,729	17.05	39,660	20.66
2	60,703	252.93	16,572	69.05	33,630	17.52	40,562	21.13
3	61,029	254.29	17,387	72.45	34,533	17.99	41,464	21.60
4	61,354	255.64	18,246	76.03	35,445	18.46	42,376	22.07
5+	61,680	257.00	19,144	79.77	36,347	18.93	43,279	22.54
6					37,252	19.40	44,183	23.01
7					38,153	19.87	45,084	23.48
8					39,058	20.34	45,990	23.95
9					39,961	20.81	46,893	24.42
10+					40,872	21.29	47,803	24.90

Plus \$1,200 annually if employee has an Associates Degree in job related skilled area **OR** holds a State License or Certification in **one** of the following:  
HVACR, Gas, Plumbing, Electrical, Carpentry CLC

The employee will be responsible for maintaining **one** certification/license with the Board paying renewal fee for any additional certification or licenses held by the employee to the Licensing Agency.

Plus \$480 annually for a class A CDL.

Employee is responsible for all costs associated with obtaining certification, license and CDL and will only be paid the additional pay as long as the certification, license or CDL is current.

Supervisors are not eligible for supplements.

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2018 - 2019 SALARY SCHEDULE**

**TRANSPORTATION**

TITLE	SUPERVISOR OF TRANSPORTATION NON-CERTIFIED	
PR CODE	TR	
PAY CYCLE	JUN - JUL	
DAYS/YR	240	
HRS/DAY		
FLSA	EXEMPT	
STEPS	ANNUAL	DAILY
0	60,050	250.21
1	60,377	251.57
2	60,703	252.93
3	61,029	254.29
4	61,354	255.64
5+	61,680	257.00

TITLE	BUS DRIVER REGULAR ROUTE		SKILLED MECHANIC		TRANSPORTATION FORMAN	
PR CODE	BD-00		M1-00		MF-00	
PAY CYCLE	SEP-AUG		JUL - JUN		JUL - JUN	
DAYS/YR	184		240		240	
HRS/DAY	4		8		8	
FLSA	NON- EXEMPT		NON-EXEMPT		NON-EXEMPT	
STEPS	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
0	12,201	16.58	31,827	16.58	38,759	20.19
1	12,509	17.00	32,729	17.05	39,660	20.66
2	12,822	17.42	33,630	17.52	40,562	21.13
3	13,133	17.84	34,533	17.99	41,464	21.60
4	13,443	18.26	35,445	18.46	42,376	22.07
5	13,754	18.69	36,347	18.93	43,279	22.54
6	14,065	19.11	37,252	19.40	44,183	23.01
7	14,377	19.53	38,153	19.87	45,084	23.48
8	14,686	19.95	39,058	20.34	45,990	23.95
9	14,999	20.38	39,961	20.81	46,893	24.42
10+	15,309	20.80	40,872	21.29	47,803	24.90

Bus drivers will be given credit for up to five years of experience with proof of five or more years of driving experience in another school system.

TITLE	BUS AIDE REGULAR ROUTE
PR CODE	BA-00
PAY CYCLE	SEP-AUG
DAYS/YR	180
TRIPS	2
FLSA	NON- EXEMPT
	PER DAY
	30.00

Bus Aides are on an as needed basis

Plus \$1,200 annually for obtaining Local Mechanic Certification administered by the State Department of Education OR \$200 annually for each of the 7 ASE Certifications.

Plus \$480 for a Class A CDL.

Employee is responsible for all costs associated with obtaining and maintaining ASE Certifications and CDL.

Employees will only be paid the additional pay as long as the certification or CDL is current.

Supervisors and Bus Drivers are not eligible for supplements.

TITLE	PARTS CLERK/SHOP ASSISTANT SEC III / CLERK	
PR CODE	S5-3	
PAY CYCLE	JUL - JUN	
DAYS/YR	240	
HRS/DAY	7.5	
FLSA		
STEPS	ANNUAL	HOURLY
0	24,390	13.55
1	24,822	13.79
2	25,254	14.03
3	25,704	14.28
4	26,208	14.56
5	26,712	14.84
6	27,216	15.12
7	27,702	15.39
8	28,206	15.67
9	28,710	15.95
10+	29,196	16.22

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2018-2019 SALARY SCHEDULE**

**PRINCIPAL & ASSISTANT PRINCIPAL - FLSA EXEMPT**

PR CODE	TITLE	DAYS	PAY CYCLE	DEG	STEPS					
					0	1	2	3	4	5+
<b>SECONDARY</b>										
P1	PRINCIPAL -	240	JUL-JUN	MA	87,342	88,533	89,724	90,914	92,828	93,296
	HIGH SCHOOL			AA	90,157	91,347	92,537	93,728	94,919	96,110
P2	ASSISTANT	222	AUG-JUL	MA	70,659	71,597	72,615	73,632	74,574	75,518
	PRINCIPAL			AA	75,113	76,054	77,070	78,086	79,028	79,971
P3	ASSISTANT	202	AUG-JUL	MA	64,293	65,147	66,074	66,998	67,856	68,714
	PRINCIPAL			AA	68,346	69,202	70,126	71,051	71,908	72,766
P3	ASSISTANT	202	AUG-JUL	MA	32,147	32,573	33,037	33,499	33,928	34,357
	PRINCIPAL			AA	34,173	34,601	35,063	35,525	35,954	36,383
	HALF - TIME									
<b>ELEMENTARY</b>										
EP	PRINCIPAL -	240	JUL-JUN	MA	76,388	77,340	78,321	79,243	80,195	81,147
	ELEMENTARY			AA	81,204	82,156	83,109	84,061	85,013	85,965
EA	ASSISTANT	202	AUG-JUL	MA	60,203	61,165	62,127	63,091	64,053	65,015
	PRINCIPAL -			AA	64,257	65,218	66,179	67,142	68,104	69,066
	ELEMENTARY									
<b>CAREER TECH</b>										
VA	CAREER TECH	240	JUL-JUN	MA	83,533	84,722	85,913	87,105	88,297	89,489
	DIRECTOR			AA	88,346	89,537	90,726	91,918	93,110	94,302

If the employee has an earned Doctorate from an accredited institution, a \$4,000 supplement will be added to an AA degreed salary for his/her salary step.

Principals/Directors will receive an additional supplement based on experience as follows: 24-26 years \$ 572; 27+ years \$ 1,144

As of July 1, 2018; any Principal/Director lacking 20 years of educational experience will not be eligible for the additional supplement.



**LAUDERDALE COUNTY BOARD OF EDUCATION  
2018 - 2019 SALARY SCHEDULE  
ADMINISTRATORS, CERTIFIED - FLSA EXEMPT**

PR CODE	TITLE	DAYS/ YEAR	PAY CYCLE	DEGREE/ CERTIFICATE	STEPS					
					0	1	2	3	4	5
AA	ASSISTANT SUPERINTENDENT	240	JUL-JUN	MA/AA	101,000	102,080	103,160	104,240	105,320	106,920
IE	DIRECTOR OF STUDENT SERVICES	240	JUL-JUN	MA	82,818	83,672	84,526	85,380	86,234	87,088
				AA	87,632	88,486	89,340	90,194	91,048	91,902
EC	DIRECTOR OF ELEM INSTRUCTION & FED PROGRAMS	240	JUL-JUN	MA	82,818	83,672	84,526	85,380	86,234	87,088
				AA	87,632	88,486	89,340	90,194	91,048	91,902
AD	DIRECTOR OF SEC INSTRUCTION	240	JUL-JUN	MA	82,818	83,672	84,526	85,380	86,234	87,088
				AA	87,632	88,486	89,340	90,194	91,048	91,902
SE	DIRECTOR OF SPECIAL EDUCATION	240	JUL-JUN	MA	82,818	83,672	84,526	85,380	86,234	87,088
				AA	87,632	88,486	89,340	90,194	91,048	91,902
CS	DIRECTOR OF CHILD NUTRITION	240	AUG-JUL	BS	68,900	69,754	70,608	71,462	72,316	73,170
				MA	82,818	83,672	84,526	85,380	86,234	87,088
				AA	87,632	88,486	89,340	90,194	91,048	91,902
TP	MAINTENANCE/ TRANSP. DIRECTORS CERTIFIED	240	JUL-JUN	MA	82,818	83,672	84,526	85,380	86,234	87,088
				AA	87,632	88,486	89,340	90,194	91,048	91,902

If the employee has an earned Doctorate from an accredited institution, a \$4,000 supplement will be added to an AA degreed salary for his/her salary step.

Certified Administrators will receive an additional supplement based on experience as follows: 24-26 years \$ 572; 27+ years \$ 1,144.

As of July 1, 2018; any Certified Administrator lacking 20 years of educational experience will not be eligible for the additional supplement.

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2018-2019 SALARY SCHEDULE**

**GRANDFATHERED SCHEDULES**

TITLE PR CODE DAYS/YR HRS/DAY DEGREE	LICENSED PRACTICAL NURSE			REGISTERED NURSE			REGISTERED NURSE		
	LP			RN			RN		
	182			182			182		
	7			7			7		
	LPN			RN			MS		
STEPS	ANNUAL	DAILY	HOURLY	ANNUAL	DAILY	HOURLY	ANNUAL	DAILY	HOURLY
0-2	20,106	110.47	15.78	38,249	210.16	30.02	43,989	241.70	34.53
3-5	22,097	121.41	17.34	42,072	231.17	33.02	48,378	265.81	37.97
6-8	23,048	126.64	18.09	43,914	241.29	34.47	50,501	277.48	39.64
9-11	23,347	128.28	18.33	44,502	244.52	34.93	51,178	281.20	40.17
12-14	23,768	130.59	18.66	45,312	248.97	35.57	52,106	286.30	40.90
15-17	24,289	133.46	19.07	46,344	254.64	36.38	53,298	292.85	41.84
18-20	24,582	135.06	19.29	46,943	257.93	36.85	53,984	296.61	42.37
21-23	24,876	136.68	19.53	47,542	261.22	37.32	54,676	300.42	42.92
24-26	25,405	139.59	19.94	48,108	264.33	37.76	55,241	303.52	43.36
27+	25,935	142.50	20.36	48,675	267.45	38.21	55,808	306.64	43.81

LPN MUST HAVE CURRENT ALABAMA LPN LICENSE.  
Based on LPN Public School Nurse State Matrix

TITLE PR CODE PAY CYCLE DAYS/YEAR HOURS/DAY	SPECIAL ED TEACHER AIDE	
	SA-01	
	SEPT - AUG	
	182	
	7	
	Grandfathered 11/12/1998	
STEPS	ANNUAL	HOURLY
0	17,829	13.99
1	18,114	14.22
2	18,427	14.46
3	18,685	14.67
4	18,998	14.91
5	19,242	15.10
6	19,542	15.34
7	19,595	15.38
8	19,690	15.46
9	19,758	15.51
10+	19,827	15.56

TITLE PR CODE PAY CYCLE DAYS/YEAR HOURS/DAY	INSTRUCTIONAL PARAPROFESSIONALS		
	PP-01		
	SEPT - AUG		
	182		
	7.0		
	Grandfathered 11/12/1998		
STEPS	ANNUAL	DAILY	HOURLY
0	20,384	112.00	16.00
1	20,685	113.65	16.24
2	21,011	115.45	16.49
3	21,364	117.38	16.77
4	21,690	119.18	17.03
5	22,017	120.97	17.28
6	22,343	122.76	17.54
7	22,683	124.63	17.80
8	23,009	126.42	18.06
9	23,336	128.22	18.32
10+	23,675	130.08	18.58

TITLE PR CODE PAY CYCLE DAYS/YEAR HOURS/DAY	SPECIAL EDUCATION BUS DRIVER	
	SB	
	SEP - AUG	
	184	
	4	
	Grandfathered 11/12/1998	
STEPS	ANNUAL	HOURLY
0	13,718	18.64
1	14,028	19.06
2	14,341	19.48
3	14,651	19.91
4	14,960	20.33
5	15,273	20.75
6	15,583	21.17
7	15,655	21.27
8	15,726	21.37
9	15,797	21.46
10+	15,868	21.56

Positions to be phased out in 2019-2020.

TITLE PR CODE PAY CYCLE DAYS/YR HOURS/DAY	HEAD CUSTODIAN			
	HC-00 & HC-01			
	JUL-JUN			
	240			
	9 & 8			
	Grandfathered 2018			
STEPS	Annual	Daily	Hourly	Time + 1/2
0	30,895	128.73	13.55	20.33
1	31,105	129.61	13.64	20.46
2	31,339	130.58	13.75	20.62
3	31,550	131.46	13.84	20.76
4	31,783	132.43	13.94	20.91
5	31,994	133.31	14.03	21.05
6	32,204	134.18	14.12	21.19
7	32,438	135.16	14.23	21.34
8	32,648	136.03	14.32	21.48
9	32,858	136.91	14.41	21.62
10+	33,092	137.88	14.51	21.77

HC Schedule covers the following schools:

Brooks High, Brooks Elementary, Central, Lexington, Lauderdale County, Rogers, Waterloo and Wilson  
Future hires will be placed on the Head Custodian C4-00 schedule.

TITLE PR CODE PAY CYCLE DAYS/YEAR HOURS/DAY	SECRETARY II		SECRETARY III	
	S6-II		S7-I	
	SEP-AUG		SEP-AUG	
	182		182	
	4		4	
	Grandfathered 2018		Grandfathered 2018	
STEPS	ANNUAL	HOURLY	ANNUAL	HOURLY
0	12,198	16.76	10,946	15.04
1	12,403	17.04	11,108	15.26
2	12,605	17.32	11,266	15.47
3	12,809	17.59	11,441	15.72
4	13,012	17.87	11,630	15.97
5	13,215	18.15	11,820	16.24
6	13,420	18.43	12,009	16.50
7	13,622	18.71	12,199	16.76
8	13,826	18.99	12,385	17.01
9	14,030	19.27	12,575	17.27
10+	14,342	19.70	12,764	17.53

TITLE PR CODE PAY CYCLE DAYS/YEAR HOURS/DAY	CAFETERIA EMPLOYEE			CAFETERIA EMPLOYEE		
	G2			GF		
	SEPT - AUG			SEPT - AUG		
	180			182		
	3			6		
	Annual	Daily	Hourly	Annual	Daily	Hourly
	8,765	48.69	16.23	15,818	86.91	14.49

TITLE PR CODE PAY CYCLE DAYS/YEAR	SCHOOL STORE WORKER	
	ST	
	SEP-AUG	
	182	
	Grandfathered 06/30/2013	
HOURS/DAY	ANNUAL	HOURLY
4	9,011	12.38
6	12,316	11.28

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2018-2019 SALARY SCHEDULE  
SERVICE RECOGNITION**

<b>Years of Service</b>	<b>Amount</b>
10-14	800
15-19	1,600
20+	2,400

Service Recognition raises are at the discretion of the Board, including any State raises.

Service Recognition will be paid in a lump sum and will be included in the regular monthly pay in November; provided funds are available.

When an employee holds more than one position, he or she will receive only one service increase.

Years of service will be based on the eligible position held for the longest period of time at the beginning of the contract period.

Service Recognition determined based on completed consecutive contracts within the Lauderdale County System.

For example; a 12 month employee will begin receiving service recognition in July ;

a 9 month employee will begin receiving service recognition in September.

A phase-out of the current "Service Recognition" or "Longevity Check" will be implemented beginning with all employees whose effective date of employment is on or after October 1, 2013.

Anyone hired after this date will not be eligible to receive Service Recognition unless they had previously gained tenure or non-probationary status as a full time employee in our system.

Present full time employees will continue to be eligible to participate in the program until they; A. Retire, B. Resign, or C. are dismissed.

Employees on an approved Leave of Absence will maintain their proper service credit, but cannot be used to gain or increase service recognition.

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2018-2019 SALARY SCHEDULE**

**NON-SALARY, PER UNIT PAY RATES**

**TEACHER SUBSTITUTE PAY SCALE**

	<u>1-20 Days</u>	<u>21+ Days*</u>
Certified Substitute	68.00	211.53
Non-Certified Retired Teacher	65.00	130.00
Non-Certified Substitute	60.00	120.00

\* To earn pay for 21+ days, substitute must have continuous services for a single teacher.

**NURSE SUBSTITUTE PAY SCALE**

	<u>LPN</u>	<u>RN</u>
Nurse Substitute per day	90.00	125.00

**TRANSPORTATION SUBSTITUTE AND EXTRA-CURRICULAR PAY SCALE**

	<u>PER HOUR</u>	<u>PER DAY</u>	<u>PER TRIP</u>
Bus Aide - Substitute	-	-	15.00
Bus Driver	-	50.00	-
Bus Driver Vocational (\$30 minimum)	10.00	-	-
Bus Driver Extra-Curricular (\$30 minimum)	10.00	-	-
Bus Driver Overnight*	-	100.00	-

**OTHER SUBSTITUTE AND EXTRA PAY SCALE**

	<u>Per Hour</u>	<u>Per Hour 21+ Days*</u>
Support Staff Substitute	8.00	12.00
Tutors, Homebound, Credit Recovery	27.00	

\* To earn pay for 21+ days, substitute must have continuous services for a single employee.

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2018 - 2019 SALARY SCHEDULE  
ACADEMIC SUPPLEMENTS**

Each team must have it's own sponsor. Those persons currently receiving the larger amount will be grandfathered at the higher rate.

		Grandfather hired through 6/30/13	Effective beginning 7/31/14
Elementary Scholar Bowl	(Minimum 3 Contests)	450	320
Math Team -Senior High	(Minimum 3 Contests)	902	480
Scholar Bowl-Jr High- Level 1	(Minimum 3 Contests)	588	373
Scholar Bowl-Jr High-Level 2	(Minimum 3 Contests)	588	373
Scholar Bowl-Sr. High	(Minimum 3 Contests)	902	480
Science Team-Sr. High	(Minimum 3 Contests)	902	480
Drama Sponsor	Max 2 Performances @ \$375 each		800
Show Choir	Max 2 Performances @ \$375 each		800
Robotics Sponsor	All Schools		800
Lead Special Ed Teacher	All Schools		533
Webmaster	Allen Thornton		480
	Underwood		480
	Waterloo/Brooks Elem.		600
	Brooks High/LCHS/Lexington/Rogers/Central/Wilson		600

Academic Supplements will be paid as follows:

December 50% and May 50%

Sponsors resigning prior to the end of a percentage period will not receive that portion of the remaining supplement.

All supplemental raises are at the discretion of the Board, including any State raises.

Supplements are for one year only and are not included when base salary is calculated.

Staff members must be recommended on a yearly basis.

Continuing service status does not apply to nor can tenure be earned in any supplemental position.

Supplements will not be paid for an activity that is not sponsored by the school.

**LAUDERDALE COUNTY BOARD OF EDUCATION  
2018-2019 SALARY SCHEDULE**

**ATHLETIC AND BAND SUPPLEMENTS**

	STEPS			
	0-3	4-6	7-9	10+
<b>FALL ACTIVITIES</b>				
<b>FOOTBALL</b>				
HEAD COACH	13,800	14,800	15,800	16,800
ASSISTANT (3)	3,800	4,000	4,200	4,400
ASSISTANT (1)	2,000	2,500	3,000	3,500
ASSISTANT (1)	1,200	1,400	1,600	1,800
<b>BASKETBALL</b>				
HEAD COACH	9,500	10,500	11,500	12,000
ASSISTANT (1)	2,000	2,500	3,000	3,500
ASSISTANT (1)	1,400	1,600	2,000	2,200
<b>VOLLEYBALL</b>				
HEAD COACH	3,000	3,500	4,000	4,500
ASSISTANT (1)	1,000	1,100	1,200	1,300
ASSISTANT (1)	700	800	1,000	1,100
<b>CHEERLEADING</b>				
VARSITY	2,600	2,800	3,000	3,500
JUNIOR HIGH	1,600	1,700	1,800	2,000
<b>CROSS COUNTRY</b>	800	900	1,000	1,200
<b>BAND</b>				
DIRECTOR	7,500	8,000	9,000	9,500
EXTRA HELP	2,400	2,400	2,400	2,400
<b>SPRING ACTIVITIES</b>				
<b>BASEBALL</b>				
HEAD COACH	4,500	4,750	5,000	5,250
ASSISTANT (1)	750	1,000	1,250	1,250
ASSISTANT (1)	600	700	800	900
FIELD MAINTENANCE (1)	600	600	600	600
<b>SOFTBALL</b>				
HEAD COACH	4,500	4,750	5,000	5,250
ASSISTANT (1)	750	1,000	1,250	1,250
ASSISTANT (1)	600	700	800	900
FIELD MAINTENANCE (1)	600	600	600	600
<b>TRACK</b>	800	900	1,000	1,200
<b>GOLF</b>	800	900	1,000	1,200
<b>TENNIS</b>	800	900	1,000	1,200

Supplements will be paid in twelve equal installments.

Coaches/Directors resigning prior to the end of a contract year will have supplemental pay prorated based on 187 day contract.

Supplemental pay will no longer be based on additional contract days.

All supplemental raises are at the discretion of the Board, including any State raises.

Supplements are for one year only and are not included when base salary is calculated.

Staff members must be recommended on a yearly basis.

Continuing service status does not apply to nor can tenure be earned in any supplemental position.

Basketball, Volleyball, Baseball and Softball must have 3 teams to qualify for 3 supplements.

Schools without a middle school football team will lose 1 football supplement.

Schools with more than one Cheer, Track, Cross Country, Golf, or Tennis sponsor may split the supplement more than two ways.

Those who coach both girls and boys teams will receive the full supplement of each sport.

Coaches driving team buses will be compensated as would any other driver.

Supplements will not be paid for an activity that is not sponsored by the school.

Employees receiving supplements based on the 2017-2018 schedule will be placed on the upper 2 steps of the schedule based on the years of experience served in the current role.

Future placement will be based on years of experience in the assigned Activity.