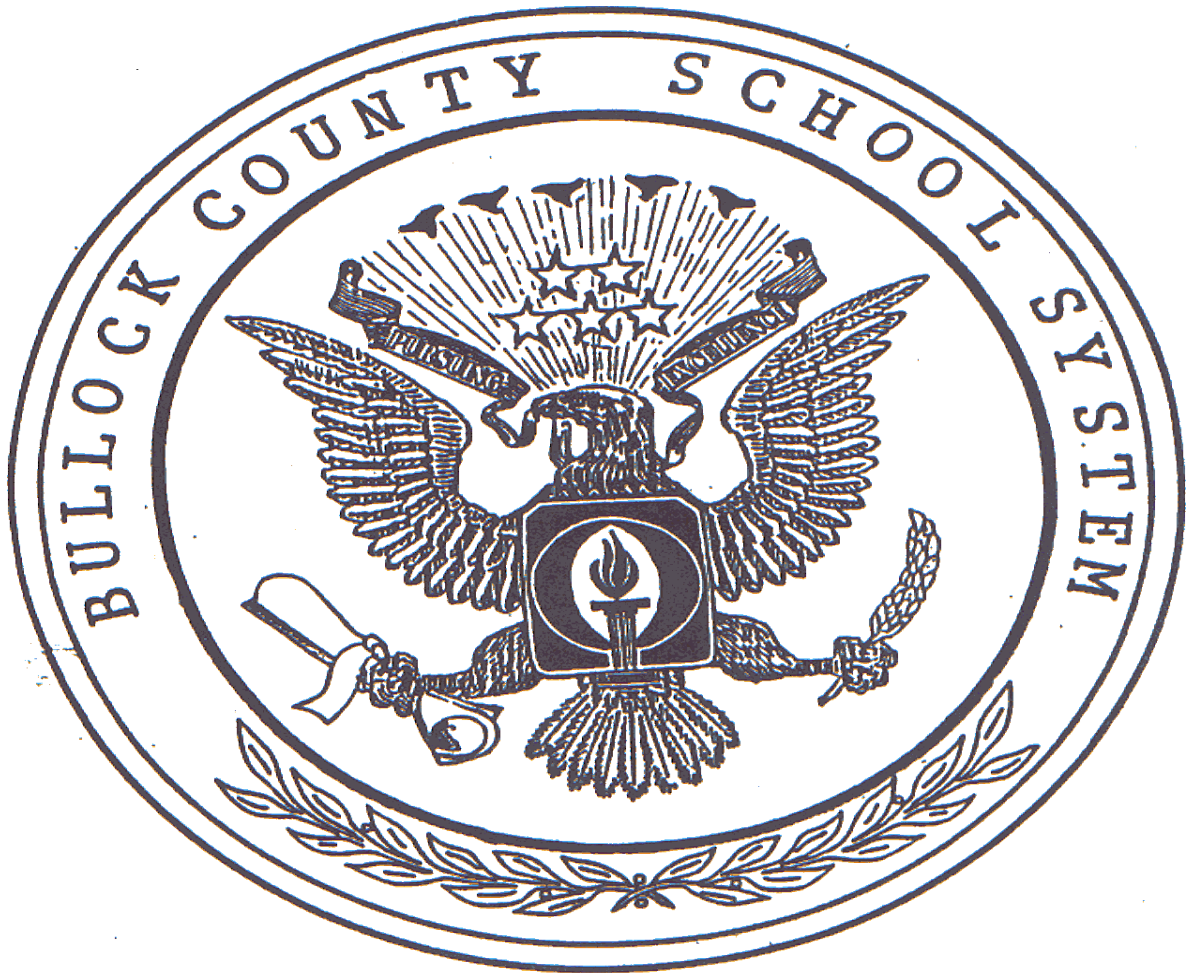


**Bullock County Board of Education
Salary Schedule**



October 1, 2021 – September 30, 2022

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GENERAL INFORMATION

Introduction

The purpose of this salary guide is to establish uniform procedures for making decisions about wage and salary pertaining to employees of the Bullock County Board of Education. In adopting this schedule, the Board anticipates that certain goals shall be met by its use. These goals are listed below:

1. To provide an ability to discriminate between different skill levels and seniority ranks in positions.
2. To meet the salary adjustments as required by Alabama Law.
3. To meet Federal and State minimum wage mandates.

Assumptions

In the preparation of any salary schedule, certain assumptions must be made, implicitly or explicitly. It is the opinion of the Board that maximum benefit shall accrue when these assumptions are made explicit. The assumptions of this salary schedule are listed below:

1. That any new employee would begin employment under the salary guidelines in this schedule.
2. That current employees compensated above this schedule would remain “grandfathered” at existing rates of pay or salary schedules until retirement, termination, or job change.
3. That unless otherwise mandated by the State Legislature, salary increases or raises will be made by applying an across-the board percentage to this schedule of base salaries or wages for all employees, and to previously existing schedule or salary bases for grandfathered employees.
4. That wages should be increases in a step fashion up to a predetermined maximum to reflect an employee’s increasing competence over tenure of employment.
5. That employees performing equivalent tasks should receive equivalent remuneration.
6. That all employees should be duly certified for their respective positions.
7. That all employees will be paid in 12 equal monthly installments, regardless of the length of the contract (12, 11, 10, or 9 months).

Contracts

A twelve-month employee will be expected to work a 5 day week with the exception of days off as approved by the Board of Education.

To clarify the meaning of 9, 10, 11, and 12 month contracts, the following defines those contract lengths in terms of work days to be completed in a 12 month period.

9 months	-	182 days (Support Personnel)
9 months	-	187 days
10 months	-	202 days
11 months	-	222 days
12 months	-	242 days

The number of hours worked per day will vary according to the classification of the employee.

BENEFITS

Teacher Retirement

The adaptation of Act 2012-377 created a new defined benefit plan for new members in the Teachers' Retirement System (TRS). Any employee hired on or after January 1, 2013 with zero creditable service is considered a Tier 2 Employee. Individuals who fall into this category will be contributing into the TRS at a different rate than Tier 1 employees.

All full time employees are eligible and required to participate in the Alabama Retirement Program. Effective October 1, 2017, Tier 1 employees will contribute 7.50% of their salary or wages each month and Tier 2 employees will contribute 6.00% of their salary or wages each month.

Leave Days and Vacation

Each full time employee will accrue five (5) leave days, two (2) State earned and three (3) personal permissive. Twelve-month employees are entitled to two weeks (10 days) paid vacation. If a twelve-month employee starts in the middle of a contract year, that employee will earn one (1) vacation day per month for that contract year.

Each full time employee will accrue sick leave at the rate of one day per month of contract. The 12-month employee will earn 12 sick leave days per year; the 11-month employee will earn 11 days; the 10-month employee will earn 10 days; and the 9-month employee will earn 9 days.

Health Insurance

The Public Education Health Insurance (PEEHIP) and Blue Cross/Blue Shield insurance are offered to regular employees. Cost will vary from single coverage to family coverage.

Supplemental insurance is also available to all employees. Those employees choosing not to participate in the health insurance may sign up for the supplemental insurance.

The Bullock County Board of Education will ensure compliance and implementation of these acts and all other laws regarding pay raises.

Central Office Salary Factors

The chart below represents the responsibility factor for central office personnel:

Central Office Position Hierarchy	Responsibility Factor 12 month salary times responsibility factor Educational	Responsibility Factor 12 month salary times responsibility factor Non-Educational
Executive Director	.12	.11
Director	.11	.10
Coordinator	.10	.09
Supervisor	.09	.08
Specialist/Officer	.08	.07

Executive Director

Base Salary

The base salary for an Executive Director shall be calculated by placing the Executive Director on the Teacher’s Salary Schedule, taking into consideration the Executive Director’s experience and education level. The base salary, as determined by the Teacher’s Salary Schedule, shall be divided by 187 days to determine a daily rate of pay. The daily rate of pay shall then be multiplied by 242 days to determine the Executive Director’s annual base salary.

Example

The base salary for an Executive Director with Rank AA/27 or more years of experience shall be $\$68,194/187 = 364.674$ (daily rate) $\times 242$ days = $\$88,251$

Responsibility Factor

	<u>Factor</u>
Executive Director	0.12

Example

The above Executive Director shall earn $\$88,251 \times 1.12 = \$98,841$

Director

Base Salary

The base salary for Director shall be calculated by placing the Director on the Teacher's Salary Schedule, taking into consideration the Director's experience and education level. The base salary, as determined by the Teacher's Salary Schedule, shall be divided by 187 days to determine a daily rate of pay. The daily rate of pay shall then be multiplied by 242 days to determine the Director's annual base salary.

Example

The base salary for an Executive Director with Rank AA/27 or more years of experience shall be $\$68,194/187 = 364.674$ (daily rate) $\times 242$ days = $\$88,251$

Responsibility Factor

	<u>Factor</u>
Director	0.11

Example

The above Director shall earn $\$88,251 \times 1.11 = \$97,959$

Coordinator

Base Salary

The base salary for a Coordinator shall be calculated by placing the Coordinator on the Teacher's Salary Schedule, taking into consideration the Coordinator's experience and education level. The base salary, as determined by the Teacher's Salary Schedule, shall be divided by 187 days to determine a daily rate of pay. The daily rate of pay shall then be multiplied by 242 days to determine the Coordinator's annual base salary.

Example

The base salary for an Executive Director with Rank AA/27 or more years of experience shall be $\$68,194/187 = 364.674$ (daily rate) $\times 242$ days = $\$88,251$

Responsibility Factor

	<u>Factor</u>
Coordinator	0.10

Example

The above Coordinator shall earn $\$88,251 \times 1.10 = \$97,076$

Supervisor

Base Salary

The base salary for a Supervisor shall be calculated by placing the Supervisor on the Teacher's Salary Schedule, taking into consideration the Supervisor's experience and education level. The base salary, as determined by the Teacher's Salary Schedule, shall be divided by 187 days to determine a daily rate of pay. The daily rate of pay shall then be multiplied by 242 days to determine the Supervisor's annual base salary.

Example

The base salary for an Executive Director with Rank AA/27 or more years of experience shall be $\$68,194/187 = 364.674$ (daily rate) $\times 242$ days = $\$88,251$

Responsibility Factor

	<u>Factor</u>
Supervisor	0.09

Example

The above Supervisor shall earn $\$88,251 \times 1.09 = \$96,194$

Specialist/Officer

Base Salary

The base salary for a Specialist/Officer shall be calculated by placing the Specialist on the Teacher's Salary Schedule, taking into consideration the Specialist/Officer's experience and education level. The base salary, as determined by the Teacher's Salary Schedule, shall be divided by 187 days to determine a daily rate of pay. The daily rate of pay shall then be multiplied by 242 days to determine the Specialist/Officer's annual base salary.

Example

The base salary for an Executive Director with Rank AA/27 or more years of experience shall be $\$68,194/187 = 364.674$ (daily rate) $\times 242$ days = $\$88,251$

Responsibility Factor

	<u>Factor</u>
Specialist/Officer	0.08

Example

The above Specialist/Officer shall earn $\$88,251 \times 1.08 = \$95,311$

Supervisor

Base Salary

The base salary for non-educational positions, which are classified positions, shall be calculated by placing the positions on their respective salary schedules, taking into consideration the education level and experience of the individual. Non-educational position employees must possess a four (4) year degree or higher.

Other Information

Bullock County Board of Education shall pay teachers for the highest degree earned from a regionally accredited institution ONLY after the advanced degree has been recognized by the State Department of Education.

During the years of State mandated raises, the local board has the option of granting the pay raise at the beginning of the contract year or the beginning of the fiscal year. The same shall hold true for step increases.

BULLOCK COUNTY BOARD OF EDUCATION TEACHER SALARY SCHEDULE 2021-2022

RANK OF CERTIFICATES:

9 MONTHS BASE PAY

	DO	AA	MS	BS
< 3 yrs	\$55,446	\$51,695	\$47,941	\$41,690
< 6 yrs	\$60,990	\$56,860	\$52,733	\$45,855
< 9 yrs	\$63,659	\$59,367	\$55,043	\$47,865
< 12 yrs	\$64,932	\$60,554	\$56,144	\$48,822
< 15 yrs	\$66,231	\$61,765	\$57,267	\$49,798
<18 yrs	\$67,556	\$63,000	\$58,412	\$50,794
< 21 yrs	\$68,907	\$64,261	\$59,580	\$51,810
< 24 yrs	\$70,285	\$65,546	\$60,773	\$52,846
<27 yrs	\$71,691	\$66,857	\$61,987	\$53,903
27 + yrs	\$73,125	\$68,194	\$63,228	\$54,981

10 MONTHS BASE PAY

< 3 yrs	\$59,894	\$55,842	\$51,787	\$45,034
< 6 yrs	\$65,882	\$61,421	\$56,963	\$49,533
< 9 yrs	\$68,765	\$64,129	\$59,458	\$51,704
< 12 yrs	\$70,140	\$65,411	\$60,648	\$52,738
< 15 yrs	\$71,544	\$66,719	\$61,861	\$53,792
<18 yrs	\$72,975	\$68,053	\$63,097	\$54,868
< 21 yrs	\$74,434	\$69,416	\$64,359	\$55,966
< 24 yrs	\$75,923	\$70,804	\$65,648	\$57,085
<27 yrs	\$77,442	\$72,220	\$66,959	\$58,227
27 + yrs	\$78,991	\$73,664	\$68,300	\$59,391

11 MONTHS BASE PAY

< 3 yrs	\$65,824	\$61,371	\$56,914	\$49,493
< 6 yrs	\$72,405	\$67,502	\$62,603	\$54,438
< 9 yrs	\$75,574	\$70,478	\$65,345	\$56,824
< 12 yrs	\$77,085	\$71,888	\$66,652	\$57,960
< 15 yrs	\$78,627	\$73,325	\$67,985	\$59,118
<18 yrs	\$80,200	\$74,791	\$69,345	\$60,301
< 21 yrs	\$81,804	\$76,288	\$70,731	\$61,507
< 24 yrs	\$83,440	\$77,814	\$72,148	\$62,737
<27 yrs	\$85,109	\$79,370	\$73,589	\$63,992
27 + yrs	\$86,811	\$80,958	\$75,062	\$65,272

12 MONTHS BASE PAY

< 3 yrs	\$71,754	\$66,899	\$62,041	\$53,952
< 6 yrs	\$78,928	\$73,584	\$68,243	\$59,342
< 9 yrs	\$82,382	\$76,828	\$71,232	\$61,943
< 12 yrs	\$84,030	\$78,364	\$72,657	\$63,181
< 15 yrs	\$85,711	\$79,931	\$74,110	\$64,444
<18 yrs	\$87,425	\$81,529	\$75,592	\$65,733
< 21 yrs	\$89,174	\$83,161	\$77,104	\$67,048
< 24 yrs	\$90,957	\$84,824	\$78,647	\$68,389
<27 yrs	\$92,777	\$86,521	\$80,218	\$69,757
27 + yrs	\$94,632	\$88,251	\$81,824	\$71,152

BULLOCK COUNTY BOARD OF EDUCATION SALARY SCHEDULE
2021-2022 Salary Matrix

Assistant Superintendent - Educational				
	Doctorate	AA	A	B
< 3 yrs				
< 6 yrs				
< 9 yrs				
< 12 yrs				
< 15 yrs				
< 18 yrs				
< 21 yrs				
< 24 yrs				
< 27 yrs				
27 + yrs				

Executive Director - Educational				
	Doctorate	AA	A	B
< 3 yrs	\$80,364	\$74,927	\$69,486	\$60,426
< 6 yrs	\$88,399	\$82,414	\$76,432	\$66,463
< 9 yrs	\$92,268	\$86,047	\$79,780	\$69,376
< 12 yrs	\$94,113	\$87,768	\$81,376	\$70,763
< 15 yrs	\$95,996	\$89,523	\$83,003	\$72,178
< 18 yrs	\$97,916	\$91,313	\$84,663	\$73,621
< 21 yrs	\$99,875	\$93,141	\$86,356	\$75,094
< 24 yrs	\$101,872	\$95,003	\$88,085	\$76,596
< 27 yrs	\$103,910	\$96,903	\$89,845	\$78,128
27 + yrs	\$105,988	\$98,841	\$91,643	\$79,690

Director - Educational				
	Doctorate	AA	A	B
< 3 yrs	\$79,646	\$74,258	\$68,865	\$59,886
< 6 yrs	\$87,610	\$81,678	\$75,750	\$65,870
< 9 yrs	\$91,444	\$85,279	\$79,067	\$68,757
< 12 yrs	\$93,273	\$86,984	\$80,649	\$70,131
< 15 yrs	\$95,139	\$88,724	\$82,262	\$71,533
< 18 yrs	\$97,042	\$90,498	\$83,907	\$72,964
< 21 yrs	\$98,983	\$92,309	\$85,585	\$74,424
< 24 yrs	\$100,962	\$94,155	\$87,298	\$75,912
< 27 yrs	\$102,982	\$96,038	\$89,043	\$77,430
27 + yrs	\$105,042	\$97,959	\$90,825	\$78,979

BULLOCK COUNTY BOARD OF EDUCATION SALARY SCHEDULE
2021-2022 Salary Matrix

Coordinator - Educational				
	Doctorate	AA	A	B
< 3 yrs	\$78,929	\$73,589	\$68,245	\$59,347
< 6 yrs	\$86,821	\$80,942	\$75,068	\$65,276
< 9 yrs	\$90,620	\$84,511	\$78,355	\$68,137
< 12 yrs	\$92,433	\$86,200	\$79,923	\$69,500
< 15 yrs	\$94,282	\$87,924	\$81,521	\$70,889
< 18 yrs	\$96,168	\$89,682	\$83,151	\$72,307
< 21 yrs	\$98,091	\$91,477	\$84,814	\$73,753
< 24 yrs	\$100,053	\$93,307	\$86,512	\$75,228
< 27 yrs	\$102,054	\$95,173	\$88,240	\$76,733
27 + yrs	\$104,096	\$97,076	\$90,007	\$78,267

Supervisor - Educational				
	Doctorate	AA	A	B
< 3 yrs	\$78,211	\$72,920	\$67,625	\$58,807
< 6 yrs	\$86,031	\$80,207	\$74,385	\$64,683
< 9 yrs	\$89,797	\$83,743	\$77,643	\$67,518
< 12 yrs	\$91,592	\$85,417	\$79,196	\$68,868
< 15 yrs	\$93,425	\$87,125	\$80,780	\$70,244
< 18 yrs	\$95,294	\$88,867	\$82,395	\$71,649
< 21 yrs	\$97,199	\$90,646	\$84,043	\$73,083
< 24 yrs	\$99,143	\$92,458	\$85,725	\$74,544
< 27 yrs	\$101,126	\$94,308	\$87,438	\$76,035
27 + yrs	\$103,149	\$96,194	\$89,189	\$77,556

Specialist/Officer - Educational				
	Doctorate	AA	A	B
< 3 yrs	\$77,494	\$72,251	\$67,004	\$58,268
< 6 yrs	\$85,242	\$79,471	\$73,703	\$64,089
< 9 yrs	\$88,973	\$82,974	\$76,930	\$66,898
< 12 yrs	\$90,752	\$84,633	\$78,469	\$68,236
< 15 yrs	\$92,568	\$86,326	\$80,039	\$69,600
< 18 yrs	\$94,419	\$88,052	\$81,639	\$70,992
< 21 yrs	\$96,308	\$89,814	\$83,272	\$72,412
< 24 yrs	\$98,234	\$91,610	\$84,939	\$73,860
< 27 yrs	\$100,199	\$93,442	\$86,636	\$75,337
27 + yrs	\$102,203	\$95,311	\$88,370	\$76,844

BULLOCK COUNTY BOARD OF EDUCATION SALARY SCHEDULE
2021-2022 Salary Matrix

Assistant Superintendent - Non- Educational				
	Doctorate	AA	A	B
< 3 yrs				
< 6 yrs				
< 9 yrs				
< 12 yrs				
< 15 yrs				
< 18 yrs				
< 21 yrs				
< 24 yrs				
< 27 yrs				
27 + yrs				

Executive Director - Non-Educational				
	Doctorate	AA	A	B
< 3 yrs	\$79,646	\$74,258	\$68,865	\$59,886
< 6 yrs	\$87,610	\$81,678	\$75,750	\$65,870
< 9 yrs	\$91,444	\$85,279	\$79,067	\$68,757
< 12 yrs	\$93,273	\$86,984	\$80,649	\$70,131
< 15 yrs	\$95,139	\$88,724	\$82,262	\$71,533
< 18 yrs	\$97,042	\$90,498	\$83,907	\$72,964
< 21 yrs	\$98,983	\$92,309	\$85,585	\$74,424
< 24 yrs	\$100,962	\$94,155	\$87,298	\$75,912
< 27 yrs	\$102,982	\$96,038	\$89,043	\$77,430
27 + yrs	\$105,042	\$97,959	\$90,825	\$78,979

Director - Non-Educational				
	Doctorate	AA	A	B
< 3 yrs	\$78,929	\$73,589	\$68,245	\$59,347
< 6 yrs	\$86,821	\$80,942	\$75,068	\$65,276
< 9 yrs	\$90,620	\$84,511	\$78,355	\$68,137
< 12 yrs	\$92,433	\$86,200	\$79,923	\$69,500
< 15 yrs	\$94,282	\$87,924	\$81,521	\$70,889
< 18 yrs	\$96,168	\$89,682	\$83,151	\$72,307
< 21 yrs	\$98,091	\$91,477	\$84,814	\$73,753
< 24 yrs	\$100,053	\$93,307	\$86,512	\$75,228
< 27 yrs	\$102,054	\$95,173	\$88,240	\$76,733
27 + yrs	\$104,096	\$97,076	\$90,007	\$78,267

BULLOCK COUNTY BOARD OF EDUCATION SALARY SCHEDULE
2021-2022 Salary Matrix

Coordinator - Non-Educational				
	Doctorate	AA	A	B
< 3 yrs	\$78,211	\$72,920	\$67,625	\$58,807
< 6 yrs	\$86,031	\$80,207	\$74,385	\$64,683
< 9 yrs	\$89,797	\$83,743	\$77,643	\$67,518
< 12 yrs	\$91,592	\$85,417	\$79,196	\$68,868
< 15 yrs	\$93,425	\$87,125	\$80,780	\$70,244
< 18 yrs	\$95,294	\$88,867	\$82,395	\$71,649
< 21 yrs	\$97,199	\$90,646	\$84,043	\$73,083
< 24 yrs	\$99,143	\$92,458	\$85,725	\$74,544
< 27 yrs	\$101,126	\$94,308	\$87,438	\$76,035
27 + yrs	\$103,149	\$96,194	\$89,189	\$77,556

Supervisor - Non-Educational				
	Doctorate	AA	A	B
< 3 yrs	\$77,494	\$72,251	\$67,004	\$58,268
< 6 yrs	\$85,242	\$79,471	\$73,703	\$64,089
< 9 yrs	\$88,973	\$82,974	\$76,930	\$66,898
< 12 yrs	\$90,752	\$84,633	\$78,469	\$68,236
< 15 yrs	\$92,568	\$86,326	\$80,039	\$69,600
< 18 yrs	\$94,419	\$88,052	\$81,639	\$70,992
< 21 yrs	\$96,308	\$89,814	\$83,272	\$72,412
< 24 yrs	\$98,234	\$91,610	\$84,939	\$73,860
< 27 yrs	\$100,199	\$93,442	\$86,636	\$75,337
27 + yrs	\$102,203	\$95,311	\$88,370	\$76,844

Specialist/Officer - Non-Educational				
	Doctorate	AA	A	B
< 3 yrs	\$76,776	\$71,582	\$66,384	\$57,728
< 6 yrs	\$84,453	\$78,735	\$73,020	\$63,496
< 9 yrs	\$88,149	\$82,206	\$76,218	\$66,279
< 12 yrs	\$89,912	\$83,849	\$77,743	\$67,604
< 15 yrs	\$91,710	\$85,526	\$79,298	\$68,956
< 18 yrs	\$93,545	\$87,236	\$80,883	\$70,335
< 21 yrs	\$95,416	\$88,983	\$82,501	\$71,742
< 24 yrs	\$97,324	\$90,762	\$84,152	\$73,176
< 27 yrs	\$99,271	\$92,577	\$85,834	\$74,640
27 + yrs	\$101,257	\$94,429	\$87,552	\$76,133

TEACHER EXCELLENCE AND ACCOUNTABILITY FOR
 MATHEMATICS AND SCIENCE (TEAMS) SALARY SCHEDULE

Step	Doctorate	AA/EDS	Master	Bachelor
0	\$60,446	\$56,695	\$52,941	\$46,690
1	\$66,479	\$61,977	\$57,479	\$49,982
2	\$70,025	\$65,304	\$60,547	\$52,652
3	\$72,075	\$67,215	\$62,320	\$54,192
4	\$74,179	\$69,177	\$64,139	\$55,774
5	\$76,338	\$71,190	\$66,006	\$57,397
6	\$78,554	\$73,258	\$67,921	\$59,063
7	\$80,828	\$75,378	\$69,889	\$60,773
8	\$82,445	\$76,886	\$71,285	\$61,988
9	\$84,094	\$78,423	\$72,712	\$63,228
10	\$85,355	\$79,599	\$73,803	\$64,176
11	\$86,635	\$80,793	\$74,910	\$65,139
12	\$87,935	\$82,005	\$76,034	\$66,116
13	\$87,935	\$82,005	\$76,034	\$66,116
14	\$87,935	\$82,005	\$76,034	\$66,116
15	\$89,260	\$83,240	\$77,179	\$67,112
16	\$89,260	\$83,240	\$77,179	\$67,112
17	\$89,260	\$83,240	\$77,179	\$67,112
18	\$90,611	\$84,501	\$78,347	\$68,128
19	\$90,611	\$84,501	\$78,347	\$68,128
20	\$90,611	\$84,501	\$78,347	\$68,128
21	\$91,989	\$85,786	\$79,540	\$69,164
22	\$91,989	\$85,786	\$79,540	\$69,164
23	\$91,989	\$85,786	\$79,540	\$69,164
24	\$93,395	\$87,097	\$80,754	\$70,221
25	\$93,395	\$87,097	\$80,754	\$70,221
26	\$93,395	\$87,097	\$80,754	\$70,221
27	\$94,829	\$88,434	\$81,995	\$71,299

BULLOCK COUNTY BOARD OF EDUCATION NONDEGREE SALARY SCHEDULE 2021-2022

RANK OF CERTIFICATES:

YEARS OF EXPERIENCE:	NON-DEGREE
< 3 yrs	\$41,690
< 6 yrs	\$45,855
< 9 yrs	\$47,865
< 12 yrs	\$48,822
< 15 yrs	\$49,798
<18 yrs	\$50,794
< 21 yrs	\$51,810
< 24 yrs	\$52,846
<27 yrs	\$53,903
27 + yrs	\$54,981

Miscellaneous Compensation	
<u>Transportation</u>	<u>Per Hour</u>
Field Trip	
5 hours or less	\$12
6 hours or more	\$14
Overnight	\$200 plus travel time
<u>Professional Development</u>	<u>Daily</u>
Full Day	\$200
Half Day	\$100
<u>Extended Day</u>	<u>Per Hour</u>
After-School Tutors	\$25

**ASSISTANT PRINCIPALS AND SUPERVISORS
SALARY SCHEDULE**

ASSISTANT PRINCIPALS will be paid on the regular salary schedule based on years of experience, certification and number of months contracted.

ELEMENTARY-MIDDLE-HIGH SCHOOL 10 MONTHS

BOARD SECRETARY SUPPLEMENT \$60/MONTH-NET

TEACHER, CNP & CUSTODIAL SUBSTITUTES ARE PAID AT A RATE OF \$58.00 PER DAY.
 BUS DRIVER SUBSTITUTES ARE PAID AT A RATE OF \$44.00 PER DAY FOR ROUTE II AND \$53.00 FOR ROUTE III. BUS AIDE SUBSTITUTES ARE PAID AT A RATE OF \$29.00 PER DAY FOR ROUTE II AND \$35.00 PER DAY FOR ROUTE III. LONG TERM TEACHERS ARE PAID AT A RATE OF \$80.00 PER DAY (MUST HOLD DEGREE); LONG TERM SUBSTITUTE BUS DRIVERS ARE PAID AT A RATE OF \$54.00 PER DAY.
 LPN SUBSTITUTES ARE PAID AT A RATE OF \$115.00 PER DAY.
 RN SUBSTITUTES ARE PAID AT A RATE OF \$219.00 PER DAY.

BULLOCK COUNTY BOARD OF EDUCATION NURSE SALARY SCHEDULE 2021-2022

Experience	LPN	RN	RN/MS
<3 yrs	\$21,328	\$40,575	\$46,664
< 6 yrs	\$23,441	\$44,630	\$51,319
<9 yrs	\$24,449	\$46,584	\$53,571
<12 yrs	\$24,767	\$47,208	\$54,290
< 15 yrs	\$25,213	\$48,066	\$55,274
<18 yrs	\$25,766	\$49,162	\$56,539
< 21 yrs	\$26,076	\$49,797	\$57,266
< 24 yrs	\$26,388	\$50,433	\$58,000
< 27 yrs	\$26,949	\$51,033	\$58,600
27 + yrs	\$27,511	\$51,634	\$59,201

*Employees hired after May 10, 2018 will be paid from the Alabama Department of Education's salary matrix.

BULLOCK COUNTY BOARD OF EDUCATION BUSINESS EXEC. SALARY SCHEDULE 2021-2022

	EXECUTIVE SECRETARY I	EXECUTIVE SECRETARY II	ADMIN SEC. I BOOKKEEPER
EXPERIENCE			
<3 yrs	\$ 33,556	\$32,215	\$33,117
< 6 yrs	\$ 36,912	\$35,436	\$36,429
<9 yrs	\$ 38,389	\$36,854	\$37,887
<12 yrs	\$ 38,772	\$37,222	\$38,265
< 15 yrs	\$ 39,547	\$37,966	\$39,030
<18 yrs	\$ 40,339	\$38,725	\$39,811
< 21 yrs	\$ 40,742	\$39,113	\$40,208
< 24 yrs	\$ 41,150	\$39,505	\$40,610
24 + yrs	\$ 41,561	\$39,898	\$41,017

BULLOCK COUNTY BOARD OF EDUCATION SCHOOL SECRETARIES SALARY SCHEDULE 2021-2022

EXPERIENCE	BCHS	SCHOOL SECRETARY	TRANSPORTATION
	12 MONTH	10 MONTH	
<3 yrs	26,436	22,067	20,428
< 6 yrs	29,080	24,273	22,471
<9 yrs	30,243	25,244	23,369
<12 yrs	30,546	25,496	23,603
< 15 yrs	31,157	26,007	24,075
<18 yrs	31,779	26,526	24,557
< 21 yrs	32,097	26,791	24,802
< 24 yrs	32,418	27,060	25,050
24 + yrs	32,743	27,331	25,300

BULLOCK COUNTY BOARD OF EDUCATION TEACHER AIDES SALARY SCHEDULE 2021-2022

EXPERIENCE	REGULAR AIDES	HANDICAPPED AIDES
<3 yrs	\$16,738	\$16,895
< 6 yrs	\$16,966	\$17,127
<9 yrs	\$17,210	\$17,356
<12 yrs	\$17,439	\$17,584
< 15 yrs	\$17,656	\$17,809
<18 yrs	\$17,887	\$18,039
< 21 yrs	\$18,117	\$18,268
< 24 yrs	\$18,347	\$18,500
24 + yrs	\$18,575	\$18,732

BULLOCK COUNTY BOARD OF EDUCATION TECHNOLOGY ASST. SALARY SCHEDULE 2021-2022

EXPERIENCE	TECHNOLOGY ASSISTANT
<3 yrs	\$42,786
< 6 yrs	\$47,065
<9 yrs	\$48,948
<12 yrs	\$49,436
< 15 yrs	\$50,425
<18 yrs	\$51,434
< 21 yrs	\$51,949
< 24 yrs	\$52,468
24 + yrs	\$52,993

BULLOCK COUNTY BOARD OF EDUCATION CNP SALARY SCHEDULE 2021-2022

EXPERIENCE	MANAGERS	ASSISTANT MANAGERS	WORKERS
<3 yrs	21912.66	20,904	16,147
< 6 yrs	24104.64	22,995	17,761
<9 yrs	25068.54	23,915	18,472
<12 yrs	25319.46	24,154	18,656
< 15 yrs	25825.38	24,636	19,030
<18 yrs	26341.5	25,107	19,411
< 21 yrs	26604.66	25,380	19,604
< 24 yrs	26870.88	25,634	19,801
24 + yrs	27139.14	25,890	19,999

BULLOCK COUNTY BOARD OF EDUCATION CUSTODIANS SALARY SCHEDULE 2021-2022

Experience	10 MONTH	11 MONTH
<3 yrs	\$19,269	\$21,177
< 6 yrs	\$21,195	\$23,294
<9 yrs	\$22,042	\$24,225
<12 yrs	\$22,263	\$24,468
< 15 yrs	\$22,708	\$24,956
<18 yrs	\$23,162	\$25,456
< 21 yrs	\$23,394	\$25,710
< 24 yrs	\$23,628	\$25,967
24 + yrs	\$23,865	\$26,227

BULLOCK COUNTY BOARD OF EDUCATION TRANSPORTATION/AUXILLARY DIRECTOR SALARY SCHEDULE 2021-2022

EXPERIENCE			
< 3 yrs		\$57,627	
< 6 yrs		\$58,085	
< 9 yrs		\$58,547	
< 12 yrs		\$59,009	
< 15 yrs		\$59,468	
< 18 yrs		\$59,932	
< 21 yrs		\$60,395	
< 24 yrs		\$60,855	
24 + yrs		\$61,317	

BULLOCK COUNTY BOARD OF EDUCATION BUS DRIVERS SALARY SCHEDULE 2021-2022

EXPERIENCE	BUS AIDES	ROUTE II (UP TO 2000 MI.)	ROUTE III (UP TO 3000 MI.)
<3 yrs	\$14,110	\$15,708	\$18,173
< 6 yrs	\$14,324	\$16,208	\$18,464
<9 yrs	\$14,537	\$16,423	\$18,755
<12 yrs	\$14,753	\$16,639	\$19,045
< 15 yrs	\$14,967	\$16,854	\$19,336
<18 yrs	\$15,184	\$17,069	\$19,626
< 21 yrs	\$15,399	\$17,283	\$19,917
< 24 yrs	\$15,613	\$17,499	\$20,207
24 + yrs	\$15,829	\$17,719	\$20,498

Hours Per Day by Route

Route II (3.0 - 4.0)

Route III (4.0 - 5.0)

BULLOCK COUNTY BOARD OF EDUCATION MAINTENANCE SALARY SCHEDULE 2021-2022

EXPERIENCE	MAINTENANCE	MECHANIC	MECHANIC HELPER
<3 yrs	34,081	34,604	19,686
< 6 yrs	37,490	38,063	20,027
<9 yrs	38,990	39,586	20,450
<12 yrs	39,380	39,982	20,999
< 15 yrs	40,168	40,782	21,737
<18 yrs	40,970	41,598	22,612
< 21 yrs	41,379	42,013	23,572
< 24 yrs	41,793	42,433	24,636
24 + yrs	42,212	42,857	24,882

BULLOCK COUNTY BOARD OF EDUCATION PRE-KINDERGARTEN 2021-2022

LEAD TEACHER:

	AA	BS/BA	CERTIFIED
FIRST CLASS SALARIES	\$21,725	\$30,900	\$40,873

These are minimum starting salaries. Programs can adjust salaries based on additional sources of funding and years of experience.

Note: The salary for certified teachers is only required for teachers in public schools.

A teacher with an AA/AS degree must be PRE-APPROVED by OSR prior to hiring.

AUXILIARY TEACHER:

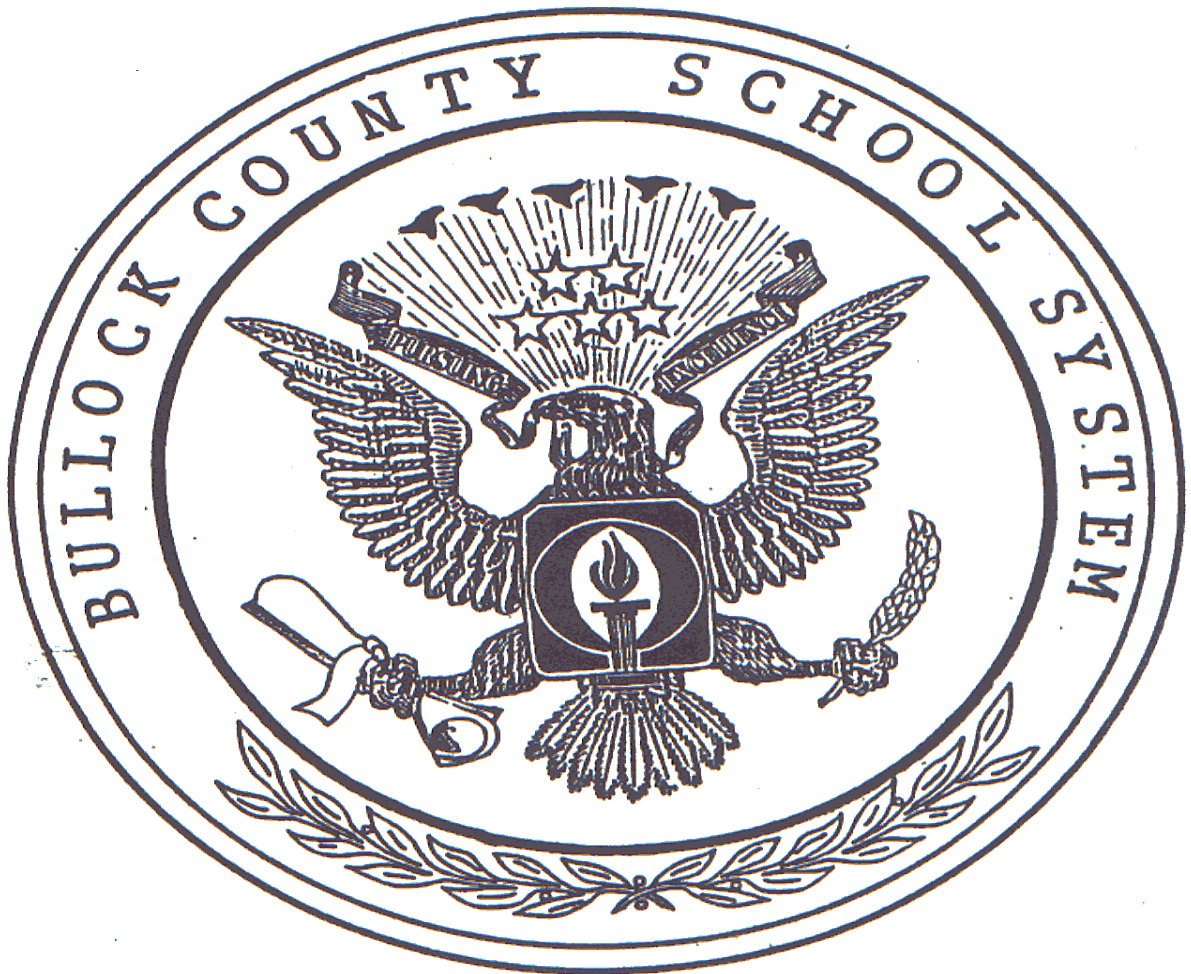
	No CDA (in process of obtaining)	CDA/Required Coursework
First Class Salary	\$14,000-\$16,000	\$20,000

Note: OSR only requires programs to pay the CDA salary for auxiliary teachers. If the auxiliary teacher has a higher credential, programs may choose to pay the recommended salary for that credential.

BULLOCK COUNTY BOARD OF EDUCATION			
Extracurricular Supplements			
2021-2022			
	AMOUNT	COACH	AMOUNT PER SPORT
CHEERLEADING			
Varsity/Jr. Varsity	\$2,200.00		
7th & 8th Grade	\$1,200.00		
Program Transportation Costs	\$1,000.00		
Subtotal	\$4,400.00		\$4,400.00
FOOTBALL			
Varsity Head Coach	\$7,500.00		
Defensive Coach	\$2,500.00		
Offensive Coach	\$2,500.00		
Assistant Coach	\$1,600.00		
Assistant Coach	\$1,600.00		
Program Transportation Costs	\$1,000.00		
Subtotal	\$16,700.00		\$16,700.00
7th & 8th Grade			
7th & 8th Grade Head Coach	\$3,200.00		
7th & 8th Grade Assistant	\$1,200.00		
Program Transportation Costs	\$1,000.00		
Subtotal	\$5,400.00		\$5,400.00
BASKETBALL			
Boys			
Head Varsity Boys	\$3,500.00		
Jr. Varsity Boys	\$1,400.00		
Program Transportation Costs	\$1,000.00		
Subtotal	\$5,900.00		\$5,900.00
Girls			
7th & 8th Grade Boys	\$1,400.00		
7th & 8th Grade Assistant	\$1,100.00		
Program Transportation Costs	\$1,000.00		
Subtotal	\$3,500.00		\$3,500.00
Girls			
Head Varsity Girls	\$3,500.00		
Varsity Girls Assistant	\$1,400.00		
Program Transportation Costs	\$1,000.00		
Subtotal	\$5,900.00		\$5,900.00
7th & 8th Grade			
7th & 8th Grade Girls	\$1,400.00		
7th & 8th Grade Assistant	\$1,100.00		
Program Transportation Costs	\$1,000.00		
Subtotal	\$3,500.00		\$3,500.00

BASEBALL			
Head Coach	\$1,100.00		
Assistant	\$600.00		
Program Transportation Costs	\$1,000.00		
Subtotal	\$2,700.00		\$2,700.00
SOFTBALL			
Head Coach	\$1,100.00		
Assistant	\$600.00		
Program Transportation Costs	\$1,000.00		
Subtotal	\$2,700.00		\$2,700.00
TRACK AND FIELD			
Head Coach	\$1,000.00		
Program Transportation Costs	\$1,000.00		
Subtotal	\$2,000.00		\$2,000.00
ATHLETIC DIRECTOR	\$3,000.00		
Equipment/Supplies	\$2,000.00		
Subtotal	\$5,000.00		\$5,000.00
STATS	\$1,000.00		\$1,000.00
BAND DIRECTOR	\$6,000.00		
Dance	\$1,000.00		
Flag	\$1,000.00		
Program Transportation Costs	\$1,000.00		
Subtotal	\$9,000.00		\$9,000.00
Yearbook Sponsor	\$500.00		\$500.00
Robotics/STEM Sponsor (3)	\$500.00		\$1,500.00
School Media/Social Media (4)	\$500.00		\$2,000.00
TOTAL			\$71,700.00

**Bullock County Board of Education
Salary Schedule applicable to
employees employed prior to
September 30, 2019**



October 1, 2021 – September 30, 2022

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GENERAL INFORMATION

Introduction

The purpose of this salary guide is to establish uniform procedures for making decisions about wage and salary pertaining to employees of the Bullock County Board of Education. In adopting this schedule, the Board anticipates that certain goals shall be met by its use. These goals are listed below:

1. To provide an ability to discriminate between different skill levels and seniority ranks in positions.
2. To meet the salary adjustments as required by Alabama Law.
3. To meet Federal and State minimum wage mandates.

Assumptions

In the preparation of any salary schedule, certain assumptions must be made, implicitly or explicitly. It is the opinion of the Board that maximum benefit shall accrue when these assumptions are made explicit. The assumptions of this salary schedule are listed below:

1. That any new employee would begin employment under the salary guidelines in this schedule.
2. That current employees compensated above this schedule would remain “grandfathered” at existing rates of pay or salary schedules until retirement, termination, or job change.
3. That unless otherwise mandated by the State Legislature, salary increases or raises will be made by applying an across-the board percentage to this schedule of base salaries or wages for all employees, and to previously existing schedule or salary bases for grandfathered employees.
4. That wages should be increases in a step fashion up to a predetermined maximum to reflect an employee’s increasing competence over tenure of employment.
5. That employees performing equivalent tasks should receive equivalent remuneration.
6. That all employees should be duly certified for their respective positions.
7. That all employees will be paid in 12 equal monthly installments, regardless of the length of the contract (12, 11, 10, or 9 months).

Contracts

A twelve-month employee will be expected to work a 5 day week with the exception of days off as approved by the Board of Education.

To clarify the meaning of 9, 10, 11, and 12 month contracts, the following defines those contract lengths in terms of work days to be completed in a 12 month period.

9 months	-	182 days (Support Personnel)
9 months	-	187 days
10 months	-	202 days
11 months	-	222 days
12 months	-	242 days

The number of hours worked per day will vary according to the classification of the employee.

BENEFITS

Teacher Retirement

The adaptation of Act 2012-377 created a new defined benefit plan for new members in the Teachers' Retirement System (TRS). Any employee hired on or after January 1, 2013 with zero creditable service is considered a Tier 2 Employee. Individuals who fall into this category will be contributing into the TRS at a different rate than Tier 1 employees.

All full time employees are eligible and required to participate in the Alabama Retirement Program. Effective October 1, 2017, Tier 1 employees will contribute 7.50% of their salary or wages each month and Tier 2 employees will contribute 6.00% of their salary or wages each month.

Leave Days and Vacation

Each full time employee will accrue five (5) leave days, two (2) State earned and three (3) personal permissive. Twelve-month employees are entitled to two weeks (10 days) paid vacation. If a twelve-month employee starts in the middle of a contract year, that employee will earn one (1) vacation day per month for that contract year.

Each full time employee will accrue sick leave at the rate of one day per month of contract. The 12-month employee will earn 12 sick leave days per year; the 11-month employee will earn 11 days; the 10-month employee will earn 10 days; and the 9-month employee will earn 9 days.

Health Insurance

The Public Education Health Insurance (PEEHIP) and Blue Cross/Blue Shield insurance are offered to regular employees. Cost will vary from single coverage to family coverage.

Supplemental insurance is also available to all employees. Those employees choosing not to participate in the health insurance may sign up for the supplemental insurance.

The Bullock County Board of Education will ensure compliance and implementation of these acts and all other laws regarding pay raises.

Central Office Salary Factors

The chart below represents the responsibility factor for central office personnel:

Central Office Position Hierarchy	Responsibility Factor 12 month salary times responsibility factor Educational	Responsibility Factor 12 month salary times responsibility factor Non-Educational
Executive Director	.12	.11
Director	.11	.10
Coordinator	.10	.09
Supervisor	.09	.08
Specialist/Officer	.08	.07

Executive Director

Base Salary

The base salary for an Executive Director shall be calculated by placing the Executive Director on the Teacher’s Salary Schedule, taking into consideration the Executive Director’s experience and education level. The base salary, as determined by the Teacher’s Salary Schedule, shall be divided by 187 days to determine a daily rate of pay. The daily rate of pay shall then be multiplied by 242 days to determine the Executive Director’s annual base salary.

Example

The base salary for an Executive Director with Rank AA/27 or more years of experience shall be $\$68,194/187 = 364.674$ (daily rate) $\times 242$ days = $\$88,251$

Responsibility Factor

	<u>Factor</u>
Executive Director	0.12

Example

The above Executive Director shall earn $\$88,251 \times 1.12 = \$98,841$

Director

Base Salary

The base salary for Director shall be calculated by placing the Director on the Teacher's Salary Schedule, taking into consideration the Director's experience and education level. The base salary, as determined by the Teacher's Salary Schedule, shall be divided by 187 days to determine a daily rate of pay. The daily rate of pay shall then be multiplied by 242 days to determine the Director's annual base salary.

Example

The base salary for an Executive Director with Rank AA/27 or more years of experience shall be $\$68,194/187 = 364.674$ (daily rate) $\times 242$ days = $\$88,251$

Responsibility Factor

	<u>Factor</u>
Director	0.11

Example

The above Director shall earn $\$88,251 \times 1.11 = \$97,959$

Coordinator

Base Salary

The base salary for a Coordinator shall be calculated by placing the Coordinator on the Teacher's Salary Schedule, taking into consideration the Coordinator's experience and education level. The base salary, as determined by the Teacher's Salary Schedule, shall be divided by 187 days to determine a daily rate of pay. The daily rate of pay shall then be multiplied by 242 days to determine the Coordinator's annual base salary.

Example

The base salary for an Executive Director with Rank AA/27 or more years of experience shall be $\$68,194/187 = 364.674$ (daily rate) $\times 242$ days = $\$88,251$

Responsibility Factor

	<u>Factor</u>
Coordinator	0.10

Example

The above Coordinator shall earn $\$88,251 \times 1.10 = \$97,076$

Supervisor

Base Salary

The base salary for a Supervisor shall be calculated by placing the Supervisor on the Teacher's Salary Schedule, taking into consideration the Supervisor's experience and education level. The base salary, as determined by the Teacher's Salary Schedule, shall be divided by 187 days to determine a daily rate of pay. The daily rate of pay shall then be multiplied by 242 days to determine the Supervisor's annual base salary.

Example

The base salary for an Executive Director with Rank AA/27 or more years of experience shall be $\$68,194/187 = 364.674$ (daily rate) $\times 242$ days = $\$88,251$

Responsibility Factor

	<u>Factor</u>
Supervisor	0.09

Example

The above Supervisor shall earn $\$88,251 \times 1.09 = \$96,194$

Specialist/Officer

Base Salary

The base salary for a Specialist/Officer shall be calculated by placing the Specialist on the Teacher's Salary Schedule, taking into consideration the Specialist/Officer's experience and education level. The base salary, as determined by the Teacher's Salary Schedule, shall be divided by 187 days to determine a daily rate of pay. The daily rate of pay shall then be multiplied by 242 days to determine the Specialist/Officer's annual base salary.

Example

The base salary for an Executive Director with Rank AA/27 or more years of experience shall be $\$68,194/187 = 364.674$ (daily rate) $\times 242$ days = $\$88,251$

Responsibility Factor

	<u>Factor</u>
Specialist/Officer	0.08

Example

The above Specialist/Officer shall earn $\$88,251 \times 1.08 = \$95,311$

Supervisor

Base Salary

The base salary for non-educational positions, which are classified positions, shall be calculated by placing the positions on their respective salary schedules, taking into consideration the education level and experience of the individual. Non-educational position employees must possess a four (4) year degree or higher.

Other Information

Bullock County Board of Education shall pay teachers for the highest degree earned from a regionally accredited institution ONLY after the advanced degree has been recognized by the State Department of Education.

During the years of State mandated raises, the local board has the option of granting the pay raise at the beginning of the contract year or the beginning of the fiscal year. The same shall hold true for step increases.

BULLOCK COUNTY BOARD OF EDUCATION TEACHER SALARY SCHEDULE
2021-2022 Teacher Salary Matrix

RANK OF CERTIFICATES:

Doctorate AA A B

9 MONTHS BASE PAY

< 3 yrs	\$55,446	\$51,695	\$47,941	\$41,690
< 6 yrs	\$60,990	\$56,860	\$52,733	\$45,855
< 9 yrs	\$63,659	\$59,367	\$55,043	\$47,865
< 12 yrs	\$64,932	\$60,554	\$56,144	\$48,822
< 15 yrs	\$66,231	\$61,765	\$57,267	\$49,798
< 18 yrs	\$67,556	\$63,000	\$58,412	\$50,794
< 21 yrs	\$68,907	\$64,261	\$59,580	\$51,810
< 24 yrs	\$70,285	\$65,546	\$60,773	\$52,846
< 27 yrs	\$71,691	\$66,857	\$61,987	\$53,903
27 + yrs	\$73,125	\$68,194	\$63,228	\$54,981

10 MONTHS BASE PAY (202 days)

< 3 yrs	\$59,893	\$55,842	\$51,787	\$45,034
< 6 yrs	\$65,882	\$61,421	\$56,963	\$49,533
< 9 yrs	\$68,765	\$64,129	\$59,458	\$51,704
< 12 yrs	\$70,140	\$65,411	\$60,648	\$52,738
< 15 yrs	\$71,544	\$66,719	\$61,861	\$53,792
< 18 yrs	\$72,975	\$68,053	\$63,097	\$54,868
< 21 yrs	\$74,434	\$69,416	\$64,359	\$55,966
< 24 yrs	\$75,923	\$70,804	\$65,648	\$57,085
< 27 yrs	\$77,442	\$72,220	\$66,959	\$58,227
27 + yrs	\$78,991	\$73,664	\$68,300	\$59,391

11 MONTHS BASE PAY (222 days)

< 3 yrs	\$65,824	\$61,371	\$56,914	\$49,493
< 6 yrs	\$72,405	\$67,502	\$62,603	\$54,438
< 9 yrs	\$75,574	\$70,478	\$65,345	\$56,824
< 12 yrs	\$77,085	\$71,888	\$66,652	\$57,960
< 15 yrs	\$78,627	\$73,325	\$67,985	\$59,118
< 18 yrs	\$80,200	\$74,791	\$69,345	\$60,301
< 21 yrs	\$81,804	\$76,288	\$70,731	\$61,507
< 24 yrs	\$83,440	\$77,814	\$72,148	\$62,737
< 27 yrs	\$85,109	\$79,370	\$73,589	\$63,992
27 + yrs	\$86,811	\$80,958	\$75,062	\$65,272

12 MONTHS BASE PAY (242 days)

< 3 yrs	\$71,754	\$66,899	\$62,041	\$53,952
< 6 yrs	\$78,928	\$73,584	\$68,243	\$59,342
< 9 yrs	\$82,382	\$76,828	\$71,232	\$61,943
< 12 yrs	\$84,030	\$78,364	\$72,657	\$63,181
< 15 yrs	\$85,711	\$79,931	\$74,110	\$64,444
< 18 yrs	\$87,425	\$81,529	\$75,592	\$65,733
< 21 yrs	\$89,174	\$83,161	\$77,104	\$67,048
< 24 yrs	\$90,957	\$84,824	\$78,647	\$68,389
< 27 yrs	\$92,777	\$86,521	\$80,218	\$69,757
27 + yrs	\$94,632	\$88,251	\$81,824	\$71,152

BULLOCK COUNTY BOARD OF EDUCATION SALARY SCHEDULE
2021-2022 Salary Matrix

Assistant Superintendent - Educational				
	Doctorate	AA	A	B
< 3 yrs				
< 6 yrs				
< 9 yrs				
< 12 yrs				
< 15 yrs				
< 18 yrs				
< 21 yrs				
< 24 yrs				
< 27 yrs				
27 + yrs				

Executive Director - Educational				
	Doctorate	AA	A	B
< 3 yrs	\$80,364	\$74,927	\$69,486	\$60,426
< 6 yrs	\$88,399	\$82,414	\$76,432	\$66,463
< 9 yrs	\$92,268	\$86,047	\$79,780	\$69,376
< 12 yrs	\$94,113	\$87,768	\$81,376	\$70,763
< 15 yrs	\$95,996	\$89,523	\$83,003	\$72,178
< 18 yrs	\$97,916	\$91,313	\$84,663	\$73,621
< 21 yrs	\$99,875	\$93,141	\$86,356	\$75,094
< 24 yrs	\$101,872	\$95,003	\$88,085	\$76,596
< 27 yrs	\$103,910	\$96,903	\$89,845	\$78,128
27 + yrs	\$105,988	\$98,841	\$91,643	\$79,690

Director - Educational				
	Doctorate	AA	A	B
< 3 yrs	\$79,646	\$74,258	\$68,865	\$59,886
< 6 yrs	\$87,610	\$81,678	\$75,750	\$65,870
< 9 yrs	\$91,444	\$85,279	\$79,067	\$68,757
< 12 yrs	\$93,273	\$86,984	\$80,649	\$70,131
< 15 yrs	\$95,139	\$88,724	\$82,262	\$71,533
< 18 yrs	\$97,042	\$90,498	\$83,907	\$72,964
< 21 yrs	\$98,983	\$92,309	\$85,585	\$74,424
< 24 yrs	\$100,962	\$94,155	\$87,298	\$75,912
< 27 yrs	\$102,982	\$96,038	\$89,043	\$77,430
27 + yrs	\$105,042	\$97,959	\$90,825	\$78,979

BULLOCK COUNTY BOARD OF EDUCATION SALARY SCHEDULE
2021-2022 Salary Matrix

Coordinator - Educational				
	Doctorate	AA	A	B
< 3 yrs	\$78,929	\$73,589	\$68,245	\$59,347
< 6 yrs	\$86,821	\$80,942	\$75,068	\$65,276
< 9 yrs	\$90,620	\$84,511	\$78,355	\$68,137
< 12 yrs	\$92,433	\$86,200	\$79,923	\$69,500
< 15 yrs	\$94,282	\$87,924	\$81,521	\$70,889
< 18 yrs	\$96,168	\$89,682	\$83,151	\$72,307
< 21 yrs	\$98,091	\$91,477	\$84,814	\$73,753
< 24 yrs	\$100,053	\$93,307	\$86,512	\$75,228
< 27 yrs	\$102,054	\$95,173	\$88,240	\$76,733
27 + yrs	\$104,096	\$97,076	\$90,007	\$78,267

Supervisor - Educational				
	Doctorate	AA	A	B
< 3 yrs	\$78,211	\$72,920	\$67,625	\$58,807
< 6 yrs	\$86,031	\$80,207	\$74,385	\$64,683
< 9 yrs	\$89,797	\$83,743	\$77,643	\$67,518
< 12 yrs	\$91,592	\$85,417	\$79,196	\$68,868
< 15 yrs	\$93,425	\$87,125	\$80,780	\$70,244
< 18 yrs	\$95,294	\$88,867	\$82,395	\$71,649
< 21 yrs	\$97,199	\$90,646	\$84,043	\$73,083
< 24 yrs	\$99,143	\$92,458	\$85,725	\$74,544
< 27 yrs	\$101,126	\$94,308	\$87,438	\$76,035
27 + yrs	\$103,149	\$96,194	\$89,189	\$77,556

Specialist/Officer - Educational				
	Doctorate	AA	A	B
< 3 yrs	\$77,494	\$72,251	\$67,004	\$58,268
< 6 yrs	\$85,242	\$79,471	\$73,703	\$64,089
< 9 yrs	\$88,973	\$82,974	\$76,930	\$66,898
< 12 yrs	\$90,752	\$84,633	\$78,469	\$68,236
< 15 yrs	\$92,568	\$86,326	\$80,039	\$69,600
< 18 yrs	\$94,419	\$88,052	\$81,639	\$70,992
< 21 yrs	\$96,308	\$89,814	\$83,272	\$72,412
< 24 yrs	\$98,234	\$91,610	\$84,939	\$73,860
< 27 yrs	\$100,199	\$93,442	\$86,636	\$75,337
27 + yrs	\$102,203	\$95,311	\$88,370	\$76,844

BULLOCK COUNTY BOARD OF EDUCATION SALARY SCHEDULE
2021-2022 Salary Matrix

Assistant Superintendent - Non- Educational				
	Doctorate	AA	A	B
< 3 yrs				
< 6 yrs				
< 9 yrs				
< 12 yrs				
< 15 yrs				
< 18 yrs				
< 21 yrs				
< 24 yrs				
< 27 yrs				
27 + yrs				

Executive Director - Non-Educational				
	Doctorate	AA	A	B
< 3 yrs	\$79,646	\$74,258	\$68,865	\$59,886
< 6 yrs	\$87,610	\$81,678	\$75,750	\$65,870
< 9 yrs	\$91,444	\$85,279	\$79,067	\$68,757
< 12 yrs	\$93,273	\$86,984	\$80,649	\$70,131
< 15 yrs	\$95,139	\$88,724	\$82,262	\$71,533
< 18 yrs	\$97,042	\$90,498	\$83,907	\$72,964
< 21 yrs	\$98,983	\$92,309	\$85,585	\$74,424
< 24 yrs	\$100,962	\$94,155	\$87,298	\$75,912
< 27 yrs	\$102,982	\$96,038	\$89,043	\$77,430
27 + yrs	\$105,042	\$97,959	\$90,825	\$78,979

Director - Non-Educational				
	Doctorate	AA	A	B
< 3 yrs	\$78,929	\$73,589	\$68,245	\$59,347
< 6 yrs	\$86,821	\$80,942	\$75,068	\$65,276
< 9 yrs	\$90,620	\$84,511	\$78,355	\$68,137
< 12 yrs	\$92,433	\$86,200	\$79,923	\$69,500
< 15 yrs	\$94,282	\$87,924	\$81,521	\$70,889
< 18 yrs	\$96,168	\$89,682	\$83,151	\$72,307
< 21 yrs	\$98,091	\$91,477	\$84,814	\$73,753
< 24 yrs	\$100,053	\$93,307	\$86,512	\$75,228
< 27 yrs	\$102,054	\$95,173	\$88,240	\$76,733
27 + yrs	\$104,096	\$97,076	\$90,007	\$78,267

BULLOCK COUNTY BOARD OF EDUCATION SALARY SCHEDULE
2021-2022 Salary Matrix

Coordinator - Non-Educational				
	Doctorate	AA	A	B
< 3 yrs	\$78,211	\$72,920	\$67,625	\$58,807
< 6 yrs	\$86,031	\$80,207	\$74,385	\$64,683
< 9 yrs	\$89,797	\$83,743	\$77,643	\$67,518
< 12 yrs	\$91,592	\$85,417	\$79,196	\$68,868
< 15 yrs	\$93,425	\$87,125	\$80,780	\$70,244
< 18 yrs	\$95,294	\$88,867	\$82,395	\$71,649
< 21 yrs	\$97,199	\$90,646	\$84,043	\$73,083
< 24 yrs	\$99,143	\$92,458	\$85,725	\$74,544
< 27 yrs	\$101,126	\$94,308	\$87,438	\$76,035
27 + yrs	\$103,149	\$96,194	\$89,189	\$77,556

Supervisor - Non-Educational				
	Doctorate	AA	A	B
< 3 yrs	\$77,494	\$72,251	\$67,004	\$58,268
< 6 yrs	\$85,242	\$79,471	\$73,703	\$64,089
< 9 yrs	\$88,973	\$82,974	\$76,930	\$66,898
< 12 yrs	\$90,752	\$84,633	\$78,469	\$68,236
< 15 yrs	\$92,568	\$86,326	\$80,039	\$69,600
< 18 yrs	\$94,419	\$88,052	\$81,639	\$70,992
< 21 yrs	\$96,308	\$89,814	\$83,272	\$72,412
< 24 yrs	\$98,234	\$91,610	\$84,939	\$73,860
< 27 yrs	\$100,199	\$93,442	\$86,636	\$75,337
27 + yrs	\$102,203	\$95,311	\$88,370	\$76,844

Specialist/Officer - Non-Educational				
	Doctorate	AA	A	B
< 3 yrs	\$76,776	\$71,582	\$66,384	\$57,728
< 6 yrs	\$84,453	\$78,735	\$73,020	\$63,496
< 9 yrs	\$88,149	\$82,206	\$76,218	\$66,279
< 12 yrs	\$89,912	\$83,849	\$77,743	\$67,604
< 15 yrs	\$91,710	\$85,526	\$79,298	\$68,956
< 18 yrs	\$93,545	\$87,236	\$80,883	\$70,335
< 21 yrs	\$95,416	\$88,983	\$82,501	\$71,742
< 24 yrs	\$97,324	\$90,762	\$84,152	\$73,176
< 27 yrs	\$99,271	\$92,577	\$85,834	\$74,640
27 + yrs	\$101,257	\$94,429	\$87,552	\$76,133

**BULLOCK COUNTY BOARD OF EDUCATION NONDEGREE
SALARY SCHEDULE 2021-2022**

RANK OF CERTIFICATES:

YEARS OF EXPERIENCE:	NON-DEGREE
0 to 3	\$41,690
3 to 6	\$45,855
6 to 9	\$47,865
9 to 12	\$48,822
12 to 15	\$49,798
15 to 18	\$50,794
18 to 21	\$51,810
21 to 24	\$52,846
24 to 27	\$53,903
>27	\$54,981

TEACHER EXCELLENCE AND ACCOUNTABILITY FOR
 MATHEMATICS AND SCIENCE (TEAMS) SALARY SCHEDULE

Step	Doctorate	AA/EDS	Master	Bachelor
0	\$60,446	\$56,695	\$52,941	\$46,690
1	\$66,479	\$61,977	\$57,479	\$49,982
2	\$70,025	\$65,304	\$60,547	\$52,652
3	\$72,075	\$67,215	\$62,320	\$54,192
4	\$74,179	\$69,177	\$64,139	\$55,774
5	\$76,338	\$71,190	\$66,006	\$57,397
6	\$78,554	\$73,258	\$67,921	\$59,063
7	\$80,828	\$75,378	\$69,889	\$60,773
8	\$82,445	\$76,886	\$71,285	\$61,988
9	\$84,094	\$78,423	\$72,712	\$63,228
10	\$85,355	\$79,599	\$73,803	\$64,176
11	\$86,635	\$80,793	\$74,910	\$65,139
12	\$87,935	\$82,005	\$76,034	\$66,116
13	\$87,935	\$82,005	\$76,034	\$66,116
14	\$87,935	\$82,005	\$76,034	\$66,116
15	\$89,260	\$83,240	\$77,179	\$67,112
16	\$89,260	\$83,240	\$77,179	\$67,112
17	\$89,260	\$83,240	\$77,179	\$67,112
18	\$90,611	\$84,501	\$78,347	\$68,128
19	\$90,611	\$84,501	\$78,347	\$68,128
20	\$90,611	\$84,501	\$78,347	\$68,128
21	\$91,989	\$85,786	\$79,540	\$69,164
22	\$91,989	\$85,786	\$79,540	\$69,164
23	\$91,989	\$85,786	\$79,540	\$69,164
24	\$93,395	\$87,097	\$80,754	\$70,221
25	\$93,395	\$87,097	\$80,754	\$70,221
26	\$93,395	\$87,097	\$80,754	\$70,221
27	\$94,829	\$88,434	\$81,995	\$71,299

Miscellaneous Compensation

Transportation

Per Hour

Field Trip	
5 hours or less	\$12
6 hours or more	\$14
Overnight	\$200 plus travel time

Professional Development

Daily

Full Day	\$200
Half Day	\$100

Extended Day

Per Hour

After-School Tutors	\$25
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**ASSISTANT PRINCIPALS AND SUPERVISORS
SALARY SCHEDULE**

ASSISTANT PRINCIPALS will be paid on the regular salary schedule based on years of experience, certification and number of months contracted.

ELEMENTARY-MIDDLE-HIGH SCHOOL 10 MONTHS

BOARD SECRETARY SUPPLEMENT \$60/MONTH-NET

TEACHER, CNP & CUSTODIAL SUBSTITUTES ARE PAID AT A RATE OF \$58.00 PER DAY.
BUS DRIVER SUBSTITUTES ARE PAID AT A RATE OF \$44.00 PER DAY FOR ROUTE II AND \$53. 00 FOR ROUTE III. BUS AIDE SUBSTITUTES ARE PAID AT A RATE OF \$29.00 PER DAY FOR ROUTE II AND \$35.00 PER DAY FOR ROUTE III. LONG TERM TEACHERS ARE PAID AT A RATE OF \$80.00 PER DAY (MUST HOLD DEGREE); LONG TERM SUBSTITUTE BUS DRIVERS ARE PAID AT A RATE OF \$54.00 PER DAY. LPN SUBSTITUTES ARE PAID AT A RATE OF \$115.00 PER DAY. RN SUBSTITUTES ARE PAID AT A RATE OF \$219.00 PER DAY.

BULLOCK COUNTY BOARD OF EDUCATION NURSE SALARY SCHEDULE 2021-2022

Experience	LPN	RN	RN/MS
0	\$24,065	\$46,822	\$46,664
1	\$24,151	\$46,904	\$46,664
2	\$24,236	\$46,990	\$46,664
3	\$24,321	\$47,074	\$51,319
4	\$24,406	\$47,160	\$51,319
5	\$24,492	\$47,245	\$51,319
6	\$24,577	\$47,331	\$53,571
7	\$24,663	\$47,414	\$53,571
8	\$24,747	\$47,499	\$53,571
9	\$24,832	\$47,583	\$54,290
10	\$24,917	\$47,670	\$54,290
11	\$25,003	\$47,755	\$54,290
12 TO 15	\$25,213	\$48,067	\$55,274
15 TO 18	\$25,766	\$49,162	\$56,539
18 TO 21	\$26,077	\$49,797	\$57,266
21 TO 24	\$26,388	\$50,433	\$58,000
24 TO 27	\$26,950	\$51,033	\$58,600
27 +	\$27,511	\$51,634	\$59,201

Employees hired after May 10, 2018 will be paid from the Alabama Department of Education's salary matrix.

**BULLOCK COUNTY BOARD OF EDUCATION BUSINESS EXEC.
SALARY SCHEDULE 2021-2022**

	CUSTODIAN OF FUNDS	PAYROLL OFFICER	EXECUTIVE SECRETARY 1	EXECUTIVE SECRETARY II	ADMIN. SEC. I BOOKKEEPER
EXPERIENCE					
0	\$57,485	\$45,029	\$45,029	\$43,193	\$38,154
1	\$57,628	\$45,160	\$45,160	\$43,320	\$38,311
2	\$57,771	\$45,293	\$45,293	\$43,448	\$38,443
3	\$57,914	\$45,427	\$45,427	\$43,577	\$38,574
4	\$58,050	\$45,560	\$45,560	\$43,705	\$38,709
5	\$58,195	\$45,692	\$45,692	\$43,832	\$38,839
6	\$58,339	\$45,825	\$45,825	\$43,961	\$38,973
7	\$58,480	\$45,958	\$45,958	\$44,089	\$39,103
8	\$58,622	\$46,090	\$46,090	\$44,217	\$39,237
9	\$58,762	\$46,222	\$46,222	\$44,346	\$39,371
10	\$58,899	\$46,356	\$46,356	\$44,473	\$39,500
11	\$59,044	\$46,487	\$46,487	\$44,600	\$39,634
12	\$59,186	\$46,620	\$46,620	\$44,729	\$39,767
13	\$59,324	\$46,754	\$46,754	\$44,857	\$39,898
14	\$59,464	\$46,885	\$46,885	\$44,984	\$40,031
15	\$59,607	\$47,018	\$47,018	\$45,113	\$40,163
16	\$59,747	\$47,151	\$47,151	\$45,240	\$40,294
17	\$59,884	\$47,284	\$47,284	\$45,369	\$40,428
18	\$60,026	\$47,416	\$47,416	\$45,497	\$40,561
19	\$60,199	\$47,548	\$47,548	\$45,625	\$40,693
20	\$60,313	\$47,682	\$47,682	\$45,752	\$40,826
21	\$60,451	\$47,813	\$47,813	\$45,882	\$40,957
22	\$60,592	\$47,946	\$47,946	\$46,009	\$41,092
23	\$60,732	\$48,080	\$48,080	\$46,137	\$41,222
24	\$60,875	\$48,231	\$48,231	\$46,276	\$41,356

**BULLOCK COUNTY BOARD OF EDUCATION SCHOOL SECRETARIES
SALARY SCHEDULE 2021-2022**

EXPERIENCE	BCHS	SCHOOL SEC.	TRANSPORTATION
	12 MONTH	10 MONTH	9 MONTH
0	\$27,212	\$22,868	\$18,467
1	\$27,324	\$22,955	\$18,578
2	\$27,463	\$23,066	\$18,799
3	\$27,603	\$23,177	\$19,021
4	\$27,721	\$23,271	\$19,133
5	\$27,859	\$23,380	\$19,243
6	\$27,997	\$23,489	\$19,354
7	\$28,139	\$23,604	\$19,466
8	\$28,278	\$23,713	\$19,575
9	\$28,415	\$23,822	\$19,686
10	\$28,556	\$23,935	\$19,797
11	\$28,697	\$24,046	\$19,908
12	\$28,838	\$24,159	\$20,018
13	\$28,980	\$24,273	\$20,130
14	\$29,121	\$24,385	\$20,240
15	\$29,260	\$24,494	\$20,351
16	\$29,378	\$24,589	\$20,462
17	\$29,518	\$24,700	\$20,573
18	\$29,660	\$24,813	\$20,685
19	\$29,802	\$24,927	\$20,795
20	\$29,941	\$25,037	\$20,905
21	\$30,083	\$25,148	\$21,016
22	\$30,223	\$25,261	\$21,127
23	\$30,362	\$25,371	\$21,237
24	\$30,502	\$25,481	\$21,349

BULLOCK COUNTY BOARD OF EDUCATION TEACHER AIDES
 SALARY SCHEDULE 2021-2022

EXPERIENCE	REGULAR AIDES	HANDICAPPED AIDES
0	\$16,738	\$16,895
1	\$16,823	\$16,965
2	\$16,895	\$17,053
3	\$16,965	\$17,127
4	\$17,053	\$17,210
5	\$17,127	\$17,281
6	\$17,210	\$17,357
7	\$17,281	\$17,438
8	\$17,355	\$17,511
9	\$17,438	\$17,584
10	\$17,511	\$17,656
11	\$17,584	\$17,734
12	\$17,656	\$17,809
13	\$17,734	\$17,887
14	\$17,809	\$17,960
15	\$17,887	\$18,039
16	\$17,960	\$18,117
17	\$18,039	\$18,193
18	\$18,117	\$18,268
19	\$18,193	\$18,347
20	\$18,268	\$18,424
21	\$18,347	\$18,499
22	\$18,424	\$18,576
23	\$18,499	\$18,653
24	\$18,576	\$18,733

BULLOCK COUNTY BOARD OF EDUCATION TECHNOLOGY ASST.
SALARY SCHEDULE 2021-2022

EXPERIENCE	
0	\$27,212
1	\$27,324
2	\$27,463
3	\$27,603
4	\$28,852
5	\$27,859
6	\$27,997
7	\$28,139
8	\$28,278
9	\$28,415
10	\$28,556
11	\$28,697
12	\$28,838
13	\$28,980
14	\$29,121
15	\$29,260
16	\$29,378
17	\$29,518
18	\$29,660
19	\$29,802
20	\$29,941
21	\$30,083
22	\$30,223
23	\$30,362
24	\$30,502

BULLOCK COUNTY BOARD OF EDUCATION CNP SALARY SCHEDULE 2021-2022

EXPERIENCE	MANAGERS	ASSISTANT MANAGERS	WORKERS
0	\$23,571	\$22,164	\$19,389
1	\$23,663	\$22,258	\$19,466
2	\$23,763	\$22,356	\$19,542
3	\$23,860	\$22,450	\$19,634
4	\$23,953	\$22,544	\$19,712
5	\$24,048	\$22,645	\$19,806
6	\$24,145	\$22,738	\$19,889
7	\$24,239	\$22,836	\$19,959
8	\$24,334	\$22,931	\$20,051
9	\$24,434	\$23,024	\$20,125
10	\$24,529	\$23,122	\$20,212
11	\$24,624	\$23,217	\$20,295
12	\$24,720	\$23,313	\$20,372
13	\$24,817	\$23,410	\$20,455
14	\$24,912	\$23,504	\$20,536
15	\$25,008	\$23,603	\$20,615
16	\$25,103	\$23,696	\$20,697
17	\$25,199	\$23,795	\$20,779
18	\$25,297	\$23,889	\$20,861
19	\$25,392	\$23,984	\$20,939
20	\$25,488	\$24,082	\$21,022
21	\$25,582	\$24,177	\$21,102
22	\$25,678	\$24,275	\$21,180
23	\$25,774	\$24,368	\$21,264
24	\$25,870	\$24,461	\$21,345

BULLOCK COUNTY BOARD OF EDUCATION CUSTODIANS SALARY SCHEDULE 2021-2022

Experience	10 MONTH	11 MONTH
0	\$21,373	\$24,766
1	\$21,456	\$24,862
2	\$21,543	\$24,965
3	\$21,629	\$25,070
4	\$21,721	\$25,169
5	\$21,813	\$25,270
6	\$21,908	\$25,371
7	\$21,999	\$25,475
8	\$22,090	\$25,575
9	\$22,183	\$25,676
10	\$22,275	\$25,780
11	\$22,368	\$25,882
12	\$22,461	\$25,985
13	\$22,555	\$26,092
14	\$22,646	\$26,200
15	\$22,739	\$26,309
16	\$22,833	\$26,415
17	\$22,925	\$26,522
18	\$23,017	\$26,630
19	\$23,108	\$26,737
20	\$23,202	\$26,847
21	\$23,294	\$26,950
22	\$23,389	\$27,060
23	\$23,481	\$27,169
24	\$23,573	\$27,273

BULLOCK COUNTY BOARD OF EDUCATION TRANSPORTATION/AUXILLARY DIRECTOR
SALARY SCHEDULE 2021-2022

EXPERIENCE		
0		\$57,627
1		\$57,781
2		\$57,932
3		\$58,085
4		\$58,238
5		\$58,392
6		\$58,547
7		\$58,700
8		\$58,854
9		\$59,009
10		\$59,161
11		\$59,279
12		\$59,468
13		\$59,623
14		\$59,776
15		\$59,932
16		\$60,086
17		\$60,242
18		\$60,396
19		\$60,547
20		\$60,702
21		\$60,855
22		\$61,010
23		\$61,163
24		\$61,317

BULLOCK COUNTY BOARD OF EDUCATION BUS DRIVERS SALARY SCHEDULE 2021-2022

EXPERIENCE	BUS AIDES	ROUTE II (UP TO 2000 MI.)	ROUTE III (UP TO 3000 MI.)
0	\$14,110	\$15,708	\$18,173
1	\$14,179	\$16,064	\$18,270
2	\$14,253	\$16,136	\$18,367
3	\$14,324	\$16,208	\$18,464
4	\$14,394	\$16,280	\$18,561
5	\$14,467	\$16,351	\$18,658
6	\$14,537	\$16,423	\$18,755
7	\$14,610	\$16,494	\$18,852
8	\$14,681	\$16,568	\$18,949
9	\$14,754	\$16,640	\$19,045
10	\$14,826	\$16,710	\$19,142
11	\$14,896	\$16,782	\$19,238
12	\$14,968	\$16,853	\$19,335
13	\$15,040	\$16,923	\$19,432
14	\$15,111	\$16,997	\$19,529
15	\$15,183	\$17,068	\$19,626
16	\$15,255	\$17,139	\$19,723
17	\$15,326	\$17,211	\$19,820
18	\$15,399	\$17,283	\$19,917
19	\$15,471	\$17,358	\$20,013
20	\$15,545	\$17,427	\$20,110
21	\$15,613	\$17,499	\$20,207
22	\$15,686	\$17,572	\$20,304
23	\$15,756	\$17,643	\$20,401
24	\$15,829	\$17,719	\$20,498

Hours Per Day by Route
 Route II (3.0 - 4.0)
 Route III (4.0 - 5.0)

BULLOCK COUNTY BOARD OF EDUCATION MAINTENANCE SALARY SCHEDULE 2021-2022

EXPERIENCE	MAINTENANCE	MECHANIC	MECHANIC II	MECHANIC HELPER	TRANSPORTATION SUPERVISOR
0	\$36,492	\$39,591	\$39,578	\$19,686	\$52,389
1	\$36,614	\$39,591	\$39,714	\$19,788	\$52,528
2	\$36,759	\$40,006	\$39,862	\$19,904	\$52,666
3	\$36,885	\$40,420	\$40,013	\$20,027	\$52,805
4	\$37,030	\$40,829	\$40,161	\$20,162	\$52,943
5	\$37,153	\$41,244	\$40,317	\$20,303	\$53,082
6	\$37,273	\$41,658	\$40,476	\$20,450	\$53,225
7	\$37,423	\$42,068	\$40,635	\$20,609	\$53,364
8	\$37,546	\$42,485	\$40,799	\$20,796	\$53,504
9	\$37,693	\$42,897	\$40,969	\$20,999	\$53,644
10	\$37,818	\$43,310	\$41,144	\$21,213	\$53,784
11	\$37,924	\$43,723	\$41,323	\$21,464	\$53,923
12	\$38,060	\$44,135	\$41,504	\$21,737	\$54,063
13	\$38,178	\$44,548	\$41,692	\$22,019	\$54,203
14	\$38,307	\$44,962	\$41,884	\$22,311	\$54,342
15	\$38,332	\$45,375	\$42,082	\$22,612	\$54,484
16	\$38,549	\$45,788	\$42,276	\$22,923	\$54,623
17	\$38,674	\$46,200	\$42,481	\$23,240	\$54,765
18	\$38,792	\$46,616	\$42,686	\$23,572	\$54,904
19	\$38,917	\$47,025	\$42,899	\$23,911	\$55,044
20	\$39,041	\$47,441	\$43,124	\$24,266	\$55,184
21	\$39,159	\$47,855	\$43,356	\$24,636	\$55,323
22	\$39,282	\$48,266	\$43,604	\$25,018	\$55,463
23	\$39,403	\$48,681	\$43,886	\$25,408	\$55,602
24	\$39,526	\$49,093	\$44,197	\$25,820	\$55,743

BULLOCK COUNTY BOARD OF EDUCATION PRE-KINDERGARTEN 2021-2022

LEAD TEACHER:

	AA	BS/BA	CERTIFIED
FIRST CLASS SALARIES	\$21,725	\$30,900	\$36,144

These are minimum starting salaries. Programs can adjust salaries based on additional sources of funding and years of experience.

Note: The salary for certified teachers is only required for teachers in public schools.

A teacher with an AA/AS degree must be PRE-APPROVED by OSR prior to hiring.

AUXILIARY TEACHER:

	No CDA (in process of obtaining)	CDA/Required Coursework
First Class Salary	\$14,000-\$16,000	\$20,000

Note: OSR only requires programs to pay the CDA salary for auxiliary teachers. If the auxiliary teacher has a higher credential, programs may choose to pay the recommended salary for that credential.

BULLOCK COUNTY BOARD OF EDUCATION

Extracurricular Supplements

2021-2022

	AMOUNT	COACH	AMOUNT PER SPORT
CHEERLEADING			
Varsity/Jr. Varsity	\$2,200.00		
7th & 8th Grade	\$1,200.00		
Program Transportation Costs	\$1,000.00		
Subtotal	\$4,400.00		\$4,400.00
FOOTBALL			
Varsity Head Coach	\$7,500.00		
Defensive Coach	\$2,500.00		
Offensive Coach	\$2,500.00		
Assistant Coach	\$1,600.00		
Assistant Coach	\$1,600.00		
Program Transportation Costs	\$1,000.00		
Subtotal	\$16,700.00		\$16,700.00
7th & 8th Grade			
7th & 8th Grade Head Coach	\$3,200.00		
7th & 8th Grade Assistant	\$1,200.00		
Program Transportation Costs	\$1,000.00		
Subtotal	\$5,400.00		\$5,400.00
BASKETBALL			
Head Varsity Boys	\$3,500.00		
Jr. Varsity Boys	\$1,400.00		
Program Transportation Costs	\$1,000.00		
Subtotal	\$5,900.00		\$5,900.00
7th & 8th Grade Boys			
7th & 8th Grade Boys	\$1,400.00		
7th & 8th Grade Assistant	\$1,100.00		
Program Transportation Costs	\$1,000.00		
Subtotal	\$3,500.00		\$3,500.00
7th & 8th Grade Girls			
Head Varsity Girls	\$3,500.00		
Varsity Girls Assistant	\$1,400.00		
Program Transportation Costs	\$1,000.00		
Subtotal	\$5,900.00		\$5,900.00
7th & 8th Grade Girls			
7th & 8th Grade Girls	\$1,400.00		
7th & 8th Grade Assistant	\$1,100.00		
Program Transportation Costs	\$1,000.00		
Subtotal	\$3,500.00		\$3,500.00

BASEBALL			
Head Coach	\$1,100.00		
Assistant	\$600.00		
Program Transportation Costs	\$1,000.00		
Subtotal	\$2,700.00		\$2,700.00
SOFTBALL			
Head Coach	\$1,100.00		
Assistant	\$600.00		
Program Transportation Costs	\$1,000.00		
Subtotal	\$2,700.00		\$2,700.00
TRACK AND FIELD			
Head Coach	\$1,000.00		
Program Transportation Costs	\$1,000.00		
Subtotal	\$2,000.00		\$2,000.00
ATHLETIC DIRECTOR	\$3,000.00		
Equipment/Supplies	\$2,000.00		
Subtotal	\$5,000.00		\$5,000.00
STATS	\$1,000.00		\$1,000.00
BAND DIRECTOR	\$6,000.00		
Dance	\$1,000.00		
Flag	\$1,000.00		
Program Transportation Costs	\$1,000.00		
Subtotal	\$9,000.00		\$9,000.00
Yearbook Sponsor	\$500.00		\$500.00
Robotics/STEM Sponsor (3)	\$500.00		\$1,500.00
School Media/Social Media (4)	\$500.00		\$2,000.00
TOTAL			\$71,700.00