

2018~2019

SALARY SCHEDULES



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

Board approved
May 31, 2018

BALDWIN COUNTY BOARD OF EDUCATION
Bay Minette, Alabama

2018-2019 SALARY SCHEDULES

TABLE OF CONTENTS

INTRODUCTION	2
INFORMATION REGARDING CERTIFICATED & CLASSIFIED SALARIES	3
TEACHER	4
GUIDELINES - EXPERIENCE CREDIT	5
JROTC	6
EXTRACURRICULAR SUPPLEMENTS.....	7
ATHLETIC SUPPLEMENT ALLOCATION FORMULA	8
ASSISTANT PRINCIPAL	9
ELEMENTARY PRINCIPAL.....	10
SECONDARY PRINCIPAL	11
ADMINISTRATOR	12
NURSE	13
PROFESSIONAL SUPPORT PERSONNEL.....	14
BUS DRIVER/BUS AIDE/BUS DRIVER FIELD TRIP.....	15
SUPPORT PERSONNEL 12-MONTH.....	16-17
SUPPORT PERSONNEL 10-MONTH.....	18
CHILD NUTRITION MANAGER/LEAD MANAGER.....	19
CHILD NUTRITION WORKER/ASSISTANT MANAGER.....	20
STUDENT SUPPORT 9-MONTH.....	21
FACILITIES & MAINTENANCE SUPPLEMENTAL PAY	22
TRANSPORTATION SUPPLEMENTAL PAY	23
SUBSTITUTE	24
CLERICAL ALLOCATION FORMULA.....	25-26

**BALDWIN COUNTY BOARD OF EDUCATION
INTRODUCTION**

The 2018-2019 Salary Schedule provides a uniform and equitable payment of wages for services rendered by certificated and classified employees. Certificated employees must possess a valid Alabama Teacher’s Certificate or be eligible for a waiver from the State Department of Education. Classified personnel include all support employees who do not work as certificated employees.

The salary schedule of the Baldwin County Board of Education as set forth herein is predicated upon a school calendar that includes 180 instructional days or the hourly equivalent and the number of employee work days as set forth in contract days below. In the event the number of instructional days is reduced as a result of legislative enactment, the Board reserves the right and ability to make corresponding reductions to the number of work days for Board employees together with a prorated reduction in compensation. Similarly, if as a consequence of legislative enactment the number of employee work days is reduced, the Board reserves the right and ability to reduce compensation on a prorated basis for all affected employees. In no event will any employee whose pay is subject to a state minimum salary schedule be paid less than the applicable state minimum salary schedule.

No supervising administrator shall be paid a salary less than an employee under his/her supervision. In the event the supervising administrator is paid a base salary less than an employee under his/her supervision, the base salary of the supervising administrator shall be temporarily increased by the amount of \$1 per month. Temporary adjustments, made in accordance herewith, will apply only for as long as the circumstances triggering the increase remain in place. Salary supplements shall not be taken into consideration for purposes of this provision. At the school level, the supervising administrator shall be the principal. Central Office administrators, other than the Superintendent and Assistant Superintendent, are not supervisors of principals.

The employee shall be responsible for insuring the correctness of his/her records. Errors attributable to the board may be corrected for the current school term and the two preceding years, as appropriate.

CONTRACT DAYS & PAY SCHEDULES

Annual salaries for the indicated months of employment are based on the following numbers of working days per scholastic year:

		Monthly Pay Schedules	Semi-Mo Pay Schedules
Nine-Month Employees	182/185/187	September 30 – August 31	September 15 – August 31
Ten-Month Employees.....	202	August 31 – July 31	August 31 – August 15
Eleven-Month Employees.....	222	August 31 – July 31	August 15 – July 31
Twelve-Month Employees.....	242	July 31 – June 30	July 15 – June 30

For payroll purposes, annual salaries will be divided into twelve (12) equal payments [for certain job types, annual salaries will be divided into twenty-four (24) payments].

BALDWIN COUNTY BOARD OF EDUCATION

INFORMATION REGARDING CERTIFICATED SALARIES

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

Certificated employees will be paid at the level of their highest earned degree from a regionally accredited institution upon proper documentation of that degree (i.e. an **official** transcript showing the date of conferral) and verification of that degree by the Alabama State Department of Education. It should be noted that State Department reviews for higher degree are only performed for individuals with current valid Alabama certification.

Teachers holding career and technical education certificates endorsed in technical education or healthcare science and technology shall be paid at the appropriate degree equivalency in accordance with Rule 290-3-2.

EDD/PHD compensation for employees not paid from the teacher’s salary schedule is the AA salary at the appropriate level of experience plus \$3903 annual supplement.

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

INFORMATION REGARDING CLASSIFIED SALARIES

Employees with a bachelor’s degree on Ranks C, E, F, FP, G, GM, H, I, J, K L, or P will receive an additional \$213 monthly supplement for each month employed. Employees with a master’s degree or higher on Ranks C, E, F, FP, G, GM, H, I, J, K, L, or P will receive an additional \$233 monthly supplement for each month employed. In addition, employees with an earned bachelor’s degree or higher on Ranks C, E, F, FP, G, GM, or P will be paid at Step 6 of that salary schedule. All degrees must be earned from a regionally accredited institution and be verified with an **official** transcript reflecting the degree conferral. Supplements will be prorated for less than full time employment. Social Workers, Occupational & Physical Therapists & RNs, with earned master’s degree from a regionally accredited institution may be placed on the appropriate Social Worker, OT, PT & RN, Master’s salary schedule.

Employees moving from a lower salary schedule rank to a higher rank may begin at the first step that would not present an immediate within system decrease. New hires will be placed on Step NEW. Step placement will be lateral when moving from one salary schedule rank to another of equal or lower rank. RN/LPNs are placed on a step equal to applicable verified public K-12 experience as a school nurse. RN/LPNs will be placed on the appropriate step of the State Minimum Nurses Salary Schedule. Coaching supplements will be assigned as stipulated herein. Ranks A – L are ordered lowest to highest with Rank P following Rank H.

Full time equivalents for indicated positions are as follows:

<u>Position</u>	<u>Hours/Day</u>	<u>Pay Schedule</u>
Bus Driver	N/A	Monthly
Canteen	7	Semi-Monthly
CNP Worker/Manager	6.5	Semi-Monthly
Clerical/Custodial/Maintenance/Adm	8	Semi-Monthly
RN/LPN	7.5	Monthly
Bus Aide	4	Monthly
Preschool Aide	7.5	Monthly
Other Student Support Classified Personnel	7	Monthly

**BALDWIN COUNTY BOARD OF EDUCATION
TEACHER SALARY SCHEDULE**

	Yrs Exp	Bachelor/Non-Degree				Master			
		9-Month	10-Month	11-Month	12-Month	9-Month	10-Month	11-Month	12-Month
NEW	0	41,059.00	44,353.00	48,745.00	53,136.00	47,217.00	51,004.00	56,053.00	61,105.00
Step 1-2	1-2	41,059.00	44,353.00	48,745.00	53,136.00	47,217.00	51,004.00	56,053.00	61,105.00
	3-5	45,163.00	48,785.00	53,616.00	58,446.00	51,939.00	56,105.00	61,659.00	67,214.00
	6-8	47,141.00	50,923.00	55,964.00	61,006.00	54,213.00	58,561.00	64,359.00	70,157.00
	9-11	47,773.00	51,604.00	56,714.00	61,825.00	54,939.00	59,346.00	65,222.00	71,099.00
	12-14	48,642.00	52,544.00	57,746.00	62,949.00	55,935.00	60,421.00	66,404.00	72,387.00
	15-17	49,750.00	53,741.00	59,063.00	64,383.00	57,215.00	61,803.00	67,922.00	74,041.00
	18-20	50,394.00	54,436.00	59,825.00	65,214.00	57,950.00	62,599.00	68,797.00	74,994.00
	21-23	51,036.00	55,130.00	60,588.00	66,047.00	58,693.00	63,400.00	69,678.00	75,956.00
	24-26	51,644.00	55,787.00	61,311.00	66,834.00	59,301.00	64,057.00	70,399.00	76,742.00
	27	52,253.00	56,446.00	62,032.00	67,622.00	59,909.00	64,716.00	71,123.00	77,530.00

	Yrs Exp	6-Year				Doctoral			
		9-Month	10-Month	11-Month	12-Month	9-Month	10-Month	11-Month	12-Month
NEW	0	50,915.00	54,998.00	60,442.00	65,888.00	54,608.00	58,990.00	64,830.00	70,671.00
Step 1-2	1-2	50,915.00	54,998.00	60,442.00	65,888.00	54,608.00	58,990.00	64,830.00	70,671.00
	3-5	56,002.00	60,494.00	66,484.00	72,473.00	60,068.00	64,887.00	71,312.00	77,736.00
	6-8	58,470.00	63,162.00	69,413.00	75,667.00	62,698.00	67,727.00	74,432.00	81,139.00
	9-11	59,240.00	63,991.00	70,328.00	76,665.00	63,539.00	68,636.00	75,432.00	82,228.00
	12-14	60,314.00	65,154.00	71,603.00	78,054.00	64,695.00	69,885.00	76,802.00	83,723.00
	15-17	61,691.00	66,639.00	73,238.00	79,835.00	66,166.00	71,472.00	78,548.00	85,625.00
	18-20	62,487.00	67,498.00	74,181.00	80,864.00	67,024.00	72,400.00	79,568.00	86,735.00
	21-23	63,285.00	68,361.00	75,130.00	81,899.00	67,878.00	73,324.00	80,584.00	87,843.00
	24-26	63,894.00	69,021.00	75,854.00	82,689.00	68,488.00	73,982.00	81,306.00	88,633.00
	27	64,503.00	69,677.00	76,574.00	83,474.00	69,096.00	74,639.00	82,029.00	89,418.00

This schedule applies to the following categories of employees in positions requiring current valid Alabama educator certification: Audiologists; Behavioral Consultants; Counselors; Curriculum Leader; Educational Diagnosticians; Evaluators; Librarians; Psychometrists; Reading Coaches; Speech Pathologists; Speech Path Assistants; Teachers; Technology Facilitators and other certificated personnel. This schedule reflects 100% (or more) of the State Minimum Salary Schedule for the corresponding years of experience.

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

BALDWIN COUNTY BOARD OF EDUCATION
GUIDELINES - EXPERIENCE CREDIT

Experience credit is provided in accordance with the following guidelines:

CERTIFICATED:

1. Experience credit shall be given for teaching full-time under contract in secondary and postsecondary public schools registered with their state's department of education or in regionally accredited private schools.
2. It shall be the sole responsibility of each employee to complete the experience credit verification process for all eligible prior employers. Upon employee request, verification forms will be furnished to the employee by the Human Resources Office. The Board does not track the processing of employment verification with prior employers.
3. Upon an employee's completion of the verification process, the employee shall receive experience credit for verified teaching experience toward step raises. In the event an employee begins employment with the Board prior to completing the verification process, the employee will, upon completion of the verification process, be given retroactive experience credit for the current school year only. In no event will an employee's failure to complete the verification process entitle the employee to receive experience credit for prior school years, nor will it be considered an error as provided for on page three (3) herein.

NURSING:

1. Credit shall be given for full-time nursing, in public K-12 schools and a nurse shall receive credit toward step raises for the school experience verified in accordance with the procedures set forth above.
2. Experience shall be credited only from those public schools registered with their state's department of education.
3. The nurse shall be responsible for furnishing proof to establish experience credit. Forms shall be furnished by the Human Resources Office.

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

**BALDWIN COUNTY BOARD OF EDUCATION
JROTC SALARY SCHEDULE**

	Non-Degree		Bachelor		Master	
	10-Month	11-Month	10-Month	11-Month	10-Month	11-Month
NEW	22,177	24,374	24,172	26,566	27,071	29,752
Step 1	22,177	24,374	24,172	26,566	27,071	29,752
2	22,177	24,374	24,172	26,566	27,071	29,752
3	24,394	26,809	26,928	29,594	30,157	33,143
4	24,394	26,809	27,125	29,810	30,356	33,361
5	24,394	26,809	27,320	30,024	30,551	33,576
6	25,460	27,981	28,333	31,138	31,660	34,793
7	25,460	27,981	28,536	31,361	31,864	35,020
8	25,460	27,981	28,739	31,583	32,066	35,241
9	25,805	28,359	28,941	31,807	32,267	35,462
10-14	27,567	30,297	29,561	32,488	32,936	36,198
15-17	28,316	31,120	30,311	33,311	33,687	37,023
18-19	28,691	31,533	30,686	33,725	34,064	37,436
20+	29,069	31,947	31,063	34,138	34,440	37,849

Although JROTC instructors are expected to conduct several simultaneous extracurricular activities such as drill teams, rifle teams, sabre teams, color guards, honor guards, model military and technological clubs, school service activities, community service activities, etc., no additional supplement will be paid for these activities. These activities are essential functions of the position.

The above salary schedule reflects only that portion of JROTC instructor pay set by Baldwin County Board of Education. The appropriate portion of JROTC salaries funded by the United States Armed Forces will be paid to the instructor monthly by the Board, anticipating reimbursement.

Adjustments will automatically occur annually if the computed salary fails to meet the minimum pay required by the United States Armed Forces or the Alabama State Minimum Salary Schedule.

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

**BALDWIN COUNTY BOARD OF EDUCATION
EXTRACURRICULAR SUPPLEMENT SALARY SCHEDULE**

Supplements are for one year only and are not included when base salary is computed. The principal must recommend a particular individual for a specific supplement each school year or athletic season; no continuing service status in the supplement position is implied or should be assumed by the individual receiving a supplement. Paid leave days are neither earned, nor accrued in a supplemental position. Employees in administrative positions shall not receive athletic supplements. New coaches with three or more years of public/private school coaching experience may be placed on Step 1. Verification of school coaching experience is required in accordance with the verification process set forth on page seven (7) herein.

HIGH SCHOOLS

<u>Band Director</u>\$9,204 Plus Ten Months Employment	<u>Asst. Band</u>NEW	\$2,454
<u>Band Auxiliary</u>\$9,450 – may be utilized as desired	Step 1	\$3,682

Athletic Director/Head Football Coach..... \$10,432 Plus Twelve Months Employment.
The Athletic Director/Head Football Coach shall carry year-round responsibilities, including the general coordination of the athletic program in keeping with responsibilities delegated by the principal.

<u>Girls Assistant Athletic Coordinator</u>	\$5,259	<u>Football Coordinator</u>NEW	\$4,909
		Step 1	\$6,749
<u>Varsity - Assistant Football</u>NEW	\$3,682	<u>Varsity – Basketball, Baseball,</u>NEW	\$3,682
Step 1	\$5,523	<u>Cheerleading, Soccer, Softball,</u>Step 1	\$4,909
		<u>& Volleyball</u>	
<u>Bowling, Cross Country, Golf,</u>NEW	\$1,841	<u>Varsity Assistant – Baseball,</u>NEW	\$1,229
<u>Swimming, Tennis, Varsity Track,</u> Step 1	\$3,068	<u>Basketball, Cheerleading, Soccer,</u> Step 1	\$1,841
<u>& Wrestling</u>		<u>Softball, Track, Volleyball</u>	
		<u>& Wrestling</u>	
<u>Dance</u>NEW	\$1,841	<u>JV – Baseball, Basketball,</u>NEW	\$1,229
Step 1	\$2,454	<u>Football, Soccer, Softball,</u>Step 1	\$1,841
		<u>Volleyball & JH Track</u>	
<u>JV Cheerleading (1 Season)</u>NEW	\$921	<u>JV Cheerleading (2 Seasons)</u>NEW	\$1,841
Step 1	\$1,229	Step 1	\$2,454
<u>Athletic Trainer</u>	\$1,638	<u>Academic Advisor</u>	\$2,454

MIDDLE SCHOOLS

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

Principals shall assign yearly coaching assignments on an equitable basis. Supplements may be utilized as desired based upon the percent of the total unit allocation upon the recommendation of the Athletic Director and approval of the principal. All coaching personnel are expected to coach in the sport in which they are assigned and perform athletic duties throughout the school year. All assistant coaches will be expected to have non-active coaching responsibilities in other sports, such as, but not limited to, timer, judges, ticket seller or taker, transportation of or supervision of non-players, etc., as the need or occasion may arise. In the event an employee is paid a supplement under circumstances where the employee fails to perform, in whole or in part, the related duties, the Board shall recoup from the employee's pay, all sums paid but not earned, as the circumstances require. Athletic Supplement allocation formulas can be found on page 10 of the salary schedule.

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

HIGH SCHOOL	Units Allocated
All grade levels: Athletic Director/Head Coach Asst Athletic Coordinator (girls) Football Offensive Coordinator Football Defensive Coordinator Cross Country Swimming Bowling Wrestling Academic Advisor	1 ea
Varsity: Assistant Football	6
All grade levels: Golf Tennis Athletic Trainer	2 ea
Varsity: Basketball Soccer Track Assistant Basketball, Soccer & Track	2 ea
Varsity: Volleyball Baseball Softball Cheerleading Dance Assistant Volleyball, Baseball, Softball & Cheerleading & Wrestling	1 ea
JV: Football	3 ea
JV: Basketball Soccer	2 ea
JV: Volleyball Baseball Softball Cheerleading	1 ea
JH: Track	1
MIDDLE SCHOOL	Units Allocated
Football 8 th Gr Volleyball 7 th Gr Volleyball Cross Country Cheerleading Academic Advisor	1 ea
8 th Gr Basketball 7 th Gr Basketball Soccer Track	2 ea

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

ELEMENTARY SCHOOL		
	Master 12 Mo	6-Year 12 Mo
NEW	71,073	75,697
Step 1	71,405	76,031
2	71,739	76,363
3	72,072	76,695
4	72,404	77,030
5	72,740	77,364
6	73,074	77,696
7	73,404	78,032
8	73,740	78,364
9	74,073	78,699

MIDDLE & VIRTUAL SCHOOLS		
	Master 12 Mo	6-Year 12 Mo
NEW	73,119	77,744
Step 1	73,453	78,078
2	73,786	78,410
3	74,118	78,745
4	74,451	79,078
5	74,786	79,410
6	75,119	79,743
7	75,453	80,077
8	75,785	80,409
9	76,119	80,745

HIGH SCHOOL		
	Master 12 Mo	6-Year 12 Mo
NEW	77,140	81,766
Step 1	77,577	82,201
2	78,012	82,638
3	78,449	83,074
4	78,884	83,510
5	79,319	83,944
6	79,755	84,380
7	80,191	84,817
8	80,627	85,252
9	81,062	85,688

Supplements:

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

Experience in years:

0 - <6	\$651.00
6 - <10	\$1,301.00
10+	\$2,082.00

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

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

ELEMENTARY SCHOOL				
Enr < 450			Enr 450-699	
	Master	6-Yr	Master	6-Yr
NEW	82,446	87,032	84,630	89,216
Step 1	83,301	87,887	85,485	90,071
2	84,156	88,743	86,340	90,927
3	85,011	89,598	87,195	91,782
4	85,866	90,452	88,050	92,636
5	86,722	91,308	88,906	93,492
6	87,576	92,163	89,760	94,347
7	88,431	93,017	90,615	95,201
8	89,287	93,873	91,471	96,057
9	90,143	94,729	92,327	96,913
10-11	90,998	95,585	93,182	97,769
12-14	91,855	96,441	94,039	98,625
15	92,711	97,297	94,895	99,481

ELEMENTARY SCHOOL				
Enr 700-999			Enr 1000+	
	Master	6-Yr	Master	6-Yr
NEW	87,906	92,492	90,090	94,676
Step 1	88,761	93,347	90,968	95,554
2	89,616	94,203	91,846	96,432
3	90,471	95,058	92,723	97,310
4	91,326	95,912	93,602	98,189
5	92,182	96,768	94,480	99,066
6	93,036	97,623	95,358	99,944
7	93,891	98,477	96,236	100,822
8	94,747	99,333	97,113	101,700
9	95,603	100,189	97,991	102,578
10-11	96,458	101,045	98,870	103,457
12-14	97,315	101,901	99,749	104,335
15	98,171	102,757	100,628	105,214

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

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

MIDDLE & K-8 SCHOOL						
	Enr <700		Enr 700-999		Enr 1000+	
	Master	6-Yr	Master	6-Yr	Master	6-Yr
NEW	87,906	92,492	90,090	94,676	92,711	97,297
Step 1	88,761	93,347	90,968	95,554	93,589	98,175
2	89,616	94,203	91,846	96,432	94,466	99,053
3	90,471	95,058	92,723	97,310	95,344	99,931
4	91,326	95,912	93,602	98,189	96,223	100,809
5	92,182	96,768	94,480	99,066	97,101	101,687
6	93,036	97,623	95,358	99,944	97,979	102,565
7	93,891	98,477	96,236	100,822	98,856	103,443
8	94,747	99,333	97,113	101,700	99,734	104,512
9	95,603	100,189	97,991	102,578	100,612	105,198
10-11	96,458	101,045	98,870	103,457	101,491	106,077
12-14	97,315	101,901	99,749	104,335	102,370	106,956
15	98,171	102,757	100,628	105,214	103,249	107,835

	CAREER TECH/ ALTERNATIVE/VIRTUAL SCHOOL		HIGH SCHOOL			
	Master	6-Yr	Enr < 1000		Enr 1000+	
			Master	6-Yr	Master	6-Yr
NEW	87,906	92,492	92,711	97,297	94,895	99,481
Step 1	88,761	93,347	93,589	98,175	95,786	100,373
2	89,616	94,203	94,466	99,053	96,677	101,263
3	90,471	95,058	95,344	99,931	97,568	102,155
4	91,326	95,912	96,223	100,809	98,460	103,046
5	92,182	96,768	97,101	101,687	99,351	103,937
6	93,036	97,623	97,979	102,565	100,244	104,830
7	93,891	98,477	98,856	103,443	101,136	105,722
8	94,747	99,333	99,734	104,321	102,027	106,614
9	95,603	100,189	100,612	105,198	102,920	107,506
10-11	96,458	101,045	101,491	106,077	103,812	108,399
12-14	97,315	101,901	102,370	106,956	104,704	109,290
15	98,171	102,757	103,249	107,835	105,596	110,183

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

Middle School & K-8	\$3,150
High School	\$5,250

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

**BALDWIN COUNTY BOARD OF EDUCATION
ADMINISTRATOR SALARY SCHEDULE**

**SUPERVISOR
CERTIFICATED**

	6-Year 12 Mo <u>Annual</u>	Master 12 Mo <u>Annual</u>
NEW	85,302.00	81,051.00
Step 1	91,587.00	86,994.00

**SUPERVISOR
DEGREED NON-CERTIFICATED**

	Master 12 Mo <u>Annual</u>	Bachelor 12 Mo <u>Annual</u>
NEW	81,051.00	75,729.00
Step 1	86,994.00	83,160.00

**COORDINATOR
CERTIFICATED**

	6-Year 12 Mo <u>Annual</u>	Master 12 Mo <u>Annual</u>
NEW	94,222.00	90,049.00
Step 1	100,695.00	96,192.00

**COORDINATOR
DEGREED NON-CERTIFICATED**

	Master 12 Mo <u>Annual</u>	Bachelor 12 Mo <u>Annual</u>
NEW	90,049.00	85,716.00
Step 1	96,192.00	88,604.00

**DIRECTOR
CERTIFICATED**

	6-Year 12 Mo <u>Annual</u>	Master 12 Mo <u>Annual</u>
NEW	108,645.00	103,211.00
Step 1	112,194.00	106,583.00

**DIRECTOR
DEGREED NON-CERTIFICATED**

	Master 12 Mo <u>Annual</u>	Bachelor 12 Mo <u>Annual</u>
NEW	103,211.00	98,051.00
Step 1	106,583.00	101,255.00

ASSISTANT SUPERINTENDENT

	<u>12 Mo Annual</u>
NEW	112,976.00
Step 1	116,696.00

DEAN OF ACADEMICS

<u>12 Mo Annual</u>
122,850.00

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

**BALDWIN COUNTY BOARD OF EDUCATION
NURSE SALARY SCHEDULE**

	Yrs Exp	9Mo LPN	9Mo RN	10Mo RN	9Mo RN MS	10Mo RN MS
NEW	0	21,585	41,059	44,353	47,217	51,004
Step 1-2	1-2	21,585	41,059	44,353	47,217	51,004
	3-5	23,721	45,163	48,785	51,939	56,105
	6-8	24,740	47,141	50,923	54,213	58,560
	9-11	25,062	47,773	51,604	54,939	59,346
	12-14	25,514	48,642	52,544	55,935	60,422
	15-17	26,075	49,750	53,741	57,215	61,803
	18-20	26,389	50,394	54,436	57,950	62,599
	21-23	26,704	51,036	55,130	58,693	63,400
	24-26	27,272	51,644	55,787	59,301	64,057
	27	27,840	52,253	56,446	59,909	64,716

9 Mo = 187 Days

10 Mo = 202 Days

Nurse Team Leader Annual Supplement: \$3,675

Supplements are for one year only and are not included when base salary is computed. The Health Services Supervisor must recommend the yearly Nurse Team Leader assignments. No continuing service status in the supplement position is implied or should be assumed by the individual receiving the supplement.

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

**BALDWIN COUNTY BOARD OF EDUCATION
PROFESSIONAL SUPPORT PERSONNEL SALARY SCHEDULE**

9 Mo = 187 Days

10 Mo = 202 Days

12 Mo = 242 Days

	Bachelor/Non-Degree			Master		
	9-Month	10-Month	12-Month	9-Month	10-Month	12-Month
NEW	41,059	44,353	53,136	47,217	51,004	61,105
Step 1-2	41,059	44,353	53,136	47,217	51,004	61,105
3-5	45,163	48,785	58,446	51,939	56,105	67,214
6-8	47,141	50,923	61,006	54,213	58,561	70,157
9-11	47,773	51,604	61,825	54,939	59,346	71,099
12-14	48,642	52,544	62,949	55,935	60,421	72,387
15-17	49,750	53,741	64,383	57,215	61,803	74,041
18-20	50,394	54,436	65,214	57,950	62,599	74,994
21-23	51,036	55,130	66,047	58,693	63,400	75,956
24-26	51,644	55,787	66,834	59,301	64,057	76,742
27	52,253	56,446	67,622	59,909	64,716	77,530

Career Technology Coach
Social Worker
Occupational Therapist
Physical Therapist
Transition Coach

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

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

	Bus Driver - Reular Route	Bus Driver Supplements			
Step	Regular 0-4 hours	CAT I 5 hours	CAT II 6 hours	CAT III 7 hours	CAT IV 8 hours
1	13,440	2,625	5,250	7,875	10,500
2	13,709	2,678	5,355	8,033	10,710
3	13,983	2,731	5,462	8,193	10,924
4	15,033	2,868	5,735	8,603	11,470
5	15,333	2,925	5,850	8,775	11,699
6	15,640	2,984	5,966	8,950	11,933
7	15,953	3,044	6,086	9,264	12,172
8	16,272	3,105	6,208	9,449	12,415
9	16,597	3,167	6,332	9,638	12,663
10	16,929	3,230	6,459	9,831	12,916
11-12	17,979	3,392	6,782	10,323	13,562
13-15	18,338	3,460	6,991	10,528	13,833
16-21	18,705	3,529	7,131	10,739	14,109
22-24	19,079	3,599	7,273	11,507	14,391
25-27	19,842	3,672	7,419	11,795	14,679
28+	20,892	3,856	7,790	12,385	15,413

The Transportation Department will determine the amount of time allotted for each route and each school to school trip. This will determine the appropriate category for placement on the salary schedule. Steps are compensation steps, not experience steps.

No continuing service status in the supplement position is implied or should be assumed by the individual receiving the supplement. **Supplements WILL be adjusted for change in route/trip assignments.**

RANK A – BUS AIDE

182-Days

	4hrs	7hrs
	Annual	Annual
NEW	7,031	12,303
Step 1	7,158	12,528
2	7,443	13,025
3	7,856	13,750
4	8,121	14,213
5	8,270	14,472
6	8,520	14,910

BUS DRIVER FIELD TRIPS

<u>Length of Trip</u>	<u>Rate of Pay</u>
Less than 3 hours	\$35.29
*3+	\$12.13per hour

*Field Trips of 8 hours or more will be paid a food/meal allowance in accordance to the in-state and out-of-state travel procedures set forth by the Business & Finance Accounts Payable Department. Food/meal allowance is not allowable for local travel. Pay for food/meal allowance is paid by the sponsoring organization and is in addition to the hourly rate of pay.

It is understood that on overnight trips, the sponsoring organization will pay for the driver's motel/hotel room. 8 hours of sleep time is not compensable for overnight field trips.

Athletic coaches driving field trips will not be paid from this schedule during the time they are performing their coaching duties.

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

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

	Rank I	Rank H
	8hrs	8hrs
	<u>Annual</u>	<u>Annual</u>
NEW	48,027.00	38,557.00
Step 1	48,704.00	39,911.00
2	49,382.00	42,752.00
3	50,058.00	44,373.00
4	50,734.00	44,780.00
5	51,410.00	45,728.00
6	52,087.00	46,676.00

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

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

	Rank L	Rank K	Rank J
	8hrs	8hrs	8hrs
	<u>Annual</u>	<u>Annual</u>	<u>Annual</u>
NEW	71,702.00	62,909.00	54,115.00
Step 1	74,409.00	64,939.00	56,146.00
2	77,114.00	68,997.00	59,932.00
3	80,498.00	71,027.00	61,827.00

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

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

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

* Does not include previous salary established as certificated positions for Business Mgr and Central Office Technician.
 ** Position will be phased out. Previously designated employees in these positions will not receive a reduction in salary.

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

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

242-Days

	Rank C	Rank E	Rank F	Rank G
	8hrs	8hrs	8hrs	8hrs
	<u>Annual</u>	<u>Annual</u>	<u>Annual</u>	<u>Annual</u>
NEW	23,232.00	28,698.00	30,662.00	35,175.00
Step 1	23,716.00	28,989.00	32,070.00	35,734.00
2	24,200.00	29,256.00	32,361.00	36,289.00
3	26,136.00	29,839.00	32,919.00	36,875.00
4	26,620.00	30,396.00	33,476.00	37,431.00
5	27,104.00	31,802.00	35,175.00	39,396.00
6	28,556.00	32,652.00	37,431.00	41,519.00
7	29,040.00	33,768.00	37,989.00	42,077.00
8	29,524.00	34,883.00	38,548.00	42,502.00
9	30,008.00	36,289.00	39,104.00	43,058.00
10	31,944.00	37,698.00	40,245.00	44,176.00
11	32,428.00			
12	32,912.00			
13	33,396.00			
14	33,880.00			
15	34,364.00			
16	34,848.00			
17	35,816.00			

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

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

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

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

202-Days

	Rank C		Rank E		Rank F
	8hrs		8hrs		8hrs
	<u>Annual</u>		<u>Annual</u>		<u>Annual</u>
NEW	19,392	NEW	22,450	NEW	23,904
Step1	19,634	Step1	22,666	Step1	24,944
2	19,877	2	22,862	2	25,160
3	20,766	3	23,293	3	25,575
4	21,008	4	23,706	4	26,010
5	21,331	5	24,749	5	27,329
6	22,624	6	25,376	6	29,082
7	23,028	7	26,235	7	29,514
8	23,351	8	27,103	8	29,949
9	23,836	9	28,196	9	30,381
10	25,048	10	29,289	10	31,268
11	25,290				
12	25,775				
13	26,179				
14	26,664				
15	27,472				
16	27,876				
17	29,088				

Rank C	Rank E	Rank F
Custodian	Clerk	ESL Translator

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

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

**BALDWIN COUNTY BOARD OF EDUCATION
CHILD NUTRITION MANAGER SALARY SCHEDULE**

RANK E

187-Day CNP Manager

(*schools with under 350 Avg Daily Meal Equivalents)

	8hrs
	<u>Annual</u>
NEW	21,925
Step 1	22,136
2	22,327
3	22,747
4	23,149
5	24,165
6	24,779
7	25,585
8	26,431
9	27,495
10	28,562

RANK F

187-Day CNP Manager

(*schools with over 349 Avg Daily Meal Equivalents)

	8hrs
	<u>Annual</u>
NEW	23,342
Step 1	24,357
2	24,568
3	24,969
4	25,371
5	26,652
6	28,362
7	28,784
8	29,207
9	29,628
10	30,493

RANK G

187-Day CNP Manager

(*schools with over 700 Avg Daily Meal Equivalents)

	8hrs
	<u>Annual</u>
NEW	28,495
Step 1	28,925
2	30,443
3	32,083
4	32,514
5	32,843
6	33,273
7	34,079
8	34,883
9	35,911
10	36,977

RANK GM

202- Day CNP Lead Manager

	8hrs
	<u>Annual</u>
NEW	38,169
Step 1	38,551
2	39,128
3	39,520
4	40,112
5	40,513
6	41,121
7	42,363
8	42,786
9	43,429
10	44,081

*The ADM is based on Average Daily Meal Equivalents for 3 consecutive months of the preceding or current school year.

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

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

RANK C

	185-Day CNP Worker	
	6.5hrs	7.5hrs
	Annual	Annual
NEW	13,678	15,434
Step 1	13,884	15,670
2	14,089	15,906
3	14,294	16,142
4	14,690	16,599
5	15,263	17,262
6	15,987	18,149
7	16,136	18,334
8	16,425	18,689
9	16,711	19,044
10	16,998	19,396
11	17,148	19,583
12	17,602	20,121
13	18,055	20,644
14	18,682	21,371
15	19,297	22,077
16	20,057	22,955
17	20,848	23,864

RANK E

185-Day CNP Assistant Manager

	7.5 hrs
	Annual
NEW	19,447
Step 1	19,633
2	19,801
3	20,174
4	20,526
5	21,421
6	21,960
7	22,668
8	23,376
9	24,271
10	25,165

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

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

182-days

	<u>RANK P</u>		<u>RANK FP</u>
	*Interpreter		Preschool Aide
	7 hours		7.5 hours
	<u>Annual</u>		<u>Annual</u>
NEW	25,561	NEW	21,518
Step 1	26,602	Step 1	21,701
2	28,894	2	21,865
3	29,870	3	22,232
4	30,227	4	22,579
5	30,601	5	23,460
6	30,942	6	23,991
7	31,639	7	24,687
8	32,335	8	25,384
9	33,216	9	26,264
10	34,095	10	27,143

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

	<u>RANK F</u>		<u>RANK E</u>
	Paraeducator & OCS		Instructional, Media, ESL & Driver Ed Aides
	7hrs		7hrs
	<u>Annual</u>		<u>Annual</u>
NEW	19,102	NEW	17,956
Step 1	19,923	Step 1	18,126
2	20,093	2	18,282
3	20,418	3	18,622
4	20,744	4	18,946
5	21,735	5	19,767
6	23,050	6	20,263
7	23,375	7	20,913
8	23,701	8	21,564
9	24,027	9	22,385
10	24,692	10	23,205

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

**BALDWIN COUNTY BOARD OF EDUCATION
FACILITIES AND MAINTENANCE SUPPLEMENTAL PAY**

Any employee working in the area of manual trades who has a certificate, special trade’s diploma, and license or two-year degree showing proficiency will be eligible for annual supplemental pay. The certificate or license must have been issued by a national or state board in which proficiency is determined by rigorous training and subsequent examination. In order to receive the supplemental pay each year, the employee must present the renewal to Human Resources within 60 days of the expiration date. If not received within 60 days, the supplement will be discontinued. The payment of the supplements will coincide with the contract year of July 1 to June 30.

Certification/License/Diploma	Supplemental Pay	Job/Trade
2 year Trade School Certificate or Associate Degree in Trades from a regionally accredited program related to the field in which the employee is working.	525.00	Any trade
Satisfactory scores on NOCTI Test *	525.00	Any trade not covered under other trades that have a Journeyman or Master Certification
Freon Certification (state card)	525.00	HVAC
Current Journeyman (renewable annually)	788.00	Any trade
Alabama Refrigeration Contractors Certification (renewable annually)	1050.00	HVAC
Heating & Air Conditioning Contractors Certification (renewable annually)	1050.00	HVAC
Master (renewable annually)	1050.00	Any trade
If an employee holds two Master or Journeyman Licenses in different areas and furnishes proof of payment to the official licensing entity for said licenses, the employee will be eligible for additional compensation up to the limit of two supplements, regardless of whether both certifications are shown on one license card.	1050.00	Any trade

1. A maximum of two supplements may be combined if related to the area of work of the employee.
2. Employees who have certifications must present proof of recertification annually, for those that are granted annually, in order to continue receiving the supplement. For those certifications which are valid for five years, the employee must present proof of recertification at the end of the fifth year showing that the recertification has been renewed.

*NOCTI – National Occupational Competency Testing Institute – www.nocti.org

**BALDWIN COUNTY BOARD OF EDUCATION
TRANSPORTATION SUPPLEMENTAL PAY**

Any employee working in the area of manual trades who has a certificate, special trade's diploma, and license or two-year degree showing proficiency will be eligible for annual supplemental pay. The certificate or license must have been issued by a national or state board in which proficiency is determined by rigorous training and subsequent examination. In order to receive the supplemental pay each year, the employee must present the renewal to Human Resources within 60 days of the expiration date. If not received within 60 days, the supplement will be discontinued. The payment of the supplements will coincide with the contract year of July 1 to June 30.

Position	Number of ASE* Certifications	Supplemental Pay
School Bus Technician (Mechanic)	1	105.00
School Bus Technician (Mechanic)	2	210.00
School Bus Technician (Mechanic)	3	315.00
School Bus Technician (Mechanic)	4	420.00
School Bus Technician (Mechanic)	5	525.00
School Bus Technician (Mechanic)	6	630.00
Master Bus Technician (Mechanic)	7	1050.00
Collision/Repair Technician**	1	105.00
Collision/Repair Technician	2	210.00
Collision/Repair Technician	3	315.00
Collision/Repair Technician	4	420.00
Collision/Repair Technician	5	525.00
Certification/License/Diploma	Job/Trade	Supplemental Pay
2 year Trade School Certificate or Associate Degree in Trades from a regionally accredited program related to the field in which the employee is working.	Any trade in the Transportation or Automotive field	525.00

1. A maximum of two supplements may be combined if related to the area of work of the employee. Two supplements within the same position area are not considered combinations.
2. Employees who have certifications must present proof of recertification annually, for those that are granted annually, in order to continue receiving the supplement. For those certifications which are valid for five years, the employee must present proof of recertification at the end of the fifth year showing that the recertification has been renewed.

*ASE – Automotive Service Excellence (certified) – www.ase.com

**After obtaining the Master Bus Mechanic Certification, the employee may pursue Collision/Repair Certifications for a combination of supplements with a maximum of \$ 1,575.00.

**BALDWIN COUNTY BOARD OF EDUCATION
SUBSTITUTE SALARY SCHEDULE**

<u>SUBSTITUTE TEACHERS</u>	<u>FULL-TIME DAILY RATE</u>
High School Diploma or Equivalent.....	\$75.00
4 Year College Degree	90.00
Certificated	113.00
*Certificated for extended period vacancies.....	219.57

<u>ADMINISTRATIVE SUBSTITUTES</u>	<u>FULL-TIME DAILY RATE</u>
Administrative Certification	\$250.00

Degrees earned only at regionally accredited institutions are applicable. An official transcript is required for college credit. A copy of the valid Alabama Teacher Certificate or valid Alabama Administrative Certificate is required for certificated credit.

System Requirements:

- A high school diploma or equivalent excluding CNP, Custodians, Bus Aides & Bus Drivers
- A valid Alabama Substitute Teacher Certificate or valid Alabama Teacher Certificate for those positions requiring valid Alabama certification
- Principal interview
- Adherence to all policies and procedures relating to substitute teaching
- Fingerprint submission as required by Alabama State law
- Valid Alabama Administrative Certification for administrative vacancies and a minimum of one year administrative experience.

*Criteria for extended rate:

- Teacher must hold credentials applicable for specified vacancy according to current published ALSDE *Subject and Personnel Codes* manual (i.e. certification, HQ status, training, additional coursework, etc)
- Vacancy must be in same certificated position for 20 or more consecutive business days and at principal's request. Higher rate may be retroactive to 1st day of extended vacancy.
- In cases of vacancies in positions for which a bachelor's degree is not a prerequisite for certification (i.e. some technical areas such as welding, cosmetology, building construction, etc), five years of experience within the preceding ten years as a wage-earner in the technical enterprise that is to be taught may be used as basis for the extended period rate of pay.

<u>CLASSIFIED SUBSTITUTES</u>	<u>RATE</u>
Bus Driver Regular Route	\$74.00 /day
Bus Driver Supplemental Route	9.66/hour
School Bookkeeper & Licensed Practical Nurse (LPN Licensed).....	13.63/hour
Registered Nurse (RN Licensed)	20.48/hour
Social Worker, Occupational & Physical Therapist	14.76/hour
All Other Support Substitutes	9.66/hour

SUPPORT SUBSTITUTES FOR EXTENDED PERIOD VACANCIES†

Social Worker, OT, & PT	\$219.57/day
Nurse (RN Licensed)	29.28/hour
Nurse (LPN Licensed)	16.31/hour
**School Bookkeeper	15.28/hour
Paraeducator	14.99/hour
Preschool Aide.....	15.76/hour

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

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

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

SENIOR HIGH SCHOOLS

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

Enrollment – 1000 - 1499		
<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
5 - 1 Executive Secretary	12	I
1 Bookkeeper	12	G
1 Registrar	12	G
2 Clerks	10	E

Enrollment – Under 1000		
<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
4 - 1 Executive Secretary	12	I
1 Bookkeeper	12	G
1 Registrar	12	G
1 Clerk	10	E

ALTERNATIVE SCHOOL

<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
1 - 1 Receptionist	12	E

VOCATIONAL SCHOOLS

<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
2 - 1 Executive Secretary	12	G
1 Registrar	12	F

MIDDLE & K-8 SCHOOLS

Enrollment – 1500+		
<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
6 - 1 Bookkeeper	12	G
1 Registrar	12	F
4 Clerks	10	E

Enrollment – 1000 - 1499		
<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
5 - 1 Bookkeeper	12	G
1 Registrar	12	F
3 Clerks	10	E

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

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

ALL SCHOOL CLERICAL POSITIONS ARE 8 HOURS PER DAY

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

ELEMENTARY SCHOOLS

Enrollment – 1500+

<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
6 - 1 Bookkeeper	12	G
1 Registrar	12	F
4 Clerks	10	E

Enrollment – 1000 - 1499

<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
5 - 1 Bookkeeper	12	G
1 Registrar	12	F
3 Clerks	10	E

Enrollment – 700 - 999

<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
4 - 1 Bookkeeper	12	G
1 Registrar	12	F
2 Clerks	10	E

Enrollment – 300 - 699

<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
3 - 1 Bookkeeper	12	G
1 Registrar	12	F
1 Clerk	10	E

Enrollment – Under 300

<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
2 - 1 Bookkeeper	12	G
1 Registrar	12	F

ALL SCHOOL CLERICAL POSITIONS ARE 8 HOURS PER DAY



Board approved
May 31, 2018