

# Salary Schedule

## Trussville City Schools

2021 - 2022

The Trussville City Schools Board of Education does not discriminate on the basis of race, color, disability, sex, religion, national origin or age in programs, activities, or employment.

Approved: June 14, 2021  
Effective Date: July 1, 2021  
**4% raise - 2% state, 2% local**

*All salary schedules proposed herein will be effective at start of contract period.*

## INTRODUCTION

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

Salaries in the Salary Schedule are based on years of experience, degree/certification, and assignment. Certified employees were approved to be paid on their highest degree, regardless of the teaching assignment. Years of experience are categorized as "STEPS" on this schedule. For example, five STEPS indicate four years of experience. Experience is defined as the number of years of service in education or a related field. Credit may be granted for years of experience outside the school system. **It is the responsibility of the employee to verify the accuracy and correctness of his/her compensation and to promptly call questions and discrepancies to the attention of his/her principal/director. In addition, it is the responsibility of the employee to submit appropriate verification of experience, degree/certification, and/or other information offering compensation to the employee's principal/director or to the personnel division of the Board.**

In order to advance steps on the salary schedule, an employee must have worked a minimum of fifty percent of the contract days from the previous year.

### Contract Days

Nine Months	187 days
Ten Months	202 days
Twelve Months	240 days

Employees are generally paid in twelve equal monthly installments, regardless of the term of the appointment. Teachers' contracts are normally nine months.

The payroll period normally extends from the first Sunday of each month thru the last Saturday of each month (some payroll cut-off days are adjusted due to holidays and as needed). Specific period dates are available at each school/location site. Payroll checks are issued the last working day of the month.

Participation in the Retirement Systems of Alabama is mandatory if an individual is employed in a position that is eligible for coverage and is employed on at least a one-half time basis.

**Trussville City Schools  
2021 - 2022  
Salary Schedules**

**CERTIFIED STAFF**

Exp	Step	BACHELORS		MASTERS		ED SP - AA		DOCTORAL	
		Annual	Daily	Annual	Daily	Annual	Daily	Annual	Daily
0	1	48,694	260.40	51,591	275.89	55,630	297.49	59,667	319.07
1	2	49,278	263.52	51,781	276.90	56,172	300.39	60,386	322.92
2	3	49,870	266.68	52,111	278.67	56,351	301.34	61,107	326.78
3	4	50,466	269.87	57,648	308.28	61,531	329.04	65,633	350.98
4	5	51,228	273.95	58,409	312.35	62,295	333.13	65,930	352.57
5	6	51,862	277.34	59,042	315.73	62,928	336.51	66,556	355.92
6	7	54,049	289.03	61,442	328.57	65,443	349.96	69,185	369.97
7	8	54,697	292.50	62,093	332.05	66,090	353.42	69,834	373.44
8	9	55,318	295.82	62,742	335.52	66,741	356.90	70,483	376.91
9	10	56,228	300.68	63,622	340.22	67,623	361.62	71,365	381.63
10	11	56,875	304.14	64,269	343.69	68,268	365.07	73,113	390.98
11	12	56,875	304.14	64,269	343.69	68,268	365.07	73,113	390.98
12	13	57,148	305.60	64,579	345.34	68,595	366.82	73,465	392.86
13	14	57,148	305.60	64,579	345.34	68,595	366.82	73,465	392.86
14	15	57,148	305.60	64,579	345.34	68,595	366.82	73,465	392.86
15	16	59,039	315.72	66,615	356.23	70,713	378.14	75,676	404.69
16	17	59,039	315.72	66,615	356.23	70,713	378.14	75,676	404.69
17	18	59,039	315.72	66,615	356.23	70,713	378.14	75,676	404.69
18	19	59,039	315.72	66,615	356.23	70,713	378.14	75,676	404.69
19	20	59,039	315.72	66,615	356.23	70,713	378.14	75,676	404.69
20	21	59,039	315.72	66,615	356.23	70,713	378.14	75,676	404.69
21	22	59,039	315.72	66,615	356.23	70,713	378.14	75,676	404.69
22	23	59,039	315.72	66,615	356.23	70,713	378.14	75,676	404.69
23	24	59,039	315.72	66,615	356.23	70,713	378.14	75,676	404.69
24	25	59,709	319.30	67,285	359.81	71,384	381.73	76,346	408.27
25	26	59,709	319.30	67,285	359.81	71,384	381.73	76,346	408.27
26	27	59,709	319.30	67,285	359.81	71,384	381.73	76,346	408.27
27	28	60,380	322.89	67,957	363.41	72,054	385.32	77,018	411.86

Annual shown above is based upon 187 day contract.  
Actual work days are specified by calendar.  
All certified staff salary annualized and equally divided by twelve.

Nine month positions are 187 days  
Ten month positions are 202 days  
Twelve month positions are 240 days

Certified Staff Schedule includes  
Teachers  
Librarians  
Counselors  
Band Directors

**Trussville City Schools  
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**CERTIFIED TEAMS STAFF**

Exp	Step	BACHELORS		MASTERS		ED SP - AA		DOCTORAL	
		Annual	Daily	Annual	Daily	Annual	Daily	Annual	Daily
0	1	46,690	247.04	52,941	280.11	56,695	299.97	60,446	319.82
1	2	49,982	264.46	57,479	304.12	61,977	327.92	66,479	351.74
2	3	52,652	278.58	60,547	320.35	65,304	345.52	70,025	370.50
3	4	54,192	286.73	62,320	329.74	67,215	355.63	72,075	381.35
4	5	55,774	295.10	64,139	339.36	69,177	366.02	74,179	392.48
5	6	57,397	303.69	66,006	349.24	71,190	376.67	76,338	403.90
6	7	59,063	312.50	67,921	359.37	73,258	387.61	78,554	415.63
7	8	60,773	321.55	69,889	369.78	75,378	398.83	80,828	427.66
8	9	61,989	327.98	71,285	377.17	76,886	406.80	82,445	436.22
9	10	63,228	334.54	72,712	384.72	78,423	414.94	84,094	444.94
10	11	64,176	339.56	73,803	390.49	79,599	421.16	85,355	451.61
11	12	65,139	344.65	74,910	396.35	80,793	427.48	86,635	458.39
12	13	66,116	349.82	76,034	402.30	82,005	433.89	87,935	465.26
13	14	66,116	349.82	76,034	402.30	82,005	433.89	87,935	465.26
14	15	66,116	349.82	76,034	402.30	82,005	433.89	87,935	465.26
15	16	67,112	355.09	77,179	408.35	83,240	440.42	89,260	472.28
16	17	67,112	355.09	77,179	408.35	83,240	440.42	89,260	472.28
17	18	67,112	355.09	77,179	408.35	83,240	440.42	89,260	472.28
18	19	68,128	360.47	78,347	414.53	84,501	447.10	90,611	479.42
19	20	68,128	360.47	78,347	414.53	84,501	447.10	90,611	479.42
20	21	68,128	360.47	78,347	414.53	84,501	447.10	90,611	479.42
21	22	69,164	365.95	79,540	420.85	85,786	453.89	91,989	486.71
22	23	69,164	365.95	79,540	420.85	85,786	453.89	91,989	486.71
23	24	69,164	365.95	79,540	420.85	85,786	453.89	91,989	486.71
24	25	70,221	371.54	80,754	427.27	87,097	460.83	93,395	494.15
25	26	70,221	371.54	80,754	427.27	87,097	460.83	93,395	494.15
26	27	70,221	371.54	80,754	427.27	87,097	460.83	93,395	494.15
27	28	71,299	377.24	81,995	433.84	88,434	467.90	94,829	501.74

Annual shown above is based upon 189 day contract.  
Actual work days are specified by calendar.  
All certified staff salary annualized and equally divided by twelve.

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**Therapist, Occupational and Physical**

Exp	Step	BACHELORS		MASTERS		ED SP - AA	
		Annual	Daily	Annual	Daily	Annual	Daily
0	1	49,317	263.73	55,723	297.98	59,266	316.93
1	2	49,568	265.07	56,210	300.59	59,755	319.55
2	3	49,936	267.04	56,541	302.36	60,083	321.30
3	4	54,895	293.56	62,076	331.96	65,961	352.73
4	5	55,658	297.63	62,841	336.05	66,726	356.83
5	6	56,286	300.99	63,467	339.39	67,354	360.18
6	7	58,609	313.42	66,003	352.96	70,001	374.33
7	8	59,255	316.87	66,650	356.42	70,650	377.81
8	9	59,957	320.63	67,299	359.89	71,297	381.27
9	10	60,785	325.05	68,183	364.62	72,179	385.99
10	11	61,435	328.53	68,829	368.07	72,830	389.47
11	12	61,435	328.53	68,829	368.07	72,830	389.47
12	13	61,731	330.11	69,161	369.84	73,178	391.33
13	14	61,731	330.11	69,161	369.84	73,178	391.33
14	15	61,731	330.11	69,161	369.84	73,178	391.33
15	16	62,321	333.27	69,822	373.38	73,880	395.08
16	17	62,321	333.27	69,822	373.38	73,880	395.08
17	18	62,321	333.27	69,822	373.38	73,880	395.08
18	19	62,321	333.27	69,822	373.38	73,880	395.08
19	20	62,321	333.27	69,822	373.38	73,880	395.08
20	21	62,321	333.27	69,822	373.38	73,880	395.08

Annual shown above is based upon 187 day contract.  
Actual work days are specified by calendar.

**Trussville City Schools  
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Salary Schedules**

**PUBLIC SCHOOL NURSE**

Exp	Step	LPN		RN		RN/MS		RN/AIDE	
		Annual	Daily	Annual	Daily	Annual	Daily	Annual	Daily
0	1	23,583	126.11	44,863	239.91	51,591	275.89	33,249	177.80
1	2	23,583	126.11	44,863	239.91	51,591	275.89	33,388	178.54
2	3	23,583	126.11	44,863	239.91	51,591	275.89	33,922	181.40
3	4	25,918	138.60	49,347	263.89	56,749	303.47	35,910	192.03
4	5	25,918	138.60	49,347	263.89	56,749	303.47	36,049	192.78
5	6	25,918	138.60	49,347	263.89	56,749	303.47	36,191	193.53
6	7	27,032	144.56	51,507	275.44	59,233	316.75	37,409	200.05
7	8	27,032	144.56	51,507	275.44	59,233	316.75	37,550	200.80
8	9	27,032	144.56	51,507	275.44	59,233	316.75	37,690	201.55
9	10	27,384	146.44	52,198	279.13	60,028	321.01	38,174	204.14
10	11	27,384	146.44	52,198	279.13	60,028	321.01	38,314	204.89
11	12	27,384	146.44	52,198	279.13	60,028	321.01	38,314	204.89
12	13	27,877	149.08	53,148	284.21	61,115	326.82	38,789	207.43
13	14	27,877	149.08	53,148	284.21	61,115	326.82	38,789	207.43
14	15	27,877	149.08	53,148	284.21	61,115	326.82	38,789	207.43
15	16	28,490	152.36	54,359	290.69	62,513	334.30	39,394	210.67
16	17	28,490	152.36	54,359	290.69	62,513	334.30	39,394	210.67
17	18	28,490	152.36	54,359	290.69	62,513	334.30	39,394	210.67
18	19	28,833	154.19	55,061	294.44	63,317	338.59	39,746	212.54
19	20	28,833	154.19	55,061	294.44	63,317	338.59	39,746	212.54
20	21	28,833	154.19	55,061	294.44	63,317	338.59	39,746	212.54
21	22	29,177	156.03	55,764	298.20	64,129	342.94	40,097	214.42
22	23	29,177	156.03	55,764	298.20	64,129	342.94	40,097	214.42
23	24	29,177	156.03	55,764	298.20	64,129	342.94	40,097	214.42
24	25	29,798	159.35	56,428	301.75	64,793	346.49	40,429	216.20
25	26	29,798	159.35	56,428	301.75	64,793	346.49	40,429	216.20
26	27	29,798	159.35	56,428	301.75	64,793	346.49	40,429	216.20
27	28	30,419	162.67	57,093	305.31	65,459	350.05	40,762	217.98

Annual shown above is based upon 187 day contract.  
Actual work days are specified by calendar.

RN shown above is based upon 187 day contract.  
Nine month positions are 187 days  
Ten month positions are 202 days  
RN is exempt employee with license.

LPN shown above is based upon 187 day contract.  
LPN is an non-exempt classified employee.

RN/MS requires RN with Masters Degree in Nursing

RN/AIDE is 187 days, 7.5 hours, exempt position, requiring RN license.

**Nurse Substitutes are paid \$110.25 per day, \$15.75 an hour.**

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**JOB DEVELOPMENT COACH**

Exp	Step		
		Annual	Daily
0	1	48,694	260.40
1	2	49,278	263.52
2	3	49,870	266.68
3	4	50,466	269.87
4	5	51,228	273.95
5	6	51,862	277.34
6	7	54,049	289.03
7	8	54,697	292.50
8	9	55,318	295.82
9	10	56,228	300.68
10	11	56,875	304.14
11	12	56,875	304.14
12	13	57,148	305.60
13	14	57,148	305.60
14	15	57,148	305.60
15	16	59,039	315.72
16	17	59,039	315.72
17	18	59,039	315.72
18	19	59,039	315.72
19	20	59,039	315.72
20	21	59,039	315.72
21	22	59,039	315.72
22	23	59,039	315.72
23	24	59,039	315.72
24	25	59,709	319.30
25	26	59,709	319.30
26	27	59,709	319.30
27	28	60,380	322.89

Annual shown above is based upon 187 day contract.  
Actual work days are specified by calendar.  
All certified staff salary annualized and equally divided by twelve.

Nine month positions are 187 days

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**Administrative Personnel**

Salaries are prorated over a twelve month period regardless of whether assignments are 9, 10, or 12 month positions.

Salary for principals is determined by their contract.

Assistant Principals will receive an annual activity supplement based on the following schedule:

<u>School</u>	<u>Supplement</u>
High	\$2,040
Middle/Junior/High	\$1,530
Elementary	\$1,020

The following Conversion Table may need to be utilized to convert teaching or administrative experience to administrative steps:

Conversion Table

<u>Experience (in years)</u>	<u>Step Level</u>
0-2 years	1
3-5 years	2
6-8 years	3
9-11 years	4
12-14 years	5
15-17 years	6
18-20 years	7
21-23 years	8
24-26 years	9
27+ years	10



**Trussville City Schools  
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**Assistant Superintendent/CSFO**

Exp	Step	Salary
0	1	122,872
1	2	123,702
2	3	124,531
3	4	125,506
4	5	126,334
5	6	127,167
6	7	131,921
7	8	132,699
8	9	133,560
9	10	134,414
10	11	135,267
11	12	135,267
12	13	135,911
13	14	135,911
14	15	135,911
15	16	138,075

**DIRECTOR**

Exp	Step	Salary
0	1	110,955
1	2	111,711
2	3	112,459
3	4	113,340
4	5	114,088
5	6	114,839
6	7	119,133
7	8	119,836
8	9	120,613
9	10	121,384
10	11	122,155
11	12	122,155
12	13	122,736
13	14	122,736
14	15	122,736
15	16	124,690

**Coordinator/Program Specialist**

Exp	Step	Salary
0	1	85,468
1	2	86,190
2	3	86,908
3	4	87,628
4	5	88,351
5	6	89,070
6	7	92,328
7	8	93,068
8	9	93,809
9	10	94,552
10	11	95,296
11	12	95,296
12	13	95,734
13	14	95,734
14	15	95,734
15	16	98,305

**PROGRAM SUPERVISOR**

Exp	Step	Salary
0	1	98,185
1	2	98,854
2	3	99,516
3	4	100,296
4	5	100,958
5	6	101,622
6	7	105,421
7	8	106,043
8	9	106,731
9	10	107,413
10	11	108,097
11	12	108,097
12	13	108,610
13	14	108,610
14	15	108,610
15	16	110,340

Add the following supplements per year for earned degree from an accredited college or university.

EdD \$ 5,100

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**Assistant Principal**

Exp	Step	Level	High School	Middle School	Elementary
0	1	Masters	81,019	76,857	72,691
0	1	Ed.S/A.A.	85,154	80,993	76,827
0	1	Ed.D./Ph.D.	90,665	86,504	82,338
1	2	Masters	81,742	77,574	73,410
1	2	Ed.S/A.A.	85,875	81,709	77,545
1	2	Ed.D./Ph.D.	91,388	87,221	83,059
2	3	Masters	82,459	78,295	74,132
2	3	Ed.S/A.A.	86,592	82,430	78,266
2	3	Ed.D./Ph.D.	92,105	87,942	83,778
3	4	Masters	83,180	79,018	74,855
3	4	Ed.S/A.A.	87,315	83,153	78,989
3	4	Ed.D./Ph.D.	92,827	88,665	84,501
4	5	Masters	83,903	79,740	75,575
4	5	Ed.S/A.A.	88,039	83,876	79,711
4	5	Ed.D./Ph.D.	93,550	89,387	85,222
5	6	Masters	84,620	80,458	76,298
5	6	Ed.S/A.A.	88,756	84,594	80,434
5	6	Ed.D./Ph.D.	94,267	90,105	85,945
6	7	Masters	87,879	83,591	79,304
6	7	Ed.S/A.A.	92,135	87,850	83,561
6	7	Ed.D./Ph.D.	97,799	93,514	89,224
7	8	Masters	88,620	84,331	80,046
7	8	Ed.S/A.A.	92,879	88,590	84,305
7	8	Ed.D./Ph.D.	98,543	94,251	89,967
8	9	Masters	89,361	85,076	80,792
8	9	Ed.S/A.A.	93,620	89,335	85,051
8	9	Ed.D./Ph.D.	99,281	94,997	90,712
9	10	Masters	90,104	85,818	81,533
9	10	Ed.S/A.A.	94,362	90,077	85,789
9	10	Ed.D./Ph.D.	100,025	95,739	91,453
10	11	Masters	90,848	86,562	82,273
10	11	Ed.S/A.A.	95,107	90,821	86,532
10	11	Ed.D./Ph.D.	100,770	96,482	92,194
11	12	Masters	90,848	86,562	82,273
11	12	Ed.S/A.A.	95,107	90,821	86,532
11	12	Ed.D./Ph.D.	100,770	96,482	92,194
12	13	Masters	91,286	86,976	82,669
12	13	Ed.S/A.A.	95,563	91,253	86,946
12	13	Ed.D./Ph.D.	101,249	96,940	92,632
13	14	Masters	91,286	86,976	82,669
13	14	Ed.S/A.A.	95,563	91,253	86,946
13	14	Ed.D./Ph.D.	101,249	96,940	92,632
14	15	Masters	91,286	86,976	82,669
14	15	Ed.S/A.A.	95,563	91,253	86,946
14	15	Ed.D./Ph.D.	101,249	96,940	92,632
15	16	Masters	92,159	87,809	83,461
15	16	Ed.S/A.A.	96,476	92,126	87,778
15	16	Ed.D./Ph.D.	102,218	97,868	93,521

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**Duty Hours for Classified Personnel**

Classified personnel shifts will be determined by director/principal in accordance with appropriate salary schedule duty hours and approved by superintendent.

**Classified Personnel**

Experience Credit:

- a. Credit may be awarded for verifiable related work experience in other school systems. If submitted after the date of hire, it will be credited on the payroll following the submission and approval.
- b. Credit for military experience (maximum of two years) may be awarded with documentation provided. If submitted after the date of hire, it will be credited on the payroll following the submission and approval.
- c. Salary steps may be awarded for verifiable outside experience related to assigned duties. If submitted after the date of hire, it will be credited on the payroll following the submission and approval. The following experience steps conversion table is utilized to convert work experience to steps on the salary schedule. Once placed in a management position, the following conversion table may need to be utilized to convert initial management experience to steps on an advanced management position.

Conversion Table

<u>Experience (in years)</u>	<u>Step Level</u>
0-2 years	1
3-5 years	2
6-8 years	3
9-11 years	4
12-14 years	5
15-17 years	6
18-20 years	7
21-23 years	8
24-26 years	9
27+ years	10

**Trussville City Schools  
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**School Support**

Exp	Step	A		B		C		D		E		F		G	
		Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
0	1	19,791	15.12	21,636	16.53	28,566	20.37	30,854	20.37	36,669	20.37	38,343	21.30	39,261	21.81
1	2	20,071	15.33	21,913	16.74	29,298	20.89	31,639	20.89	37,605	20.89	39,279	21.82	40,297	22.39
2	3	20,354	15.55	22,195	16.96	30,029	21.41	32,443	21.41	38,544	21.41	40,218	22.34	41,331	22.96
3	4	20,631	15.76	22,475	17.17	30,760	21.93	33,228	21.93	39,484	21.93	41,157	22.86	42,369	23.54
4	5	20,909	15.97	22,752	17.38	31,491	22.45	34,012	22.45	40,420	22.45	42,093	23.39	43,404	24.11
5	6	21,191	16.19	23,035	17.60	32,223	22.97	34,816	22.97	41,361	22.97	43,033	23.91	44,441	24.69
6	7	21,468	16.40	23,311	17.81	32,919	23.47	35,565	23.47	42,253	23.47	43,970	24.43	45,477	25.27
7	8	21,750	16.62	23,593	18.02	33,684	24.02	36,386	24.02	43,235	24.02	44,907	24.95	46,515	25.84
8	9	22,031	16.83	23,874	18.24	34,416	24.54	37,171	24.54	44,173	24.54	45,846	25.47	47,550	26.42
9	10	22,308	17.04	24,151	18.45	35,146	25.06	37,975	25.06	45,111	25.06	46,785	25.99	48,585	26.99
10	11	22,587	17.25	24,431	18.66	35,879	25.58	38,760	25.58	46,048	25.58	47,722	26.51	49,623	27.57

- A - Instructional Assistant, 187 days, 7 hours
- B - Exceptional Education Assistant, 187 days, 7 hours
- C - Office Assistant and Registrar, 187 days, 7.5 hours
- D - Office Assistant and Registrar, 202 days, 7.5 hours
- E - Office Assistant and Registrar, 240 days, 7.5 hours
- F - Office Coordinator, Elementary School, 240 days, 7.5 hours
- G - Office Coordinator, High/Jr/Middle School, 240 days, 7.5 hours

**Classified Interpreter, Therapy Assistant**

Exp	Step	A		B		C		D
		Annual	Hourly	Annual	Hourly	Annual	Hourly	Hourly
0	1	26,588	18.96	31,667	22.58	34,321	24.47	23.11
1	2	27,196	19.39	32,296	23.03	34,810	24.82	23.43
2	3	27,804	19.82	32,674	23.30	35,436	25.27	23.80
3	4	28,412	20.26	33,301	23.74	36,068	25.72	24.10
4	5	29,024	20.69	33,929	24.19	36,695	26.16	24.43
5	6	29,632	21.13	34,557	24.64	37,324	26.61	24.73
6	7	30,238	21.56	35,188	25.09	37,949	27.06	25.02
7	8	30,846	21.99	35,814	25.54	38,582	27.51	25.46
8	9	31,454	22.43	36,444	25.98	39,207	27.96	25.76
9	10	32,065	22.86	37,068	26.43	39,836	28.40	26.04
10	11	32,674	23.30	37,700	26.88	40,464	28.85	26.20

- Sign Language Interpreter, 187 days, 7.5 days a day,
- A - Skill Level I as defined in job description
- B - Skill Level II as defined in job description
- C - Skill Level III as defined in job description
- D - PT or Cota Therapy Assistant, hourly rate

**Trussville City Schools  
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**Central Support**

Exp	Step	A		B		C		D		E	
		Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
0	1	36,669	20.37	43,127	22.46	45,862	23.89	53,215	27.72	74,724	38.92
1	2	37,605	20.89	44,282	23.06	48,514	25.27	54,694	28.49	76,966	40.09
2	3	38,544	21.41	45,412	23.65	51,169	26.65	56,171	29.26	79,275	41.29
3	4	39,484	21.93	46,540	24.24	53,822	28.03	57,650	30.03	81,654	42.53
4	5	40,420	22.45	47,695	24.84	56,474	29.41	59,127	30.80	84,103	43.80
5	6	41,361	22.97	48,822	25.43	59,127	30.80	60,606	31.57	86,626	45.12
6	7	42,253	23.47	49,952	26.02	61,781	32.18	62,084	32.34	89,225	46.47
7	8	43,235	24.02	51,106	26.62	64,433	33.56	63,562	33.11	91,902	47.87
8	9	44,173	24.54	52,234	27.21	67,087	34.94	65,040	33.88	94,659	49.30
9	10	45,111	25.06	53,389	27.81	69,741	36.32	66,519	34.65	97,499	50.78
10	11	46,048	25.58	54,518	28.39	72,395	37.71	67,996	35.41	100,424	52.30

- A - Office Assistant and Registrar, 240 days, 7.5 hours
- B - Secretary to Director/Bookkeeper, 240 days, 8 hours
- C - Accountant, 240 days, 8 hours
- D - Administrative Assistant to Superintendent, 240 days, 8 hours
- E - Admin Asst/PIO to Superintendent, 240 days, 8 hours

**Trussville City Schools  
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**CUSTODIAL, MAINTENANCE, TRANSPORTATION**

Exp	Step	A		B		C		D		E		F		G	
		Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
0	1	21,618	13.72	26,338	13.72	31,354	16.33	47,557	24.77	55,528	28.92	60,506	31.51	60,506	31.51
1	2	23,323	14.80	28,415	14.80	32,309	16.83	48,044	25.02	55,726	29.02	60,811	31.67	60,811	31.67
2	3	23,618	14.99	28,774	14.99	33,265	17.33	48,525	25.27	55,930	29.13	61,062	31.80	61,062	31.80
3	4	24,520	15.56	29,872	15.56	34,221	17.82	49,051	25.55	56,231	29.29	61,314	31.93	61,314	31.93
4	5	25,160	15.96	30,651	15.96	35,177	18.32	49,529	25.80	56,431	29.39	61,514	32.04	61,514	32.04
5	6	25,766	16.35	31,389	16.35	36,135	18.82	50,031	26.06	56,684	29.52	61,766	32.17	61,766	32.17
6	7	26,389	16.74	32,148	16.74	37,091	19.32	50,512	26.31	56,888	29.63	61,967	32.27	61,967	32.27
7	8	26,995	17.13	32,887	17.13	38,047	19.82	50,889	26.50	57,139	29.76	62,218	32.41	62,218	32.41
8	9	27,602	17.51	33,626	17.51	39,002	20.31	51,491	26.82	57,339	29.86	62,470	32.54	62,470	32.54
9	10	28,225	17.91	34,384	17.91	39,959	20.81	51,942	27.05	57,487	29.94	62,674	32.64	62,674	32.64
10	11	28,848	18.30	35,144	18.30	41,617	21.68	52,498	27.34	57,689	30.05	62,924	32.77	62,924	32.77

A - Regular School Custodian

Annual shown to be calculated as hourly rate x 197 days x 8 hours.

All custodians less than 8 hours to be calculated as hourly rate x 197 days x hours per day.

B - Regular School Custodian, 240 days, 8 hours a day.

C - Head Custodian, 240 days, 8 hours a day.

D - Maintenance Technician, 240 days, 8 hours a day.

E - Certified Technician, 240 days, 8 hours a day.

F - Maintenance Specialist, 240 days, 8 hours a day.

G - Lead Mechanic, 240 days, 8 hours a day.

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**TECHNOLOGY**

Exp	Step	A		B		C		D	
		Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
0	1	35,195	18.33	56,054	29.19	68,466	35.66	81,080	42.23
1	2	38,011	19.80	57,321	29.85	69,733	36.32	82,295	42.86
2	3	40,827	21.26	58,588	30.51	71,001	36.98	83,513	43.49
3	4	41,631	21.68	59,856	31.18	72,268	37.64	84,729	44.13
4	5	42,436	22.10	61,121	31.83	73,534	38.30	85,945	44.76
5	6	43,241	22.52	62,389	32.49	74,802	38.96	87,162	45.40
6	7	44,046	22.94	63,657	33.15	76,069	39.62	88,377	46.03
7	8	44,851	23.36	64,924	33.81	77,336	40.28	89,593	46.66
8	9	45,656	23.78	66,190	34.47	78,602	40.94	90,810	47.30
9	10	46,461	24.20	67,457	35.13	79,869	41.60	92,025	47.93
10	11	47,225	24.60	68,724	35.79	81,137	42.26	93,241	48.56

All Technology positions listed: Twelve month, 240 days, 8 hours

- A - PC Technician
- B - Senior Support Technician
- C - Network Administrator/Data Specialist
- D - Network Manager

College Degree Supplement  
 BS in technology field      \$1,500  
 MS in technology field      \$2,500

**Trussville City Schools  
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**CHILD NUTRITION PROGRAM**

Exp	Step	A		B		C		D		E		F		G	
		Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
0	1	29,861	20.85	32,419	22.63	36,211	25.28	23,518	16.59	26,110	18.42	28,345	20.00	18,023	16.33
1	2	30,286	21.14	32,847	22.93	36,644	25.58	23,879	16.85	26,389	18.62	28,668	20.22	18,186	16.47
2	3	30,714	21.44	33,273	23.23	37,073	25.88	24,235	17.10	26,665	18.81	29,005	20.46	18,322	16.60
3	4	31,142	21.74	33,700	23.53	37,507	26.18	24,593	17.35	26,941	19.01	29,344	20.70	18,483	16.74
4	5	31,568	22.04	34,125	23.82	37,937	26.48	24,950	17.60	27,217	19.20	29,679	20.94	18,649	16.89
5	6	31,996	22.34	34,557	24.12	38,372	26.79	25,308	17.85	27,495	19.40	30,018	21.18	18,811	17.04
6	7	32,633	22.78	35,192	24.57	39,014	27.24	25,665	18.11	27,773	19.59	30,356	21.42	19,046	17.25
7	8	33,061	23.08	35,620	24.87	39,445	27.54	26,020	18.36	28,051	19.79	30,695	21.65	19,219	17.41
8	9	33,485	23.38	36,047	25.16	39,875	27.84	26,379	18.61	28,328	19.98	31,030	21.89	19,393	17.57
9	10	33,911	23.67	36,474	25.46	40,307	28.14	26,736	18.86	28,604	20.18	31,371	22.13	19,568	17.72
10	11	34,339	23.97	36,902	25.76	40,739	28.44	27,095	19.11	28,892	20.38	31,706	22.37	19,744	17.88

- A - Café Mgr (501-1000 enrollment), 191 days, 7.5 hours
- B - Café Mgr (1001-1500 enrollment), 191 days, 7.5 hours
- C - Café Mgr (1501+ enrollment), 191 days, 7.5 hours
- D - Asst Café Mgr (501-1000 enrollment), 189 days, 7.5 hours
- E - Asst Café Mgr (1001-1500 enrollment), 189 days, 7.5 hours
- F - Asst Café Mgr (1501+ enrollment), 189 days, 7.5 hours
- G - Café Assistant, 184 days, 6 hours

All Café employees will be provided uniforms at no cost and lunch at no cost.

Enrollment calculated once a year by Supervisor and Board approved placement. Subject to change with enrollment changes or school reassignment annually.

Supplements for Child Nutrition employees are based on American School Food Service Association certification as follows:

- Level 1 Certification           \$510
- Level 2 Certification         \$1,020
- Level 3 Certification         \$1,530

The supplements as outlined are not paid as a part of any contractual obligation and may be terminated or modified at any time by the Board of Education with or without cause. Certification placement will be determined annually prior to the beginning of the school year.

**CNP substitute pay to \$11.03 an hour.**



**Trussville City Schools  
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**BUS DRIVER, BUS AIDE**

Exp	Step	A		B	
		Annual	Daily	Annual	Daily
0	1	15,459	83.11	13,522	72.70
1	2	15,714	84.48	13,721	73.77
2	3	15,972	85.87	13,936	74.92
3	4	16,230	87.26	14,125	75.94
4	5	16,487	88.64	14,302	76.89
5	6	16,743	90.02	14,501	77.96
6	7	17,001	91.40	14,690	78.98
7	8	17,258	92.78	14,904	80.13
8	9	17,511	94.15	15,104	81.20
9	10	17,771	95.54	15,292	82.22
10	11	18,027	96.92	15,479	83.22

A - Bus Driver, Regular Route, 186 days

B - Bus Aide, Exceptional Education, 186 days

FIELD TRIPS - Pay is \$12.00 per hour. 3 Hour Minimum

The Transportation Department will assign School to School Trips to bus drivers on an annual basis.

Substitute Bus Drivers - daily rate - \$61.78

Substitute Bus Aides - daily rate - \$50.74

Bus Driver, Exceptional Education Route, 186 days - Grandfathered

Exp	Step	Annual
0	1	21,133
1	2	21,407
2	3	21,682
3	4	21,954
4	5	22,229
5	6	22,504
6	7	22,777
7	8	23,054
8	9	23,327
9	10	23,604
10	11	23,865

**Trussville City Schools  
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**Substitute Personnel**

Substitute teacher pay is based on a 7 hour work day. Less than 7 hours work day will receive the appropriate hourly rate based on the rates given below.

*Daily rates are effective date transcripts or certifications are RECEIVED at board office.  
Rate adjustments will not be made retroactive.*

Definition - Substitute Teacher - a person employed on a temporary basis to fill-in for a regular teacher who is out on paid or unpaid leave status.

Education	Daily Rate	Hourly Rate
High School (less than 4 years Academic College)	\$ 65.64	\$ 9.38
Academic College (4 years)/OutofState/Expired Cert.	\$ 69.50	\$ 9.93
Current/Valid Alabama Teacher's Certificate, TCS Retired Certified	\$ 77.22	\$ 11.03

Substitute teachers are paid for days actually worked in accordance with the pay scale established by the Trussville City Schools. Substitute teachers are not eligible for employee benefits (insurance and leave). However, a substitute teacher working more than 20 consecutive days for the same teacher will be paid an extended rate of pay starting on the 21st day. To receive the extended rate of pay, the long-term substitute must hold an Alabama Teacher Certificate. Extended rate of pay will be from the certified salary schedule, Bachelor degree, Step one.

Classified Substitutes	
Hourly Rate - Custodians, Clerical, Aides	\$ 8.61
Hourly Rate - Child Nutrition Program Workers	\$ 11.03
Daily Rate - Bus Drivers	\$ 61.78
Daily Rate - Bus Aides	\$ 50.74

**A part-time or full-time classified employee of the Trussville City Schools may not also work as substitute employee in which dual roles are performed.**

Current Pay Reduction Daily Rate for Personal Leave  
Days Three, Four, and Five \$ 50.00