

*Focused on Quality:*

**Committed to Excellence**



# **SALARY SCHEDULES**

## **2018-2019**







Limestone County Board of Education

300 South Jefferson Street

Athens, AL 35611

256-232-5353

[www.lcsk12.org](http://www.lcsk12.org)

**Office of the Superintendent**

**256-232-5353**

**Ext. 5294**

**Mission Statement:**

The mission of the Office of the Superintendent of the Limestone County Public School System is to recruit, develop, and retain outstanding employees committed to fostering educational excellence.

It is the official policy of the Limestone County Board of Education that no person shall – on the grounds of race, color, disability, sex, religion, national origin, age or creed – be excluded from participation in, denied the benefits of, or subjected to discrimination under any program, activity, or employment.

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**300 South Jefferson St.**  
**Athens, AL 35611**  
**Phone: 256-232-5353**

**SUPERINTENDENT'S OFFICE**

Thomas M. Sisk, Superintendent

Kim H. Hubbard, CPA, Chief School Finance Officer  
, Executive Director of Human Resources and Operations

Dr. Brad Lewis, Executive Director of Curriculum

Dr. Jan Tribble, Director of Curriculum

Karen Tucker, Director of Technology

Tara Bachus, Director of Special Education

Teresa Rogers, Director of Child Nutrition Program

Elayne Perkins, School Nurse

Rusty Bates, Transportation Director

Steve Wallace, Maintenance Director

**DEPARTMENTAL FAX LINES**

Superintendent's Office	256-233-8031
Business and Finance	256-233-6461
Human Resources and Operations	256-233-5379
Child Nutrition Department	256-233-6498
Curriculum Department	256-232-5355
Special Education Department	256-233-6699

**BOARD MEMBERS**

Charles Shoulders	District One
Bret McGill	District Two
Ronald Christ	District Three
Edward Winter	District Four
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Anthony Hilliard	District Six
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**LIMESTONE COUNTY BOARD OF EDUCATION**  
**Athens, Alabama**

**2018-2019 SALARY SCHEDULES**

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**LIMESTONE COUNTY BOARD OF EDUCATION**  
**GUIDELINES – EXPERIENCE CREDIT**  
**2018-2019**

Experience credit is provided in accordance with the following guidelines:

**CERTIFIED:**

1. Credit shall be given for teaching full-time under contract in elementary, secondary and postsecondary public schools.
2. **Credit shall be given only for satisfactory full-time teaching.**
3. Experience shall be credited only from those public schools registered with their state's department of education.
4. **The teacher shall be responsible** for furnishing proof to establish experience credit. Forms shall be furnished by the Central Office Finance Department.
5. Credit shall be granted for each year that an employee worked 75% of the full-time school calendar of the public school verifying experience.

**OTHER CLASSIFIED:**

1. **Credit shall be given for full-time satisfactory experience in the same field or an equivalent area of expertise.**
2. **The employee shall be responsible for furnishing proof to establish experience credit. Forms shall be furnished by the Central Office Finance Department.**

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**SALARY GUIDE PLACEMENT FOR PROFESSIONAL PERSONNEL**  
2018-2019

For salary guide placement of regular full-time teachers, a full year of credit shall be granted for the following:

1. A new full time teacher shall be placed on the salary guide to reflect prior professional employment. A new teacher's prior professional employment shall include experience with another school system or other experience deemed appropriate by the Superintendent, School Board or State Board of Education.
2. For employment commencing after the school year begins, an employee shall advance to the next step on the salary guide provided that the employee was on payroll (actively employed or covered by leave)
  - 9 month employees 140 days
  - 10 month employees 156 days
  - 11 month employees 172 days
  - 12 month employees 187 days
3. Unpaid leaves of absence shall not count toward employment credit for placement on the salary guide. Upon return from a leave of absence an employee shall be placed on the salary guide at the position based upon experience prior to commencement of the unpaid leave of absence.
4. All step raises are given only at the beginning of the contract year. Teachers who earn an advanced certificate during a school year will have their salary adjusted when the Limestone County Board of Education is notified in writing by the Alabama Department of Education the certificate has been earned. No other salaries will be adjusted in mid-term to reflect changes in service.
5. Subject to any legal restrictions, an employee on unpaid leave of absence may elect to continue participation in insurance program(s) with the full cost of the premiums being borne by the employee.

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**INFORMATION REGARDING CERTIFIED SALARIES**  
 2018-2019

Tenured teachers are those certificated persons who have completed three consecutive years of employment of at least 20 hours per week of continuing service with the Limestone County Public School System and have been reemployed for the fourth year. The tenure salary increase is included in year 3 of the Teachers Salary Schedule.

Additionally, the following teachers will be eligible for tenure pay all year:

- 1) Teachers who have completed three or more years of full time teaching experience in any **public** school system or systems, or
- 2) Teachers who will attain and surpass three years of full time **public** school teaching experience during the first term of the current scholastic year.

And, the following teachers will be eligible for tenure teacher pay one-half year:

- 1) Teachers who will attain and surpass three years of full time **public** school teaching experience during the second term of the current scholastic year.

Tenure status with the Limestone County School District is granted based on Act No. 2011-270, the Students First Act of 2011.

Teachers will be placed on the appropriate year of the Limestone County Teachers Salary Schedule or the State Minimum Teachers Salary Schedule, whichever is less. No teacher shall be paid less than the salary received in 2018-2019. With no other exceptions, all employees (barring any changes in job status) will remain on the salary schedule and on the year to which they were assigned.

Certified employees will be paid at the level of their highest earned degree from a regionally accredited institution upon proper documentation of that degree and verification of that degree by the Alabama State Department of Education. The salary for a higher degree will be computed from the date of recognition by the State Superintendent of Education. It should be noted that State Department reviews for higher degree are only performed for individuals with current valid Alabama certification and verification of years' experience.

The employee shall be responsible for insuring the correctness of his/her records. Errors found may be corrected in accordance with State guidelines.

No supervising administrator shall be paid a salary less than an employee under his/her supervision. Supervising administrator in schools is defined as the Principal. Central Office Supervisors are not supervisors of school administrators, with the exception of the Executive Directors and Superintendent.

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

<u>Months Employment</u>	<u>Days/Year</u>	<u>Monthly Pay Schedule</u>
9	187	September 30 – August 31
10	202	August 31 – July 31
10.5	212	August 31 – July 31
11	222	August 31 – July 31
12	240	July 31 – June 30

These days can only be worked when the school system is in operation. 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 assigned to the job.

For payroll purposes, annual salaries will be divided into twelve (12) equal payments.

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**CERTIFIED TEACHERS SALARY SCHEDULE**  
2018-2019

Yrs.	Bachelors					Masters				
	187 Days	200 Days	202 Days	222 Days	240 Days	187 Days	200 Days	202 Days	222 Days	240 Days
0	\$39,301	\$42,033	\$42,452	\$46,656	\$50,860	\$45,193	\$48,336	\$48,819	\$53,652	\$58,486
1	\$39,447	\$42,190	\$42,611	\$46,829	\$51,049	\$45,361	\$48,516	\$49,000	\$53,852	\$58,704
2	\$39,655	\$42,413	\$42,836	\$47,078	\$51,319	\$45,592	\$48,761	\$49,248	\$54,125	\$59,001
3	\$43,227	\$46,233	\$46,695	\$51,318	\$55,942	\$49,712	\$53,168	\$53,700	\$59,017	\$64,334
4	\$43,393	\$46,409	\$46,873	\$51,514	\$56,156	\$49,901	\$53,369	\$53,902	\$59,241	\$64,577
5	\$43,610	\$46,642	\$47,109	\$51,772	\$56,437	\$50,148	\$53,635	\$54,171	\$59,534	\$64,898
6	\$45,121	\$48,258	\$48,741	\$53,565	\$58,392	\$51,888	\$55,496	\$56,050	\$61,600	\$67,151
7	\$45,291	\$48,440	\$48,924	\$53,768	\$58,613	\$52,085	\$55,706	\$56,262	\$61,833	\$67,404
8	\$45,515	\$48,680	\$49,166	\$54,034	\$58,903	\$52,343	\$55,982	\$56,541	\$62,139	\$67,738
9	\$45,725	\$48,894	\$49,393	\$54,283	\$59,175	\$52,585	\$56,241	\$56,803	\$62,427	\$68,051
10	\$45,899	\$49,090	\$49,581	\$54,490	\$59,400	\$52,782	\$56,452	\$57,016	\$62,662	\$68,306
11	\$46,127	\$49,334	\$49,828	\$54,760	\$59,695	\$53,049	\$56,738	\$57,305	\$62,978	\$68,653
12	\$46,557	\$49,794	\$50,292	\$55,271	\$60,251	\$53,538	\$57,260	\$57,833	\$63,558	\$69,285
13	\$46,731	\$49,980	\$50,478	\$55,477	\$60,476	\$53,741	\$57,478	\$58,052	\$63,800	\$69,548
14	\$46,967	\$50,232	\$50,734	\$55,758	\$60,780	\$54,010	\$57,765	\$58,342	\$64,119	\$69,897
15	\$47,618	\$50,929	\$51,439	\$56,531	\$61,624	\$54,762	\$58,569	\$59,154	\$65,011	\$70,869
16	\$47,798	\$51,122	\$51,633	\$56,745	\$61,857	\$54,966	\$58,788	\$59,375	\$65,254	\$71,133
17	\$48,038	\$51,378	\$51,891	\$57,029	\$62,167	\$55,241	\$59,082	\$59,673	\$65,580	\$71,489
18	\$48,277	\$51,634	\$52,149	\$57,312	\$62,477	\$55,466	\$59,323	\$59,916	\$65,848	\$71,781
19	\$49,457	\$52,895	\$53,425	\$58,713	\$64,004	\$57,044	\$61,010	\$61,619	\$67,721	\$73,822
20	\$50,446	\$53,953	\$54,493	\$59,889	\$65,284	\$58,183	\$62,229	\$62,850	\$69,074	\$75,297
21	\$50,698	\$54,222	\$54,764	\$60,186	\$65,609	\$58,474	\$62,540	\$63,165	\$69,418	\$75,672
22	\$50,953	\$54,496	\$55,040	\$60,490	\$65,940	\$58,768	\$62,853	\$63,481	\$69,767	\$76,052
23	\$51,206	\$54,767	\$55,314	\$60,790	\$66,267	\$59,062	\$63,168	\$63,800	\$70,117	\$76,433
24	\$51,463	\$55,041	\$55,592	\$61,096	\$66,600	\$59,357	\$63,483	\$64,118	\$70,466	\$76,815
25	\$51,972	\$55,586	\$56,141	\$61,699	\$67,258	\$59,950	\$64,118	\$64,758	\$71,169	\$77,582
26	\$52,480	\$56,129	\$56,691	\$62,303	\$67,917	\$60,543	\$64,753	\$65,399	\$71,875	\$78,351
27	\$52,990	\$56,674	\$57,240	\$62,907	\$68,576	\$61,136	\$65,386	\$66,040	\$72,579	\$79,117

This schedule applies to the following categories of employees: Teachers – Regular K-12, Pre-K, Career Technical, Special Education, Driver Education; Consulting; Counselors; Librarians; Psychometrists; Technology Facilitators; Occupational & Physical Therapists. This schedule reflects 100% of the State Minimum Salary Schedule cell for the corresponding years of experience.

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**CERTIFIED TEACHERS SALARY SCHEDULE**  
2018-2019

<b>AA/Specialist</b>						<b>Doctorate</b>				
<b>Yrs.</b>	<b>187 Days</b>	<b>200 Days</b>	<b>202 Days</b>	<b>222 Days</b>	<b>240 Days</b>	<b>Yrs.</b>	<b>187 Days</b>	<b>200 Days</b>	<b>222 Days</b>	<b>240 Days</b>
0	\$48,809	\$52,203	\$52,724	\$57,945	\$63,165	0	\$52,714	\$56,378	\$62,580	\$68,218
1	\$48,991	\$52,397	\$52,921	\$58,161	\$63,401	1	\$52,910	\$56,589	\$62,813	\$68,472
2	\$49,239	\$52,661	\$53,187	\$58,454	\$63,721	2	\$53,177	\$56,875	\$63,131	\$68,818
3	\$53,690	\$57,423	\$57,997	\$63,738	\$69,482	3	\$57,985	\$62,016	\$68,837	\$75,040
4	\$53,892	\$57,640	\$58,215	\$63,979	\$69,743	4	\$58,205	\$62,251	\$69,098	\$75,324
5	\$54,160	\$57,926	\$58,505	\$64,298	\$70,091	5	\$58,494	\$62,560	\$69,441	\$75,698
6	\$56,040	\$59,936	\$60,534	\$66,528	\$72,522	6	\$60,522	\$64,731	\$71,851	\$78,323
7	\$56,252	\$60,162	\$60,764	\$66,780	\$72,796	7	\$60,751	\$64,976	\$72,123	\$78,621
8	\$56,530	\$60,460	\$61,064	\$67,110	\$73,156	8	\$61,052	\$65,297	\$72,478	\$79,009
9	\$56,792	\$60,741	\$61,347	\$67,421	\$73,495	9	\$61,334	\$65,598	\$72,814	\$79,374
10	\$57,004	\$60,968	\$61,576	\$67,673	\$73,769	10	\$61,565	\$65,846	\$73,088	\$79,673
11	\$57,293	\$61,277	\$61,889	\$68,016	\$74,145	11	\$62,153	\$66,178	\$73,457	\$80,075
12	\$57,821	\$61,841	\$62,459	\$68,643	\$74,827	12	\$62,446	\$66,788	\$74,134	\$80,812
13	\$58,041	\$62,075	\$62,696	\$68,903	\$75,111	13	\$62,683	\$67,042	\$74,415	\$81,120
14	\$58,332	\$62,387	\$63,010	\$69,249	\$75,489	14	\$62,998	\$67,379	\$74,789	\$81,528
15	\$59,143	\$63,254	\$63,886	\$70,212	\$76,538	15	\$63,875	\$68,316	\$75,830	\$82,662
16	\$59,363	\$63,490	\$64,125	\$70,474	\$76,824	16	\$64,112	\$68,570	\$76,112	\$82,970
17	\$59,660	\$63,808	\$64,445	\$70,827	\$77,208	17	\$64,433	\$68,914	\$76,493	\$83,385
18	\$59,904	\$64,069	\$64,708	\$71,116	\$77,523	18	\$64,696	\$69,193	\$76,804	\$83,724
19	\$61,607	\$65,891	\$66,549	\$73,138	\$79,728	19	\$66,537	\$71,162	\$78,990	\$86,106
20	\$62,839	\$67,208	\$67,880	\$74,600	\$81,321	20	\$67,865	\$72,584	\$80,567	\$87,826
21	\$63,152	\$67,543	\$68,218	\$74,972	\$81,726	21	\$68,205	\$72,946	\$80,969	\$88,265
22	\$63,469	\$67,882	\$68,560	\$75,348	\$82,136	22	\$68,547	\$73,313	\$81,376	\$88,708
23	\$63,787	\$68,222	\$68,904	\$75,727	\$82,549	23	\$68,890	\$73,681	\$81,784	\$89,153
24	\$64,105	\$68,563	\$69,247	\$76,104	\$82,959	24	\$69,234	\$74,049	\$82,193	\$89,598
25	\$64,746	\$69,247	\$69,938	\$76,864	\$83,790	25	\$69,924	\$74,786	\$83,012	\$90,491
26	\$65,386	\$69,933	\$70,631	\$77,624	\$84,618	26	\$70,617	\$75,527	\$83,835	\$91,387
27	\$66,026	\$70,616	\$71,323	\$78,384	\$85,446	27	\$71,309	\$76,266	\$84,655	\$92,283

This schedule applies to the following categories of employees: Teachers – Regular K-12, Pre-K, Career Technical, Special Education, Driver Education; Consulting; Counselors; Librarians; Psychometrists; Technology Facilitators; Occupational & Physical Therapists. This schedule reflects 100% of the State Minimum Salary Schedule cell for the corresponding years of experience.

**LIMESTONE COUNTY BOARD OF EDUCATION  
ASSISTANT PRINCIPAL SALARY SCHEDULE  
2018-2019**

Yrs.	Elementary Assistant Principal 202 Days			Secondary Assistant Principal 202 Days		
	A	AA	Doctorate	A	AA	Doctorate
0	\$60,252	\$65,073	\$70,279	\$62,580	\$67,585	\$72,993
1	\$60,559	\$65,404	\$70,636	\$62,887	\$67,917	\$73,350
2	\$60,865	\$65,734	\$70,993	\$63,191	\$68,246	\$73,708
3	\$61,170	\$66,064	\$71,348	\$63,497	\$68,577	\$74,062
4	\$61,476	\$66,394	\$71,706	\$63,803	\$68,906	\$74,420
5	\$61,781	\$66,724	\$72,063	\$64,108	\$69,238	\$74,776
6	\$63,932	\$69,047	\$74,571	\$66,259	\$71,560	\$77,285
7	\$64,248	\$69,387	\$74,938	\$66,575	\$71,901	\$77,652
8	\$64,558	\$69,723	\$75,301	\$66,885	\$72,236	\$78,015
9	\$64,875	\$70,065	\$75,670	\$67,202	\$72,578	\$78,384
10	\$65,189	\$70,404	\$76,037	\$67,516	\$72,918	\$78,751
11	\$65,504	\$70,743	\$76,402	\$67,831	\$73,257	\$79,117
12	\$66,139	\$71,429	\$77,144	\$68,465	\$73,943	\$79,858
13	\$66,452	\$71,768	\$77,511	\$68,779	\$74,281	\$80,225
14	\$66,768	\$72,109	\$77,878	\$69,095	\$74,623	\$80,592
15	\$67,725	\$73,143	\$78,994	\$70,052	\$75,656	\$81,708
16	\$68,047	\$73,491	\$79,370	\$70,373	\$76,004	\$82,084
17	\$68,364	\$73,833	\$79,740	\$70,691	\$76,346	\$82,454
18	\$68,681	\$74,175	\$80,111	\$71,008	\$76,689	\$82,824
19	\$69,003	\$74,524	\$80,485	\$71,330	\$77,037	\$83,199
20	\$69,322	\$74,867	\$80,857	\$71,649	\$77,381	\$83,571
21	\$69,640	\$75,211	\$81,227	\$71,967	\$77,724	\$83,942
22	\$69,945	\$75,539	\$81,583	\$72,271	\$78,053	\$84,297
23	\$70,282	\$75,905	\$81,978	\$72,610	\$78,417	\$84,692
24	\$70,600	\$76,247	\$82,347	\$72,926	\$78,761	\$85,061
25	\$71,031	\$76,713	\$82,850	\$73,357	\$79,225	\$85,564
26	\$71,461	\$77,179	\$83,353	\$73,789	\$79,692	\$86,067
27	\$71,893	\$77,645	\$83,856	\$74,220	\$80,158	\$86,570

Certified employees will be paid at the level of their highest earned degree from a regionally accredited institution upon proper documentation of that degree and verification of that degree by the Alabama State Department of Education. The salary for a higher degree will be computed from the date of recognition by the State Superintendent of Education. It should be noted that State Department reviews for higher degree are only performed for individuals with current valid Alabama certification and verification of years' experience.

**LIMESTONE COUNTY BOARD OF EDUCATION  
COORDINATOR SALARY SCHEDULE  
2018-2019**

**240 Days**

<b>Yrs.</b>	<b>M.A.</b>	<b>AA/Specialist</b>	<b>Doctorate</b>
0	\$59,071	\$63,797	\$68,900
1	\$59,291	\$64,036	\$69,157
2	\$59,590	\$64,359	\$69,506
3	\$64,978	\$70,177	\$75,790
4	\$65,223	\$70,440	\$76,077
5	\$65,547	\$70,792	\$76,455
6	\$67,822	\$73,247	\$79,107
7	\$68,078	\$73,524	\$79,407
8	\$68,415	\$73,888	\$79,799
9	\$68,731	\$74,230	\$80,169
10	\$68,989	\$74,507	\$80,469
11	\$69,339	\$74,887	\$80,875
12	\$69,978	\$75,575	\$81,620
13	\$70,243	\$75,863	\$81,932
14	\$70,596	\$76,244	\$82,343
15	\$71,578	\$77,303	\$83,488
16	\$71,844	\$77,593	\$83,799
17	\$72,204	\$77,980	\$84,218
18	\$72,499	\$78,298	\$84,560
19	\$74,560	\$80,526	\$86,967
20	\$76,050	\$82,134	\$88,704
21	\$76,429	\$82,544	\$89,147
22	\$76,812	\$82,958	\$89,595
23	\$77,198	\$83,374	\$90,044
24	\$77,583	\$83,789	\$90,495
25	\$78,358	\$84,628	\$91,396
26	\$79,135	\$85,464	\$92,301
27	\$79,908	\$86,301	\$93,206

Certified employees will be paid at the level of their highest earned degree from a regionally accredited institution upon proper documentation of that degree and verification of that degree by the Alabama State Department of Education. The salary for a higher degree will be computed from the date of recognition by the State Superintendent of Education. It should be noted that State Department reviews for higher degree are only performed for individuals with current valid Alabama certification and verification of years' experience.

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**ACCOUNTABILITY DATA MANAGER SALARY SCHEDULE**  
2018-2019

**202 Days**

<b>Yrs.</b>	<b>Salary</b>
0	\$42,452
1	\$42,611
2	\$42,836
3	\$46,695
4	\$46,873
5	\$47,109
6	\$48,741
7	\$48,924
8	\$49,166
9	\$49,393
10	\$49,581
11	\$49,828
12	\$50,292
13	\$50,478
14	\$50,734
15	\$51,439
16	\$51,633
17	\$51,891
18	\$52,149
19	\$53,425
20	\$54,493
21	\$54,764
22	\$55,040
23	\$55,314
24	\$55,592
25	\$56,141
26	\$56,691
27	\$57,240

**LIMESTONE COUNTY BOARD OF EDUCATION  
CERTIFIED DIRECTOR SALARY SCHEDULE  
2018-2019**

**240 Days**

<b>Yrs.</b>	<b>A/M.S.</b>	<b>AA/Ed.SP.</b>	<b>Doctorate</b>
0	\$80,154	\$86,566	\$93,492
1	\$80,606	\$87,054	\$94,018
2	\$80,987	\$87,466	\$94,464
3	\$81,505	\$88,026	\$95,068
4	\$81,958	\$88,514	\$95,596
5	\$82,408	\$89,000	\$96,120
6	\$85,322	\$92,148	\$99,520
7	\$85,784	\$92,647	\$100,058
8	\$86,248	\$93,148	\$100,599
9	\$86,713	\$93,650	\$101,141
10	\$87,177	\$94,151	\$101,683
11	\$87,642	\$94,653	\$102,226
12	\$88,531	\$95,615	\$103,263
13	\$88,997	\$96,117	\$103,806
14	\$89,464	\$96,620	\$104,350
15	\$90,790	\$98,054	\$105,898
16	\$91,263	\$98,564	\$106,450
17	\$91,731	\$99,070	\$106,995
18	\$92,206	\$99,583	\$107,549
19	\$92,677	\$100,091	\$108,098
20	\$93,147	\$100,598	\$108,647
21	\$93,617	\$101,107	\$109,196
22	\$94,092	\$101,619	\$109,748
23	\$94,560	\$102,123	\$110,294
24	\$95,031	\$102,633	\$110,844
25	\$95,651	\$103,303	\$111,566
26	\$96,270	\$103,971	\$112,289
27	\$96,892	\$104,643	\$113,014

**Executive Director**

**240 Days**

<b>Yrs.</b>	<b>M</b>	<b>AA</b>	<b>Doctorate</b>
10 Yr. Minimum	\$101,664	\$105,470	\$109,547
15-Nov	\$104,714	\$108,520	\$112,597
16-20	\$107,856	\$111,661	\$115,739
21-24	\$111,091	\$114,897	\$118,974
25	\$112,235	\$116,040	\$120,118

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**SUPPLEMENTS SALARY SCHEDULE**  
2018-2019

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.

<u>ACTIVITY</u>	<u>SUPPLEMENT</u>	<u>PAY SCHEDULE</u>
Athletic Director (if other than principal)	\$2,500	½ in December, ½ in May
Varsity Football	\$9,000 + 13-days equivalent salary	Included in Monthly Check
Varsity Basketball	\$9,000 + 13-days equivalent salary	Included in Monthly Check
Varsity Baseball	\$4,500 + 7-days equivalent salary	May Supplemental
Varsity Cheerleader (Football)	\$2,500 + 7-days equivalent salary	November Supplemental
Varsity Cheerleader (Basketball)	\$2,500	February Supplemental
Varsity Softball	\$4,500 + 7-days equivalent salary	May Supplemental
Varsity Volleyball	\$3,000 + 7-days equivalent salary	November Supplemental
Varsity Track Outdoor (Boys)	\$1,500	May Supplemental
Varsity Track Outdoor (Girls)	\$1,500	May Supplemental
Varsity Track Indoor (Boys)	\$1,500	May Supplemental
Varsity Track Indoor (Girls)	\$1,500	May Supplemental
Assistant Football	\$3,500	November Supplemental
Assistant Basketball	\$3,500	February Supplemental
Assistant Baseball	\$1,500	May Supplemental
Assistant Softball	\$1,500	May Supplemental
Assistant Volleyball	\$1,500	November Supplemental
MS Cheerleader (Football)	\$1,000	November Supplemental
MS Cheerleader (Basketball)	\$1,000	February Supplemental
JV Cheerleader (Football)	\$1,000	November Supplemental
JV Cheerleader (Basketball)	\$1,000	February Supplemental
Band Director	\$7,500 + 13-days equivalent salary	Included in Monthly Check
Certified Asst. Band Director	\$2,000	November Supplemental
Non-Certified Asst. Band Director	\$1,000	November Supplemental
Cross Country Track (Boys)	\$1,500	November Supplemental
Cross Country Track (Girls)	\$1,500	November Supplemental
Golf Sponsor	\$1,200	May Supplemental
Soccer	\$2,000 + 7-days equivalent salary	May Supplemental
Assistant Soccer	\$1,200	May Supplemental
Wrestling	\$1,500	May Supplemental
Bowling (Boys)	\$750	May Supplemental
Bowling (Girls)	\$750	May Supplemental

**12-month employees cannot coach.** Any individual simultaneously coaching both boys and girls division of any sport or multiple levels of the same sport will receive both supplements for the sports. 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 Coordinator and approval of the principal. All coaching personnel are expected to perform athletic duties throughout the school year. All employees recommended for a supplement must be reviewed by the Superintendent and approved by the Board before payment can be made. All recommendations must be turned in by established deadlines. Failure to do so will result in the school being responsible for paying the supplement.

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**SUPPLEMENTS SALARY SCHEDULE**  
2018-2019

<u>ACTIVITY</u>	<u>SUPPLEMENT</u>	<u>PAY SCHEDULE</u>
Sr. Beta Club Sponsor/Nat'l Honor Society .....	\$1,000 .....	May Supplemental
Jr. Beta Club Sponsor/Nat'l Honor Society .....	\$1,000 .....	May Supplemental
Elem. Beta Club Sponsor/Nat'l Honor Society .....	\$500 .....	May Supplemental
Sr. Scholars Bowl Sponsor .....	\$1,000 .....	May Supplemental
Middle School Scholars Bowl Sponsor .....	\$750 .....	May Supplemental
Elem. Scholars Bowl Sponsor (4 <sup>th</sup> /5 <sup>th</sup> Grade) .....	\$500 .....	May Supplemental
Yearbook Sponsor (Elem. & H.S.) .....	\$1,000 .....	May Supplemental
HS Theater Sponsor (Fall & Spring Performances)	\$1,000 .....	May Supplemental
Special Olympics Coordinator (County-wide) .....	\$750 .....	May Supplemental
Career Tech Student Advisor (9-mo. employee) ..	\$1,000 .....	May Supplemental
Career Tech Skills USA Advisor (9-mo. employee)	\$1,000 .....	May Supplemental
Career Tech FBLA Advisor (9-mo. employee) ....	\$1,000 .....	May Supplemental
Career Tech Robotics Advisor .....	\$4,500 + 7-days equivalent salary .....	May Supplemental
Career Tech Robotics Assistant .....	\$1,500 .....	May Supplemental
Career Tech Honor Society .....	\$1,000 .....	May Supplemental
Career Tech Junior Lion's Club .....	\$1,000 .....	May Supplemental
Career Tech TSA Advisor .....	\$1,000 .....	May Supplemental
ROTC Color Guard .....	\$1,000 .....	May Supplemental
ROTC Drill Team .....	\$1,000 .....	May Supplemental
Local School FCCLA Advisor (9-mo. employee) ..	\$1,000 .....	May Supplemental
Local School FFA Advisor (9-mo. employee) .....	\$1,000 .....	May Supplemental
Local School Competitive Tech. Team Advisor ...	\$500 .....	May Supplemental
Certified Designated Asst. Principal .....	\$2,500 .....	May Supplemental
Non-Administrative Degreed Asst. Principal .....	\$1,250 .....	May Supplemental
Degreed Classified Employee (Bachelor's) .....	\$500 .....	May Supplemental
Degreed Classified Employee (Master's) .....	\$750 .....	May Supplemental
Degreed Classified Employee (Doctorate) .....	\$1,000 .....	May Supplemental

\*Classified employees that have a degree from an accredited institute must submit a copy of their diploma. Diploma must be in the area of employment. The supplement will be for one year only, and only new degrees will be considered.

**12-month employees cannot be sponsors.** All employees recommended for a supplement must be reviewed by the Superintendent and approved by the Board before payment can be made. All recommendations must be turned in by established deadlines. Failure to do so will result in the school being responsible for paying the supplement.

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**INFORMATION REGARDING CLASSIFIED SALARIES**  
2018-2019

No supervising administrator shall be paid a salary less than an employee under his/her supervision

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

<u>Months Employment</u>	<u>Days/Year</u>	<u>Monthly Pay Schedule</u>
9	180/182/187	September 30 – August 31
10	202	August 31 – July 31
10.5	212	August 31 – July 31
11	222	August 31 – July 31
12	240	July 31 – June 30

For payroll purposes, annual salaries will be divided into twelve (12) equal payments.

No employee shall be paid less than the current minimum wage. If the minimum wage changes during the year, the salary schedule shall be adjusted to meet federal minimum wage requirements.

Non-probationary status with the Limestone County School District is granted based on Act No. 2011-270, the Students First Act of 2011.

Employees moving from a lower salary rank to a higher rank may begin at the first year that would not present an immediate within system decrease. Year placement will be lateral when moving from one salary schedule rank to another of equal or lower rank.

Lunch breaks are not paid unless, in some instances, the employee is required to perform certain duties (e.g. student supervision) during that time. Full time equivalents for indicated positions are as follows:

<u>Position</u>	<u>Hours/Day</u>	<u>Pay Schedule</u>
Central Office	7.5	Monthly
Bus Driver	4	Monthly
CNP Worker	7	Monthly
CNP Manager	7.5	Monthly
Clerical/Custodial/Maintenance/Admin	8	Monthly
Student Contact Classified Personnel	7	Monthly
RN/LPN	7	Monthly
Bus Aide	4	Monthly

**COMPENSATORY TIME**

Employees should use compensatory time in increments of one-quarter of an hour (15 minutes). Additionally, compensatory time should be used before any other type of leave, such as sick, personal or vacation.

**LIMESTONE COUNTY BOARD OF EDUCATION  
NON-CERTIFIED DIRECTOR SALARY SCHEDULE  
2018-2019**

**240 Days**

<b>Yrs.</b>	<b>Degreed</b>	<b>Non-Degreed</b>
0	\$61,919	\$57,850
1	\$62,489	\$58,319
2	\$63,057	\$58,788
3	\$63,624	\$59,256
4	\$64,193	\$59,726
5	\$64,760	\$60,195
6	\$65,330	\$60,663
7	\$65,897	\$61,134
8	\$66,465	\$61,602
9	\$67,033	\$62,072
10	\$67,599	\$62,538
11	\$68,170	\$63,007
12	\$68,736	\$63,476
13	\$69,307	\$63,947
14	\$69,874	\$64,415
15	\$70,441	\$64,885
16	\$71,009	\$65,353
17	\$71,578	\$65,822
18	\$72,148	\$66,291
19	\$72,716	\$66,760
20	\$73,283	\$67,229
21	\$73,849	\$67,701
22	\$74,416	\$68,166
23	\$74,995	\$68,638
24	\$75,555	\$69,106
25	\$76,123	\$69,575
26	\$76,691	\$70,045
27	\$77,258	\$70,514

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**NURSE SALARY SCHEDULE**  
2018-2019

Yrs.	LPN/ Sp. Ed. Asst.	RN	RN/Master	*RN/School Nurse Supervisor	*RN/Master School Nurse Supervisor
	187 Days	187 Days	187 Days	202 Days	202 Days
0	\$20,659	\$39,300	\$45,193	\$42,453	\$48,818
1	\$21,341	\$40,609	\$46,699	\$43,867	\$50,445
2	\$22,022	\$41,918	\$48,206	\$45,281	\$52,072
3	\$22,705	\$43,227	\$49,712	\$46,695	\$53,699
4	\$23,030	\$43,858	\$50,438	\$47,376	\$54,484
5	\$23,355	\$44,488	\$51,163	\$48,057	\$55,267
6	\$23,681	\$45,121	\$51,888	\$48,740	\$56,050
7	\$23,782	\$45,322	\$52,121	\$48,958	\$56,302
8	\$23,885	\$45,522	\$52,353	\$49,174	\$56,553
9	\$23,988	\$45,725	\$52,585	\$49,393	\$56,803
10	\$24,132	\$46,002	\$52,902	\$49,692	\$57,146
11	\$24,276	\$46,279	\$53,220	\$49,992	\$57,489
12	\$24,420	\$46,556	\$53,538	\$50,291	\$57,832
13	\$24,599	\$46,910	\$53,945	\$50,673	\$58,272
14	\$24,779	\$47,263	\$54,353	\$51,054	\$58,713
15	\$24,957	\$47,618	\$54,761	\$51,438	\$59,154
16	\$25,057	\$47,824	\$54,997	\$51,660	\$59,409
17	\$25,158	\$48,029	\$55,232	\$51,881	\$59,662
18	\$25,258	\$48,233	\$55,466	\$52,102	\$59,915
19	\$25,358	\$48,439	\$55,704	\$52,325	\$60,172
20	\$25,619	\$48,645	\$55,940	\$52,547	\$60,428
21	\$25,935	\$48,849	\$56,177	\$52,768	\$60,683
22	\$26,256	\$49,042	\$56,371	\$52,976	\$60,893
23	\$26,576	\$49,236	\$56,564	\$53,186	\$61,101
24	\$26,904	\$49,430	\$56,759	\$53,395	\$61,312
25	\$27,188	\$49,625	\$56,954	\$53,606	\$61,523
26	\$27,472	\$49,820	\$57,148	\$53,816	\$61,732
27	\$27,758	\$50,014	\$57,342	\$54,025	\$61,942

\*District wide School Nurse Supervisor additionally receives a \$2,000 supplement.

\*\* District wide School Nursing Assistant additionally receives a \$1,000 supplement.

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**BUS DRIVER SALARY SCHEDULE**  
2018-2019

Yrs.	Regular Drivers	Tech Drivers	Lead Driver/Trainer
	182 Days	182 Days	240 Days
0	\$15,967	\$22,240	\$36,718
1	\$16,180	\$22,453	\$37,228
2	\$16,393	\$22,666	\$37,827
3	\$16,606	\$22,880	\$38,270
4	\$16,819	\$23,093	\$38,913
5	\$17,033	\$23,306	\$39,689
6	\$17,246	\$23,519	\$40,310
7	\$17,459	\$23,732	\$40,886
8	\$17,672	\$23,946	\$41,486
9	\$17,885	\$24,159	\$42,128
10	\$18,099	\$24,372	\$42,927
11	\$18,312	\$24,585	\$43,614
12	\$18,525	\$24,798	\$44,280
13	\$18,738	\$25,012	\$44,900
14	\$18,951	\$25,225	\$45,698
15	\$19,165	\$25,438	\$46,518
16	\$19,378	\$25,651	\$47,206
17	\$19,591	\$25,864	\$47,938
18	\$19,804	\$26,078	\$48,669
19	\$20,017	\$26,291	\$49,357
20	\$20,231	\$26,504	\$50,355
21	\$20,444	\$26,717	\$51,174
22	\$20,657	\$26,930	\$51,884
23	\$20,870	\$27,144	\$52,705
24	\$21,083	\$27,357	\$53,459
25	\$21,297	\$27,570	\$54,545
26	\$21,510	\$27,783	\$54,966
27	\$21,723	\$27,996	\$55,387

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**SUPPORT PERSONNEL SALARY SCHEDULE**  
2018-2019

**Central Office Finance Staff**  
**240 Days**

<b>Yrs.</b>	<b>Non-Degreed Accountant – CNP &amp; Other</b>	<b>Degreed Accountant – CNP &amp; Other</b>
0	\$36,263	\$54,589
1	\$38,818	\$55,092
2	\$39,797	\$55,593
3	\$40,776	\$56,095
4	\$41,754	\$56,595
5	\$42,733	\$57,097
6	\$43,711	\$57,601
7	\$44,690	\$58,101
8	\$45,669	\$58,602
9	\$46,647	\$59,103
10	\$47,626	\$59,605
11	\$48,604	\$60,106
12	\$49,583	\$60,608
13	\$50,561	\$61,111
14	\$51,540	\$61,612
15	\$52,519	\$62,112
16	\$53,497	\$62,614
17	\$54,476	\$63,117
18	\$55,454	\$63,619
19	\$56,433	\$64,120
20	\$57,412	\$64,623
21	\$58,390	\$65,156
22	\$59,369	\$65,689
23	\$60,347	\$66,222
24	\$61,326	\$66,755
25	\$62,305	\$67,288
26	\$63,283	\$67,821
27	\$64,262	\$68,354

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**SUPPORT PERSONNEL SALARY SCHEDULE**  
2018-2019

<b>Yrs.</b>	<b>Central Office Secretary 240 Days</b>	<b>Central Office Admin Assistant 240 Days</b>
0	\$32,533	\$36,746
1	\$33,279	\$37,381
2	\$34,026	\$38,027
3	\$34,772	\$38,687
4	\$35,518	\$39,356
5	\$36,264	\$40,036
6	\$37,010	\$40,730
7	\$37,757	\$41,433
8	\$38,503	\$42,150
9	\$39,249	\$42,880
10	\$39,995	\$43,622
11	\$40,741	\$44,375
12	\$41,488	\$45,143
13	\$42,234	\$45,925
14	\$42,980	\$46,719
15	\$43,726	\$47,528
16	\$44,472	\$48,349
17	\$45,219	\$49,186
18	\$45,965	\$50,037
19	\$46,711	\$50,903
20	\$47,457	\$51,784
21	\$48,203	\$52,680
22	\$48,950	\$53,590
23	\$49,696	\$54,517
24	\$50,442	\$55,461
25	\$51,188	\$56,404
26	\$51,934	\$57,348
27	\$52,681	\$58,291

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**SUPPORT PERSONNEL SALARY SCHEDULE**  
2018-2019

<b>Yrs.</b>	<b>Counselor Clerk</b>	<b>Technical Specialist</b>	<b>Instructional Assistant</b>	<b>Interpreter</b>
	<b>202 Days</b>	<b>187 Days</b>	<b>182 Days</b>	<b>182 Days</b>
0	\$20,361	\$20,168	\$17,601	\$20,132
1	\$20,680	\$20,381	\$17,814	\$20,643
2	\$21,000	\$20,594	\$18,027	\$20,860
3	\$21,320	\$20,807	\$18,240	\$21,076
4	\$21,640	\$21,020	\$18,454	\$21,292
5	\$21,960	\$21,234	\$18,667	\$21,509
6	\$22,279	\$21,447	\$18,880	\$21,725
7	\$22,599	\$21,660	\$19,093	\$21,941
8	\$22,919	\$21,873	\$19,306	\$22,158
9	\$23,239	\$22,086	\$19,520	\$22,374
10	\$23,559	\$22,300	\$19,733	\$22,590
11	\$23,878	\$22,513	\$19,946	\$22,807
12	\$24,198	\$22,726	\$20,159	\$23,023
13	\$24,518	\$22,939	\$20,372	\$23,239
14	\$24,838	\$23,152	\$20,586	\$23,456
15	\$25,158	\$23,366	\$20,799	\$23,672
16	\$25,477	\$23,579	\$21,012	\$23,888
17	\$25,797	\$23,792	\$21,225	\$24,105
18	\$26,117	\$24,005	\$21,438	\$24,321
19	\$26,437	\$24,218	\$21,652	\$24,537
20	\$26,757	\$24,432	\$21,865	\$24,753
21	\$27,076	\$24,645	\$22,078	\$24,970
22	\$27,396	\$24,858	\$22,291	\$25,186
23	\$27,716	\$25,071	\$22,504	\$25,402
24	\$28,036	\$25,284	\$22,718	\$25,619
25	\$28,356	\$25,498	\$22,931	\$25,835
26	\$28,675	\$25,711	\$23,144	\$26,051
27	\$28,995	\$25,924	\$23,357	\$26,268

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**BOOKKEEPERS & SECRETARY/RECEPTIONIST SALARY SCHEDULE**  
2018-2019

<b>Yrs.</b>	<b>High School Bookkeepers 240 Days</b>	<b>Elementary Bookkeepers 212 Days</b>	<b>Secretary/ Receptionist 187 Days</b>
0	\$32,533	\$23,613	\$18,441
1	\$33,279	\$24,146	\$18,761
2	\$34,026	\$24,679	\$19,080
3	\$34,772	\$25,212	\$19,400
4	\$35,518	\$25,745	\$19,720
5	\$36,264	\$26,278	\$20,040
6	\$37,010	\$26,811	\$20,360
7	\$37,757	\$27,344	\$20,679
8	\$38,503	\$27,877	\$20,999
9	\$39,249	\$28,410	\$21,319
10	\$39,995	\$28,943	\$21,639
11	\$40,741	\$29,476	\$21,959
12	\$41,488	\$30,009	\$22,278
13	\$42,234	\$30,542	\$22,598
14	\$42,980	\$31,075	\$22,918
15	\$43,726	\$31,608	\$23,238
16	\$44,472	\$32,141	\$23,558
17	\$45,219	\$32,674	\$23,877
18	\$45,965	\$33,207	\$24,197
19	\$46,711	\$33,740	\$24,517
20	\$47,457	\$34,273	\$24,837
21	\$48,203	\$34,806	\$25,157
22	\$48,950	\$35,339	\$25,476
23	\$49,696	\$35,872	\$25,796
24	\$50,442	\$36,405	\$26,116
25	\$51,188	\$36,938	\$26,436
26	\$51,934	\$37,471	\$26,756
27	\$52,681	\$38,004	\$27,075

**LIMESTONE COUNTY BOARD OF EDUCATION**  
INFORMATION REGARDING CNP MANAGER SALARY SCHEDULE  
2018-2019

Over the past year, the Child Nutrition Department has reviewed all Child Nutrition managers to get each manager on the correct step of the salary schedule. We have some that were given experience for years of service, prior experience not in food service and some that were started on step “0” with years of experience in our school system. Each employee’s salary has been reviewed in order to place all managers on a fair and appropriate salary schedule. The following will be changed and implemented into the salary schedule for years of service and experience.

In accordance with board policy determination for Child Nutrition manager position and salary will be as follows:

- Worker/assistance years will not count as experience toward manager salary.
- Assistant manager experience will count year for year.
- If no previous experience in Child Nutrition foodservice salary will start at Step “0” as determined by salary schedule.
- Manager position requires at least one year in school Child Nutrition Program.

The CNP Manager Salary Schedule has been modified to only two levels, which will help in the determination of student population and moving back and forth between levels. Once a manager starts on a salary schedule, she/he will remain on that salary schedule and student population will no longer be in effect.

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**CNP CAFETERIA MANAGER SALARY SCHEDULE**  
 2018-2019

**187 Days**

Yrs.	1-950 M3	950+ M4
0	\$22,681	\$23,647
1	\$22,852	\$23,818
2	\$23,022	\$23,988
3	\$23,193	\$24,159
4	\$23,364	\$24,329
5	\$23,534	\$24,500
6	\$23,705	\$24,670
7	\$23,875	\$24,841
8	\$24,046	\$25,012
9	\$24,216	\$25,182
10	\$24,387	\$25,353
11	\$24,557	\$25,523
12	\$24,728	\$25,694
13	\$24,899	\$25,864
14	\$25,069	\$26,035
15	\$25,240	\$26,205
16	\$25,410	\$26,376
17	\$25,581	\$26,547
18	\$25,751	\$26,717
19	\$25,922	\$26,888
20	\$26,092	\$27,058
21	\$26,263	\$27,229
22	\$26,434	\$27,399
23	\$26,604	\$27,570
24	\$26,775	\$27,741
25	\$26,945	\$27,911
26	\$27,116	\$28,082
27	\$27,286	\$28,252

Determination for Child Nutrition manager position and salary are as follows:

- Worker/assistance years will not count as experience toward manager salary.
- Assistant manager experience will count year for year.
- If no previous experience in Child Nutrition food service, salary will start at Step “0”
- Manager position requires at least one year in school Child Nutrition Program.

Once a manager starts on a salary schedule, he/she will remain on that salary schedule and student population will no longer be in effect.

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**CNP WORKER/ASSISTANT MANAGER SALARY SCHEDULE**  
 2018-2019

**182 Days**

<b>Yrs.</b>	<b>Hourly</b>	<b>Salary</b>
0	\$13.80	\$17,574
1	\$13.92	\$17,734
2	\$14.05	\$17,894
3	\$14.17	\$18,054
4	\$14.30	\$18,214
5	\$14.42	\$18,374
6	\$14.55	\$18,533
7	\$14.67	\$18,693
8	\$14.80	\$18,853
9	\$14.92	\$19,013
10	\$15.05	\$19,173
11	\$15.18	\$19,333
12	\$15.30	\$19,493
13	\$15.43	\$19,653
14	\$15.55	\$19,813
15	\$15.68	\$19,973
16	\$15.80	\$20,132
17	\$15.93	\$20,292
18	\$16.05	\$20,452
19	\$16.18	\$20,612
20	\$16.31	\$20,772
21	\$16.43	\$20,932
22	\$16.55	\$21,092
23	\$16.68	\$21,252
24	\$16.81	\$21,412
25	\$16.93	\$21,572
26	\$17.06	\$21,731
27	\$17.18	\$21,891

Assistant Managers receive a \$1,500 supplement.

Determination for Child Nutrition manager position and salary are as follows:

- Worker/assistance years will not count as experience toward manager salary.
- Assistant manager experience will count year for year.
- If no previous experience in Child Nutrition food service, salary will start at Step “0”
- Manager position requires at least one year in school Child Nutrition Program.

Once a manager starts on a salary schedule, he/she will remain on that salary schedule and student population will no longer be in effect.

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**MAINTENANCE & MECHANICS SALARY SCHEDULE**  
 2018-2019

**240 Days**

<b>Yrs.</b>	<b>Apprentice</b>	<b>Skilled</b>	<b>Multi-Skilled</b>	<b>Foreman</b>
0	\$26,907	\$34,628		
1	\$27,712	\$35,443		
2	\$28,519	\$36,259		
3	\$29,326	\$37,074		
4	\$30,133	\$37,890	\$42,355	
5	\$30,940	\$38,705	\$42,857	
6		\$39,521	\$43,360	
7		\$40,336	\$43,862	
8		\$41,152	\$44,364	
9		\$41,967	\$44,866	
10		\$42,783	\$45,368	
11		\$43,598	\$45,870	\$51,771
12		\$44,414	\$46,372	\$52,587
13		\$45,229	\$46,874	\$53,402
14		\$46,045	\$47,376	\$54,218
15		\$46,860	\$47,878	\$55,033
16		\$47,676	\$48,380	\$55,849
17		\$48,491	\$49,196	\$56,664
18		\$49,307	\$50,011	\$57,480
19		\$50,122	\$50,827	\$58,295
20		\$50,938	\$51,642	\$59,111
21		\$51,753	\$52,458	\$59,926
22		\$52,569	\$53,273	\$60,742
23		\$53,384	\$54,089	\$61,557
24		\$54,200	\$54,904	\$62,373
25		\$55,015	\$55,720	\$63,188
26		\$55,831	\$56,535	\$64,004
27		\$56,646	\$57,351	\$64,819

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**UTILITY ENERGY MANAGER & UTILITY WORKER SALARY SCHEDULE**  
2018-2019

<b>Yrs.</b>	<b>Textbook Warehouse Manager</b>	<b>Utility Worker</b>
	<b>240 Days</b>	<b>240 Days</b>
0	\$39,680	\$25,420
1	\$40,005	\$25,740
2	\$40,330	\$26,059
3	\$40,655	\$26,379
4	\$40,980	\$26,699
5	\$41,305	\$27,019
6	\$41,630	\$27,339
7	\$41,956	\$27,658
8	\$42,281	\$27,978
9	\$42,606	\$28,298
10	\$42,931	\$28,618
11	\$43,256	\$28,938
12	\$43,581	\$29,257
13	\$43,906	\$29,577
14	\$44,232	\$29,897
15	\$44,557	\$30,217
16	\$44,882	\$30,537
17	\$45,207	\$30,856
18	\$45,532	\$31,176
19	\$45,857	\$31,496
20	\$46,182	\$31,816
21	\$46,507	\$32,136
22	\$46,833	\$32,455
23	\$47,158	\$32,775
24	\$47,483	\$33,095
25	\$47,808	\$33,415
26	\$48,133	\$33,735
27	\$48,458	\$34,054

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**JANITOR SALARY SCHEDULE**  
2018-2019

**240 Days**

<u>Yrs.</u>	<u>Salary</u>
0	\$25,420
1	\$25,789
2	\$26,158
3	\$26,526
4	\$26,895
5	\$27,264
6	\$27,633
7	\$28,002
8	\$28,371
9	\$28,739
10	\$29,108
11	\$29,477
12	\$29,846
13	\$30,215
14	\$30,584
15	\$30,952
16	\$31,321
17	\$31,690
18	\$32,059
19	\$32,428
20	\$32,797
21	\$33,165
22	\$33,534
23	\$33,903
24	\$34,272
25	\$34,641
26	\$35,010
27	\$35,378

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**OSR PRE-K AUXILIARY TEACHER**  
2018-2019

**187 Days**

<b>Yrs.</b>	<b>Salary</b>
0	\$19,223
1	\$19,453
2	\$19,684
3	\$19,915
4	\$20,146
5	\$20,377
6	\$20,608
7	\$20,838
8	\$21,069
9	\$21,300
10	\$21,530
11	\$21,761
12	\$21,991
13	\$22,222
14	\$22,453
15	\$22,683
16	\$22,914
17	\$23,145
18	\$23,375
19	\$23,606
20	\$23,836
21	\$24,067
22	\$24,298
23	\$24,528
24	\$24,760
25	\$24,991
26	\$25,221
27	\$25,452

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**AIDE, SUBSTITUTE PERSONNEL, & CONTRACT PERSONNEL SALARY SCHEDULE**  
 2018-2019

**AIDES**

Bus Aide .....	\$44.25/day
Nurse Bus Aide (must be current employee).....	Overtime Rate/Hour

Aide minimum requirement:

- Associate Degree or 2 years of higher education or successful passage of the work keys test.

**SUBSTITUTE, PART TIME, OR TEMPORARY PERSONNEL**

Certified Teacher .....	\$70.00/day
Non-Certified Teacher .....	\$55.00/day
Bus Driver.....	\$50.00/day
Tech Driver.....	\$65.00/day
Nurse .....	\$70.00/day
Lunchroom Worker .....	\$55.00/day
Bookkeeper.....	\$60.00/day
Secretary .....	\$55.00/day
Janitor .....	\$60.00/day
Instructional Assistant .....	\$55.00/day
Technical Assistant.....	\$55.00/day
Counselor Clerk.....	\$55.00/day
Homebound Teacher.....	\$27.00/hr.
Central Office Sub .....	\$10.00/hr.
Temporary Help - Classified .....	\$10.00/hr.

Substitute Teacher Requirements:

- 21 years or older
- A high school diploma or equivalent
- A valid Alabama Substitute Teacher Certificate
- Fingerprint submission as required by Alabama State Law

Extended Substitutes for Certified Teachers:

- Substitutes who hold a valid Alabama Teacher's Certificate, and that certificate is on file in the Personnel Office, will be paid at Step 0 on the Certified Teacher Salary Schedule, beginning with the 21<sup>st</sup> day of continuous substituting that is Board approved. The first 20 days of substituting will be at the \$70.00 per day rate, unless otherwise approved by the Superintendent in special circumstances.

**CONTRACT PERSONNEL**

Contract Personnel for CTC .....	\$27.00/hr.
Contract for Retired Personnel through December 31, 2015.....	\$24,000 annual
Contract for Retired Personnel Jan. 1, 2016 – Dec. 30, 2016.....	\$30,000 annual

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**TUTORS, EXTENDED DAY, 21<sup>ST</sup> CENTURY, & ADDITIONAL PAY RATES**  
**2018-2019**

**TUTORS**

Student .....	\$10.00/hr.
Non-certified.....	\$12.00/hr.
Certified.....	\$27.00/hr.

**EXTENDED DAY RATES**

Certified Site Coordinator .....	\$15.00/hr.
Certified Teacher .....	\$12.00/hr.
Instructional Aide .....	\$9.00/hr.
Nurse (Extended-Day, Local Pay).....	\$22.00/hr.

**21<sup>ST</sup> CENTURY COMMUNITY LEARNING CENTER GRANT**

Part-Time District Coordinator (Certified).....	\$33.00/hr.
Site Coordinator (Certified).....	\$31.00/hr.
Lead Teacher (Certified) .....	\$29.00/hr.
Teacher .....	\$27.00/hr.
Instructional Assistant .....	\$12.00/hr.
Student Assistant .....	\$9.00/hr.
Bus Driver Salary (3 hours or less) .....	\$30.00
Bus Driver Salary (greater than 3 hours).....	\$10.00/hr.

**ADDITIONAL PAY RATES FOR EXTRA DUTIES**

**(Summer Reading Programs, After School Programs, Summer Camp)**

Teacher .....	\$27.00/hr.
Instructional Assist. ....	\$12.00/hr.
Nurse (RN or LPN) .....	\$22.00/hr.
Temporary Summer Custodian.....	\$10.00/hr.

**ADDITIONAL CAREER TECH CENTER ROUTES .....\$25.00/round trip**

**BUS DRIVER FIELD TRIPS:**

<b><u>Length of Trip</u></b>	<b><u>Rate of Pay</u></b>
3 hours or less	\$30.00
Greater than 3 hours	\$10.00 per hour

**LIMESTONE COUNTY BOARD OF EDUCATION**  
**VACATION PAY-OUT REQUESTS**  
2018-2019

Twelve month employees may carry over up to thirty (30) accrued but unused vacation days as of June 30th to the following year. Employees may be compensated for unused vacation days at the rate of the employee's daily pay to be calculated pursuant to the following formula:

$$\text{Employee's Annual Salary} \div 240 \text{ Days} \times \text{Number of Unused Days Returned}$$

Employees will automatically be compensated for any accrued vacation days in excess of 30 days as of June 30th in the next pay period.

Employees may request compensation for other accrued but unused vacation days two times annually as follows: the Vacation Pay-Out Request Form must be submitted to payroll by **October 31<sup>st</sup>** for the November payroll and **June 30<sup>th</sup>** for the July payroll. Only employees who are eligible to participate and whom retire may elect to request compensation for accrued but unused vacation leave at a time other than the two above mentioned deadlines. Vacation days may not be bought, sold, or donated.