



Engage. Enlighten. Empower.

SALARY SCHEDULES

2023-2024



Limestone County Board of Education
300 South Jefferson Street
Athens, AL 35611
256-232-5353
www.lcsk12.org

Our Vision: —○
Engage. Enlighten. Empower.

○— **Our Mission:**
Engaging, enlightening, and
empowering students and community,
together, through education.

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

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Mrs. Kim H. Hubbard, CPA, Chief School Finance Officer

Mr. Bill Tribble, Executive Director of Human Resources and Operations

Mrs. Allison Usery, Executive Director of Curriculum

Ms. Rebecca Dunnivant, Director of Elementary Curriculum

Mrs. Michelle Mitchell, Director of Secondary Curriculum

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Dr. Pat Austin, Director of Special Education

Mrs. Kayley Wozniak, Director of Child Nutrition Program

Mrs. Linda Smith, Director of Information Technology

Mrs. Elayne Perkins, Lead School Nurse

Mr. Russ Cleveland, Director of Transportation and Athletics

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Mr. Earl Glaze	District Seven



LIMESTONE COUNTY BOARD OF EDUCATION
Athens, Alabama

2023-2024 SALARY SCHEDULES

TABLE OF CONTENTS

GUIDELINES – EXPERIENCE CREDIT.....	3
SALARY GUIDE PLACEMENT FOR PROFESSIONAL PERSONNEL.....	4
INFORMATION REGARDING CERTIFIED SALARIES	5
CERTIFIED TEACHER SALARY SCHEDULE	6-8
ASSISTANT PRINCIPAL/INSTRUCTIONAL SUPERVISOR SALARY SCHEDULE.....	9
COORDINATOR SALARY SCHEDULE	10
ACCOUNTABILITY DATA MANAGER SALARY SCHEDULE.....	11
CERTIFIED & EXECUTIVE DIRECTOR SALARY SCHEDULE	12
EXTRACURRICULAR SUPPLEMENTS SCHEDULE	13-14
INFORMATION REGARDING CLASSIFIED SALARIES/COMPENSATORY TIME.....	15
NON-CERTIFIED DIRECTOR SALARY SCHEDULE.....	16
NURSE SALARY SCHEDULE	17
BUS DRIVER SALARY SCHEDULE.....	18
SUPPORT PERSONNEL SALARY SCHEDULES	
CENTRAL OFFICE FINANCE STAFF.....	19
CENTRAL OFFICE SECRETARY & ADMINISTRATIVE ASSISTANT	20
COUNSELOR CLERK, TECH SPECIALIST, INSTRUCTIONAL ASST, & INTERPRETER	21
BOOKKEEPERS & SECRETARY/RECEPTIONIST SALARY SCHEDULES	22
CNP CAFETERIA MANAGER SALARY SCHEDULE	23
CNP WORKER/ASSISTANT MANAGER SALARY SCHEDULE	24
MAINTENANCE & MECHANIC SALARY SCHEDULE.....	25
TEXTBOOK WAREHOUSE MANAGER & UTILITY WORKER SALARY SCHEDULE.....	26
CUSTODIAN SALARY SCHEDULE	27
OSR PRE-K AUXILIARY TEACHER.....	28
AIDE, SUBSTITUTE PERSONNEL, & CONTRACT PERSONNEL SALARY SCHEDULE	29
TUTORS, EXTENDED DAY, 21 ST CENTURY, & ADDITIONAL PAY RATES	30

LIMESTONE COUNTY BOARD OF EDUCATION
GUIDELINES – EXPERIENCE CREDIT
2023-2024

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 to the teacher during the onboarding process. The forms are also available on the district's website.**
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 to the employee during the onboarding process. The forms are also available on the district's website.**

LIMESTONE COUNTY BOARD OF EDUCATION
SALARY GUIDE PLACEMENT FOR PROFESSIONAL PERSONNEL
2023-2024

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 that the advanced certificate has been earned. No other salaries will be adjusted in mid-term to reflect changes in service. **Teachers are ultimately responsible for ensuring that the appropriate paperwork has been completed.**
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
2023-2024

Tenured teachers are those that meet the requirements of the Students First Act (“SFA”), Ala. Code § 16-24C-1, et seq., which requires the completion of three complete, consecutive school years of full-time employment as a teacher – as that word is defined by the SFA – with the Limestone County Board of Education (“Board”) unless the Board approves and issues written notice of termination to the teacher on or before the last day of the teacher's third consecutive, complete school year of employment.

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. No teacher shall be paid less than the salary received in 2022-2023. 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
2023-2024

LCBoE adopts the ALSDE 187-Day State Minimum Salary schedule and adds a supplement of:

\$2,500 for Steps 0-10

\$4,500 for Steps 11-25

\$5,000 for Steps 26-35

Teacher Bachelors						Teacher Masters					
Step	187 Days	200 Days	202 Days	222 Days	240 Days	Step	187 Days	200 Days	202 Days	222 Days	240 Days
0	\$44,226	\$47,299	\$47,773	\$52,502	\$56,760	0	\$50,857	\$54,392	\$54,935	\$60,375	\$65,270
1	\$44,226	\$47,299	\$47,773	\$52,502	\$56,760	1	\$50,857	\$54,392	\$54,935	\$60,375	\$65,270
2	\$44,226	\$47,299	\$47,773	\$52,502	\$56,760	2	\$50,857	\$54,392	\$54,935	\$60,375	\$65,270
3	\$48,643	\$52,024	\$52,544	\$57,747	\$62,429	3	\$55,939	\$59,828	\$60,426	\$66,409	\$71,793
4	\$48,643	\$52,024	\$52,544	\$57,747	\$62,429	4	\$55,939	\$59,828	\$60,426	\$66,409	\$71,793
5	\$48,643	\$52,024	\$52,544	\$57,747	\$62,429	5	\$55,939	\$59,828	\$60,426	\$66,409	\$71,793
6	\$50,776	\$54,306	\$54,848	\$60,279	\$65,167	6	\$58,390	\$62,450	\$63,074	\$69,318	\$74,939
7	\$50,776	\$54,306	\$54,848	\$60,279	\$65,167	7	\$58,390	\$62,450	\$63,074	\$69,318	\$74,939
8	\$50,776	\$54,306	\$54,848	\$60,279	\$65,167	8	\$58,390	\$62,450	\$63,074	\$69,318	\$74,939
9	\$52,309	\$55,945	\$56,505	\$62,099	\$67,134	9	\$60,154	\$64,335	\$64,979	\$71,412	\$77,203
10	\$52,831	\$56,504	\$57,069	\$62,719	\$67,805	10	\$60,755	\$64,978	\$65,628	\$72,125	\$77,973
11	\$53,360	\$57,069	\$57,639	\$63,346	\$68,483	11	\$61,363	\$65,628	\$66,285	\$72,847	\$78,753
12	\$53,894	\$57,640	\$58,217	\$63,981	\$69,168	12	\$61,977	\$66,285	\$66,948	\$73,576	\$79,542
13	\$54,433	\$58,217	\$58,799	\$64,620	\$69,860	13	\$62,596	\$66,947	\$67,617	\$74,311	\$80,336
14	\$54,977	\$58,799	\$59,386	\$65,267	\$70,559	14	\$63,222	\$67,617	\$68,293	\$75,055	\$81,140
15	\$55,527	\$59,386	\$59,981	\$65,920	\$71,264	15	\$63,855	\$68,293	\$68,976	\$75,805	\$81,952
16	\$56,082	\$59,980	\$60,580	\$66,578	\$71,976	16	\$64,493	\$68,976	\$69,666	\$76,563	\$82,771
17	\$56,643	\$60,581	\$61,186	\$67,245	\$72,696	17	\$65,138	\$69,665	\$70,362	\$77,328	\$83,598
18	\$57,209	\$61,186	\$61,798	\$67,917	\$73,423	18	\$65,789	\$70,363	\$71,066	\$78,102	\$84,435
19	\$57,781	\$61,900	\$62,416	\$68,596	\$74,157	19	\$66,447	\$71,066	\$71,776	\$78,884	\$85,279
20	\$58,359	\$62,415	\$63,039	\$69,281	\$74,899	20	\$67,111	\$71,776	\$72,494	\$79,672	\$86,132
21	\$58,943	\$63,040	\$63,670	\$69,975	\$75,648	21	\$67,783	\$72,494	\$73,219	\$80,469	\$86,993
22	\$59,531	\$63,669	\$64,307	\$70,674	\$76,404	22	\$68,461	\$73,220	\$73,952	\$81,274	\$87,864
23	\$60,127	\$64,307	\$64,950	\$71,381	\$77,168	23	\$69,145	\$73,952	\$74,692	\$82,087	\$88,742
24	\$60,729	\$64,951	\$65,600	\$72,095	\$77,940	24	\$69,837	\$74,692	\$75,438	\$82,908	\$89,629
25	\$61,336	\$65,599	\$66,256	\$72,816	\$78,720	25	\$70,535	\$75,437	\$76,192	\$83,736	\$90,525
26	\$61,949	\$66,255	\$66,918	\$73,543	\$79,506	26	\$71,240	\$76,192	\$76,954	\$84,573	\$91,431
27	\$62,569	\$66,918	\$67,587	\$74,279	\$80,303	27	\$71,952	\$76,954	\$77,723	\$85,419	\$92,345
28	\$63,195	\$67,587	\$68,264	\$75,022	\$81,104	28	\$72,672	\$77,724	\$78,501	\$86,274	\$93,269
29	\$63,827	\$68,264	\$68,946	\$75,773	\$81,916	29	\$73,399	\$78,500	\$79,286	\$87,136	\$94,201
30	\$64,464	\$68,946	\$69,635	\$76,530	\$82,734	30	\$74,133	\$79,287	\$80,079	\$88,008	\$95,144
31	\$65,109	\$69,635	\$70,331	\$77,295	\$83,561	31	\$74,874	\$80,078	\$80,879	\$88,887	\$96,094
32	\$65,761	\$70,332	\$71,035	\$78,069	\$84,399	32	\$75,623	\$80,880	\$81,689	\$89,776	\$97,056
33	\$66,418	\$71,035	\$71,745	\$78,848	\$85,241	33	\$76,379	\$81,689	\$82,505	\$90,674	\$98,026
34	\$67,082	\$71,745	\$72,462	\$79,637	\$86,094	34	\$77,143	\$82,506	\$83,331	\$91,581	\$99,006
35	\$67,753	\$72,463	\$73,187	\$80,433	\$86,955	35	\$77,914	\$83,330	\$84,163	\$92,497	\$99,997

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; Occupational & Physical Therapists, and Social Workers. 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
2023-2024

LCBoE adopts the ALSDE 187-Day State Minimum Salary schedule and adds a supplement of:

\$2,500 for Steps 0-10

\$4,500 for Steps 11-25

\$5,000 for Steps 26-35

Teacher						Teacher					
AA/Specialist						Doctorate					
Step	187 Days	200 Days	202 Days	222 Days	240 Days	Step	187 Days	200 Days	202 Days	222 Days	240 Days
0	\$54,839	\$58,651	\$59,238	\$65,103	\$70,381	0	\$58,818	\$62,906	\$63,535	\$69,826	\$75,487
1	\$54,839	\$58,651	\$59,238	\$65,103	\$70,381	1	\$58,818	\$62,906	\$63,535	\$69,826	\$75,487
2	\$54,839	\$58,651	\$59,238	\$65,103	\$70,381	2	\$58,818	\$62,906	\$63,535	\$69,826	\$75,487
3	\$60,317	\$64,510	\$65,155	\$71,606	\$77,412	3	\$64,702	\$69,200	\$69,891	\$76,811	\$83,039
4	\$60,317	\$64,510	\$65,155	\$71,606	\$77,412	4	\$64,702	\$69,200	\$69,891	\$76,811	\$83,039
5	\$60,317	\$64,510	\$65,155	\$71,606	\$77,412	5	\$64,702	\$69,200	\$69,891	\$76,811	\$83,039
6	\$62,977	\$67,355	\$68,029	\$74,764	\$80,826	6	\$67,530	\$72,223	\$72,946	\$80,168	\$86,668
7	\$62,977	\$67,355	\$68,029	\$74,764	\$80,826	7	\$67,530	\$72,223	\$72,946	\$80,168	\$86,668
8	\$62,977	\$67,355	\$68,029	\$74,764	\$80,826	8	\$67,530	\$72,223	\$72,946	\$80,168	\$86,668
9	\$64,879	\$69,389	\$70,082	\$77,021	\$83,266	9	\$69,570	\$74,406	\$75,150	\$82,590	\$89,287
10	\$65,527	\$70,082	\$70,783	\$77,791	\$84,099	10	\$70,265	\$75,150	\$75,901	\$83,416	\$90,179
11	\$66,182	\$70,783	\$71,491	\$78,569	\$84,939	11	\$70,967	\$75,900	\$76,659	\$84,249	\$91,080
12	\$66,844	\$71,491	\$72,206	\$79,355	\$85,789	12	\$71,677	\$76,659	\$77,426	\$85,091	\$91,991
13	\$67,513	\$72,206	\$72,928	\$80,149	\$86,647	13	\$72,394	\$77,426	\$78,200	\$85,943	\$92,912
14	\$68,187	\$72,927	\$73,656	\$80,949	\$87,513	14	\$73,118	\$78,200	\$78,983	\$86,803	\$93,841
15	\$68,870	\$73,657	\$74,394	\$81,759	\$88,388	15	\$73,850	\$78,983	\$79,773	\$87,671	\$94,779
16	\$69,558	\$74,394	\$75,137	\$82,577	\$89,272	16	\$74,588	\$79,773	\$80,571	\$88,547	\$95,727
17	\$70,254	\$75,137	\$75,889	\$83,402	\$90,165	17	\$75,334	\$80,570	\$81,376	\$89,433	\$96,684
18	\$70,957	\$75,889	\$76,648	\$84,237	\$91,067	18	\$76,086	\$81,376	\$82,189	\$90,326	\$97,651
19	\$71,667	\$76,648	\$77,415	\$85,079	\$91,979	19	\$76,847	\$82,190	\$83,011	\$91,230	\$98,627
20	\$72,383	\$77,414	\$78,188	\$85,930	\$92,898	20	\$77,616	\$83,012	\$83,842	\$92,143	\$99,614
21	\$73,107	\$78,189	\$78,970	\$86,790	\$93,827	21	\$78,393	\$83,842	\$84,680	\$93,065	\$100,610
22	\$73,837	\$78,969	\$79,760	\$87,657	\$94,764	22	\$79,176	\$84,679	\$85,526	\$93,994	\$101,615
23	\$74,576	\$79,760	\$80,558	\$88,533	\$95,712	23	\$79,967	\$85,526	\$86,382	\$94,934	\$102,631
24	\$75,322	\$80,569	\$81,363	\$89,419	\$96,669	24	\$80,767	\$86,382	\$87,246	\$95,883	\$103,658
25	\$76,075	\$81,363	\$82,177	\$90,313	\$97,635	25	\$81,575	\$87,246	\$88,118	\$96,843	\$104,695
26	\$76,836	\$82,177	\$82,998	\$91,217	\$98,613	26	\$82,391	\$88,118	\$88,999	\$97,811	\$105,741
27	\$77,604	\$82,998	\$83,829	\$92,128	\$99,598	27	\$83,215	\$89,000	\$89,890	\$98,790	\$106,799
28	\$78,380	\$83,829	\$84,667	\$93,050	\$100,594	28	\$84,047	\$89,890	\$90,789	\$99,777	\$107,868
29	\$79,164	\$84,666	\$85,513	\$93,980	\$101,600	29	\$84,888	\$90,789	\$91,697	\$100,775	\$108,946
30	\$79,955	\$85,513	\$86,369	\$94,919	\$102,616	30	\$85,737	\$91,696	\$92,613	\$101,783	\$110,036
31	\$80,755	\$86,369	\$87,232	\$95,869	\$103,642	31	\$86,593	\$92,613	\$93,539	\$102,800	\$111,135
32	\$81,563	\$87,232	\$88,105	\$96,828	\$104,679	32	\$87,459	\$93,539	\$94,474	\$103,828	\$112,247
33	\$82,379	\$88,106	\$88,986	\$97,797	\$105,726	33	\$88,335	\$94,474	\$95,420	\$104,867	\$113,370
34	\$83,202	\$88,986	\$89,875	\$98,774	\$106,783	34	\$89,218	\$95,420	\$96,374	\$105,916	\$114,503
35	\$84,034	\$89,875	\$90,775	\$99,762	\$107,851	35	\$90,109	\$96,373	\$97,337	\$106,975	\$115,648

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; Occupational & Physical Therapists and Social Workers. 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
TEAMS Math and Science
2023-2024

189 Days				
Step	Bachelor	Master	AA/EDS	Doctorate
0	\$49,530	\$56,161	\$60,143	\$64,122
1	\$53,021	\$60,974	\$65,746	\$70,521
2	\$55,854	\$64,229	\$69,275	\$74,283
3	\$57,488	\$66,110	\$71,303	\$76,458
4	\$59,166	\$68,040	\$73,383	\$76,689
5	\$60,887	\$70,019	\$75,519	\$80,980
6	\$62,655	\$72,051	\$77,712	\$83,330
7	\$64,469	\$74,139	\$79,961	\$85,743
8	\$65,758	\$75,619	\$81,561	\$87,458
9	\$67,073	\$77,133	\$83,192	\$89,208
10	\$68,078	\$78,291	\$84,439	\$90,545
11	\$69,100	\$79,465	\$85,706	\$91,902
12	\$70,137	\$80,657	\$86,991	\$93,282
13	\$70,137	\$80,657	\$86,991	\$93,282
14	\$70,137	\$80,657	\$86,991	\$93,282
15	\$71,192	\$81,872	\$88,302	\$94,687
16	\$71,192	\$81,872	\$88,302	\$94,687
17	\$71,192	\$81,872	\$88,302	\$94,687
18	\$72,271	\$83,111	\$89,639	\$96,120
19	\$72,271	\$83,111	\$89,639	\$96,120
20	\$72,271	\$83,111	\$89,639	\$96,120
21	\$73,370	\$84,377	\$91,002	\$97,583
22	\$73,370	\$84,377	\$91,002	\$97,583
23	\$73,370	\$84,377	\$91,002	\$97,583
24	\$74,491	\$85,664	\$92,393	\$99,074
25	\$74,491	\$85,664	\$92,393	\$99,074
26	\$74,491	\$85,664	\$92,393	\$99,074
27	\$75,635	\$86,981	\$93,811	\$100,595

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
ASSISTANT PRINCIPAL/INSTRUCTIONAL SUPERVISOR SALARY SCHEDULE
2023-2024

Elementary				Secondary				Instructional			
Assistant Principal				Assistant Principal				Supervisor			
202 Days				212 Days				240 Days			
Step	A	AA	Docotorate	Step	A	AA	Doctorate	Step	A	AA	Doctorate
0	\$69,106	\$74,635	\$80,606	0	\$75,328	\$81,354	\$87,863	0	\$85,277	\$92,099	\$98,177
1	\$69,458	\$75,014	\$81,015	1	\$75,698	\$81,753	\$88,293	1	\$85,695	\$92,550	\$98,658
2	\$69,809	\$75,392	\$81,425	2	\$76,065	\$82,149	\$88,723	2	\$86,111	\$92,999	\$99,137
3	\$70,158	\$75,772	\$81,832	3	\$76,433	\$82,547	\$89,149	3	\$86,528	\$93,449	\$99,617
4	\$70,509	\$76,150	\$82,242	4	\$76,801	\$82,944	\$89,581	4	\$86,945	\$93,898	\$100,096
5	\$70,859	\$76,529	\$82,651	5	\$77,168	\$83,343	\$90,008	5	\$87,360	\$94,350	\$100,577
6	\$73,326	\$79,193	\$85,528	6	\$79,757	\$86,137	\$93,029	6	\$90,291	\$97,514	\$103,950
7	\$73,688	\$79,581	\$85,949	7	\$80,137	\$86,548	\$93,470	7	\$90,721	\$97,979	\$104,445
8	\$74,044	\$79,968	\$86,366	8	\$80,511	\$86,952	\$93,909	8	\$91,144	\$98,436	\$104,934
9	\$74,407	\$80,361	\$86,789	9	\$80,892	\$87,363	\$94,351	9	\$91,576	\$98,901	\$105,428
10	\$74,768	\$80,748	\$87,209	10	\$81,270	\$87,772	\$94,793	10	\$92,004	\$99,365	\$105,923
11	\$75,128	\$81,138	\$87,629	11	\$81,649	\$88,180	\$95,236	11	\$92,433	\$99,827	\$106,416
12	\$75,857	\$81,924	\$88,480	12	\$82,412	\$89,006	\$96,126	12	\$93,297	\$100,762	\$107,412
13	\$76,217	\$82,314	\$88,900	13	\$82,791	\$89,413	\$96,568	13	\$93,725	\$101,223	\$107,903
14	\$76,579	\$82,704	\$89,321	14	\$83,171	\$89,825	\$97,010	14	\$94,155	\$101,689	\$108,401
15	\$77,676	\$83,890	\$90,601	15	\$84,323	\$91,069	\$98,354	15	\$95,460	\$103,096	\$109,901
16	\$78,046	\$84,291	\$91,032	16	\$84,709	\$91,487	\$98,795	16	\$95,897	\$103,570	\$110,406
17	\$78,409	\$84,681	\$91,457	17	\$85,092	\$91,899	\$99,251	17	\$96,330	\$104,036	\$110,903
18	\$78,773	\$85,074	\$91,882	18	\$85,474	\$92,312	\$99,697	18	\$96,763	\$104,504	\$111,401
19	\$79,142	\$85,474	\$92,311	19	\$85,861	\$92,730	\$100,148	19	\$97,202	\$104,978	\$111,906
20	\$79,508	\$85,868	\$92,738	20	\$86,245	\$93,145	\$100,595	20	\$97,636	\$105,447	\$112,406
21	\$79,872	\$86,261	\$93,162	21	\$86,628	\$93,558	\$101,043	21	\$98,069	\$105,915	\$112,905
22	\$80,222	\$86,639	\$93,571	22	\$86,993	\$93,953	\$101,469	22	\$98,483	\$106,362	\$113,382
23	\$80,610	\$87,058	\$94,023	23	\$87,401	\$94,392	\$101,946	23	\$98,945	\$106,859	\$113,912
24	\$80,974	\$87,451	\$94,447	24	\$87,782	\$94,806	\$102,389	24	\$99,376	\$107,328	\$114,411
25	\$81,468	\$87,986	\$95,023	25	\$88,301	\$95,365	\$102,996	25	\$99,963	\$107,960	\$115,086
26	\$81,962	\$88,519	\$95,600	26	\$88,820	\$95,927	\$103,600	26	\$100,551	\$108,596	\$115,764
27	\$82,457	\$89,054	\$96,177	27	\$89,340	\$96,487	\$104,206	27	\$101,140	\$109,231	\$116,440
28	\$82,952	\$89,427	\$96,754	28	\$89,860	\$97,047	\$104,812	28	\$101,729	\$109,866	\$117,116
29	\$83,447	\$89,800	\$97,331	29	\$90,380	\$97,607	\$105,418	29	\$102,318	\$110,501	\$117,792
30	\$83,942	\$90,173	\$97,908	30	\$90,900	\$98,167	\$106,024	30	\$102,907	\$111,136	\$118,468
31	\$84,437	\$90,546	\$98,485	31	\$91,420	\$98,727	\$106,630	31	\$103,496	\$111,771	\$119,144
32	\$84,932	\$90,919	\$99,062	32	\$91,940	\$99,287	\$107,236	32	\$104,085	\$112,406	\$119,820
33	\$85,427	\$91,292	\$99,639	33	\$92,460	\$99,847	\$107,842	33	\$104,674	\$113,041	\$120,496
34	\$85,922	\$91,665	\$100,216	34	\$92,980	\$100,407	\$108,448	34	\$105,263	\$113,676	\$121,172
35	\$86,417	\$92,038	\$100,793	35	\$93,500	\$100,967	\$109,054	35	\$105,852	\$114,311	\$121,848

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
2023-2024

240 Days

Coordinator			
Step	M.A.	AA/Specialist	Doctorate
0	\$69,080	\$74,606	\$80,573
1	\$69,336	\$74,885	\$80,874
2	\$69,687	\$75,263	\$81,283
3	\$75,987	\$82,067	\$88,631
4	\$76,274	\$82,375	\$88,967
5	\$76,653	\$82,786	\$89,408
6	\$79,313	\$85,657	\$92,510
7	\$79,612	\$85,981	\$92,861
8	\$80,006	\$86,406	\$93,319
9	\$80,376	\$86,806	\$93,751
10	\$80,678	\$87,130	\$94,103
11	\$81,087	\$87,574	\$94,578
12	\$81,834	\$88,380	\$95,449
13	\$82,144	\$88,716	\$95,813
14	\$82,557	\$89,161	\$96,294
15	\$83,705	\$90,400	\$97,633
16	\$84,016	\$90,739	\$97,997
17	\$84,438	\$91,192	\$98,487
18	\$84,782	\$91,563	\$98,887
19	\$87,193	\$94,169	\$101,702
20	\$88,934	\$96,050	\$103,733
21	\$89,378	\$96,529	\$104,251
22	\$89,826	\$97,014	\$104,775
23	\$90,277	\$97,500	\$105,300
24	\$90,728	\$97,985	\$105,827
25	\$91,634	\$98,966	\$106,880
26	\$92,542	\$99,944	\$107,939
27	\$93,447	\$100,923	\$108,997
28	\$94,355	\$101,902	\$110,056
29	\$95,263	\$102,881	\$111,115
30	\$96,171	\$103,860	\$112,174
31	\$97,079	\$104,839	\$113,233
32	\$97,987	\$105,818	\$114,292
33	\$98,895	\$106,797	\$115,351
34	\$99,803	\$107,776	\$116,410
35	\$100,711	\$108,755	\$117,469

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
2023-2024

202 Days

Step	Salary
0	\$48,690
1	\$48,872
2	\$49,130
3	\$53,556
4	\$53,760
5	\$54,031
6	\$55,903
7	\$56,113
8	\$56,390
9	\$56,651
10	\$56,866
11	\$57,150
12	\$57,681
13	\$57,895
14	\$58,189
15	\$58,997
16	\$59,220
17	\$59,515
18	\$59,811
19	\$61,275
20	\$62,500
21	\$62,810
22	\$63,127
23	\$63,441
24	\$63,760
25	\$64,390
26	\$65,021
27	\$65,651
28	\$66,281
29	\$66,911
30	\$67,541
31	\$68,171
32	\$68,801
33	\$69,431
34	\$70,061
35	\$70,691

LIMESTONE COUNTY BOARD OF EDUCATION
CERTIFIED DIRECTOR SALARY SCHEDULE
2023-2024

240 Days

Certified Director			
Yrs.	A/M.S.	AA/Ed.SP.	Doctorate
0	\$91,931	\$99,285	\$107,230
1	\$92,450	\$99,845	\$107,833
2	\$92,887	\$100,318	\$108,344
3	\$93,481	\$100,960	\$109,037
4	\$94,001	\$101,520	\$109,642
5	\$94,517	\$102,078	\$110,244
6	\$97,858	\$105,688	\$114,143
7	\$98,389	\$106,260	\$114,760
8	\$98,921	\$106,835	\$115,381
9	\$99,454	\$107,411	\$116,002
10	\$99,987	\$107,986	\$116,623
11	\$100,520	\$108,561	\$117,247
12	\$101,540	\$109,664	\$118,437
13	\$102,074	\$110,240	\$119,059
14	\$102,610	\$110,817	\$119,682
15	\$104,131	\$112,462	\$121,458
16	\$104,673	\$113,047	\$122,091
17	\$105,210	\$113,627	\$122,717
18	\$105,754	\$114,215	\$123,352
19	\$106,295	\$114,798	\$123,981
20	\$106,834	\$115,380	\$124,611
21	\$107,373	\$115,963	\$125,241
22	\$107,917	\$116,550	\$125,874
23	\$108,454	\$117,128	\$126,500
24	\$108,994	\$117,714	\$127,131
25	\$109,706	\$118,482	\$127,960
26	\$110,416	\$119,248	\$128,789
27	\$111,129	\$120,019	\$129,620
28	\$111,839	\$120,789	\$130,449
29	\$112,549	\$121,559	\$131,278
30	\$113,259	\$122,329	\$132,107
31	\$113,969	\$123,099	\$132,936
32	\$114,679	\$123,869	\$133,765
33	\$115,389	\$124,639	\$134,594
34	\$116,099	\$125,409	\$135,423
35	\$116,809	\$126,179	\$136,252
240 Days			
Executive Director			
	M	AA	Doctorate
10 Yr. Minimum	\$116,603	\$120,967	\$125,644
11-15	\$120,101	\$124,465	\$129,142
16-20	\$123,704	\$128,069	\$132,746
21-25	\$127,414	\$131,779	\$136,456
26-30	\$131,124	\$134,192	\$138,776
31-35	\$134,834	\$137,902	\$142,486

LIMESTONE COUNTY BOARD OF EDUCATION
SUPPLEMENTS SALARY SCHEDULE
2023-2024

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 (District)	\$5,000	½ in December, ½ in May
Athletic Director (HS if other than principal)	\$3,000	½ in December, ½ in May
Varsity Football	\$9,000 + 13-days equivalent salary	Included in Monthly Check
Varsity Basketball (Boys)	\$9,000 + 13-days equivalent salary	Included in Monthly Check
Varsity Basketball (Girls)	\$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 (Boys)	\$3,500	February Supplemental
Assistant Basketball (Girls)	\$3,500	February Supplemental
Assistant Baseball	\$1,500	May Supplemental
Assistant Softball	\$1,500	May Supplemental
Assistant Volleyball	\$1,500	November Supplemental
Assistant Cheerleader Football	\$1,500	November Supplemental
Assistant Cheerleader Basketball	\$1,500	February Supplemental
Cheerleader (Competition)**	\$1,500	May 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 (Boys)	\$1,500	May Supplemental
Golf (Girls)	\$1,500	May Supplemental
Soccer (Boys)	\$3,000 + 7-days equivalent salary	May Supplemental
Soccer (Girls)	\$3,000 + 7-days equivalent salary	May Supplemental
Assistant Soccer (Boys)	\$1,500	May Supplemental
Assistant Soccer (Girls)	\$1,500	May Supplemental
Tennis (Boys)	\$1,500	May Supplemental
Tennis (Girls)	\$1,500	May Supplemental
Wrestling	\$3,000	February Supplemental
Assistant Wrestling	\$1,500	February Supplemental
Bowling (Boys)	\$1,000	February Supplemental
Bowling (Girls)	\$1,000	February Supplemental
Esports (Boys and Girls Combined)	NEW	Start at Club Level with No Supplemental
Dance (Competitive)	NEW	Start at Club Level with No Supplemental

** Cheerleader (Competition) - Must compete in UCA Regionals & State Cheerleading Championships.

LIMESTONE COUNTY BOARD OF EDUCATION
SUPPLEMENTS SALARY SCHEDULE
2023-2024

<u>ACTIVITY</u>	<u>SUPPLEMENT</u>	<u>PAY SCHEDULE</u>
Sr. Beta Club Sponsor/Nat'l Honor Society	\$1,250	May Supplemental
Jr. Beta Club Sponsor/Nat'l Honor Society	\$1,250	May Supplemental
Elem. Beta Club Sponsor/Nat'l Honor Society	\$1,250	May Supplemental
Sr. Scholars Bowl Sponsor	\$1,250	May Supplemental
Middle School Scholars Bowl Sponsor	\$1,250	May Supplemental
Elem. Scholars Bowl Sponsor (4 th /5 th Grade)	\$1,250	May Supplemental
Yearbook Sponsor (Elem. & H.S.)	\$1,250	May Supplemental
Secondary (6-12) STEM Club Sponsor	\$1,000	May Supplemental
HS Theater Sponsor (Fall & Spring Performances).....	\$1,250	May Supplemental
Special Olympics Coordinator (County-wide)	\$1,000	May Supplemental
Career Tech Student Advisor (9-mo. employee)	\$1,250	May Supplemental
Career Tech Skills USA Advisor (9-mo. employee).....	\$1,250	May Supplemental
Career Tech FBLA Advisor (9-mo. employee)	\$1,250	May Supplemental
Career Tech Robotics Advisor.....	\$4,750 + 7-days equivalent salary	May Supplemental
Career Tech Robotics Assistant.....	\$1,750	May Supplemental
Career Tech Honor Society.....	\$1,250	May Supplemental
Career Tech Junior Lion's Club.....	\$1,250	May Supplemental
Career Tech TSA Advisor	\$1,250	May Supplemental
ROTC Color Guard.....	\$1,250	May Supplemental
ROTC Drill Team.....	\$1,250	May Supplemental
Middle School Robotics Advisor.....	\$1,250	May Supplemental
Local School FCCLA Advisor (9-mo. employee)	\$1,250	May Supplemental
Local School FFA Advisor (9-mo. employee).....	\$1,250	May Supplemental
Local School Competitive Tech. Team Advisor.....	\$1,250	May Supplemental
Certified Designated Asst. Principal.....	\$2,750	May Supplemental
Non-Administrative Degreed Asst. Principal.....	\$1,500	May Supplemental
Tech Lead.....	\$2,000-\$3,500 based on enrollment	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.

LIMESTONE COUNTY BOARD OF EDUCATION
INFORMATION REGARDING CLASSIFIED SALARIES
2023-2024

No principal 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 full time employee shall be paid less than \$15 per hour.

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. Compensatory time will not accrue until an employee works over 40 hours in one week.

LIMESTONE COUNTY BOARD OF EDUCATION
NON-CERTIFIED DIRECTOR SALARY SCHEDULE
2023-2024

240 Days

Step	Salary
0	\$71,017
1	\$71,671
2	\$72,323
3	\$72,973
4	\$73,626
5	\$74,275
6	\$74,929
7	\$75,580
8	\$76,231
9	\$76,883
10	\$77,532
11	\$78,186
12	\$78,835
13	\$79,491
14	\$80,141
15	\$80,792
16	\$81,443
17	\$82,095
18	\$82,749
19	\$83,401
20	\$84,051
21	\$84,700
22	\$85,351
23	\$86,015
24	\$86,657
25	\$87,308
26	\$87,960
27	\$88,610
28	\$89,260
29	\$89,910
30	\$90,560
31	\$91,210
32	\$91,860
33	\$92,510
34	\$93,160
35	\$93,810

LIMESTONE COUNTY BOARD OF EDUCATION
NURSE SALARY SCHEDULE
2023-2024

Step	LPN/Sp. Ed. Asst.	RN	RN/Master	*RN/School Nurse Supervisor	*RN/Master School Nurse
	187 Days	187 Days	187 Days	202 Days	202 Days
0	\$33,264	\$47,322	\$51,834	\$51,118	\$55,991
1	\$33,264	\$47,322	\$53,561	\$51,118	\$57,858
2	\$33,264	\$48,078	\$55,289	\$51,934	\$59,724
3	\$36,587	\$52,049	\$57,016	\$56,224	\$61,590
4	\$36,587	\$52,049	\$57,849	\$56,224	\$62,489
5	\$36,587	\$52,049	\$58,680	\$56,224	\$63,387
6	\$38,191	\$54,331	\$59,512	\$58,689	\$64,285
7	\$38,191	\$54,331	\$59,780	\$58,689	\$64,575
8	\$38,191	\$54,331	\$60,046	\$58,689	\$64,863
9	\$39,344	\$55,972	\$60,354	\$60,462	\$65,195
10	\$39,737	\$56,531	\$60,957	\$61,066	\$65,847
11	\$40,134	\$57,096	\$61,567	\$61,676	\$66,506
12	\$40,536	\$57,668	\$62,183	\$62,294	\$67,171
13	\$40,941	\$58,244	\$62,805	\$62,916	\$67,843
14	\$41,351	\$58,827	\$63,433	\$63,546	\$68,521
15	\$41,765	\$59,415	\$64,068	\$64,181	\$69,207
16	\$42,182	\$60,009	\$64,708	\$64,823	\$69,898
17	\$42,604	\$60,609	\$65,355	\$65,471	\$70,597
18	\$43,030	\$61,215	\$66,009	\$66,125	\$71,304
19	\$43,460	\$61,827	\$66,668	\$66,786	\$72,016
20	\$43,894	\$62,445	\$67,335	\$67,454	\$72,736
21	\$44,334	\$63,070	\$68,009	\$68,129	\$73,464
22	\$44,777	\$63,700	\$68,688	\$68,810	\$74,198
23	\$45,225	\$64,338	\$69,375	\$69,499	\$74,940
24	\$45,677	\$64,982	\$70,070	\$70,194	\$75,691
25	\$46,134	\$65,631	\$70,770	\$70,896	\$76,447
26	\$46,595	\$66,287	\$71,477	\$71,604	\$77,210
27	\$47,061	\$66,951	\$72,193	\$72,321	\$77,984
28	\$47,532	\$67,620	\$72,914	\$73,044	\$78,763
29	\$48,007	\$68,296	\$73,644	\$73,774	\$79,551
30	\$48,487	\$68,978	\$74,379	\$74,511	\$80,345
31	\$48,972	\$69,668	\$75,123	\$75,256	\$81,149
32	\$49,462	\$70,366	\$75,875	\$76,010	\$81,961
33	\$49,956	\$71,068	\$76,633	\$76,769	\$82,780
34	\$50,455	\$71,779	\$77,399	\$77,537	\$83,607
35	\$50,960	\$72,497	\$78,174	\$78,312	\$84,445

*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
2023-2024

Bus Drivers			
Step	Regular Drivers	Tech Drivers	Lead Driver/Trainer
	182 Days	182 Days	240 Days
0	\$18,313	\$25,508	\$42,114
1	\$18,557	\$25,752	\$42,698
2	\$18,802	\$25,997	\$43,385
3	\$19,046	\$26,241	\$43,894
4	\$19,291	\$26,486	\$44,631
5	\$19,535	\$26,730	\$45,521
6	\$19,780	\$26,975	\$46,233
7	\$20,024	\$27,220	\$46,894
8	\$20,269	\$27,464	\$47,581
9	\$20,513	\$27,709	\$48,319
10	\$20,758	\$27,953	\$49,234
11	\$21,002	\$28,198	\$50,023
12	\$21,247	\$28,442	\$50,786
13	\$21,491	\$28,687	\$51,497
14	\$21,736	\$28,931	\$52,413
15	\$21,981	\$29,176	\$53,353
16	\$22,225	\$29,420	\$54,142
17	\$22,470	\$29,665	\$54,982
18	\$22,714	\$29,909	\$55,821
19	\$22,959	\$30,154	\$56,609
20	\$23,203	\$30,398	\$57,754
21	\$23,448	\$30,643	\$58,694
22	\$23,692	\$30,887	\$59,508
23	\$23,937	\$31,132	\$60,450
24	\$24,181	\$31,376	\$61,314
25	\$24,426	\$31,621	\$62,560
26	\$24,670	\$31,866	\$63,043
27	\$24,915	\$32,110	\$63,526
28	\$25,160	\$32,355	\$64,009
29	\$25,405	\$32,600	\$64,492
30	\$25,650	\$32,845	\$64,975
31	\$25,895	\$33,090	\$65,458
32	\$26,140	\$33,335	\$65,941
33	\$26,385	\$33,580	\$66,424
34	\$26,630	\$33,825	\$66,907
35	\$26,875	\$34,070	\$67,390

LIMESTONE COUNTY BOARD OF EDUCATION
SUPPORT PERSONNEL SALARY SCHEDULE
2023-2024

Central Office Finance Staff

240 Days

Step	Non-Degreed	Degreed
	Accountant	Accountant
	CNP & Other	CNP & Other
0	\$41,592	\$62,610
1	\$44,522	\$63,187
2	\$45,645	\$63,762
3	\$46,767	\$64,337
4	\$47,889	\$64,911
5	\$49,012	\$65,487
6	\$50,134	\$66,065
7	\$51,257	\$66,638
8	\$52,379	\$67,213
9	\$53,501	\$67,788
10	\$54,624	\$68,364
11	\$55,746	\$68,938
12	\$56,868	\$69,514
13	\$57,991	\$70,090
14	\$59,113	\$70,665
15	\$60,236	\$71,238
16	\$61,358	\$71,814
17	\$62,480	\$72,391
18	\$63,603	\$72,967
19	\$64,725	\$73,541
20	\$65,847	\$74,119
21	\$66,970	\$74,730
22	\$68,092	\$75,341
23	\$69,215	\$75,953
24	\$70,337	\$76,564
25	\$71,459	\$77,175
26	\$72,582	\$77,786
27	\$73,704	\$78,398
28	\$74,826	\$79,198
29	\$75,948	\$79,998
30	\$77,070	\$80,798
31	\$78,192	\$81,598
32	\$79,314	\$82,398
33	\$80,436	\$83,198
34	\$81,558	\$83,998
35	\$82,680	\$84,798

LIMESTONE COUNTY BOARD OF EDUCATION
SUPPORT PERSONNEL SALARY SCHEDULE
2023-2024

Central Office

240 Days

Step	Secretary	Admin Assistant
0	\$37,314	\$42,145
1	\$38,169	\$42,874
2	\$39,025	\$43,615
3	\$39,881	\$44,372
4	\$40,737	\$45,138
5	\$41,593	\$45,918
6	\$42,449	\$46,714
7	\$43,305	\$47,521
8	\$44,160	\$48,343
9	\$45,016	\$49,180
10	\$45,872	\$50,031
11	\$46,728	\$50,896
12	\$47,584	\$51,776
13	\$48,440	\$52,674
14	\$49,295	\$53,583
15	\$50,151	\$54,511
16	\$51,007	\$55,454
17	\$51,863	\$56,414
18	\$52,719	\$57,389
19	\$53,575	\$58,382
20	\$54,430	\$59,393
21	\$55,286	\$60,420
22	\$56,142	\$61,464
23	\$56,998	\$62,528
24	\$57,854	\$63,610
25	\$58,710	\$64,692
26	\$59,566	\$65,774
27	\$60,421	\$66,856
28	\$61,277	\$67,938
29	\$62,133	\$69,020
30	\$62,989	\$70,102
31	\$63,845	\$71,184
32	\$64,701	\$72,266
33	\$65,557	\$73,348
34	\$66,413	\$74,430
35	\$67,269	\$75,512

LIMESTONE COUNTY BOARD OF EDUCATION
SUPPORT PERSONNEL SALARY SCHEDULE
2023-2024

Step	Counselor Clerk	Instructional Assistant	Interpreter	American Sign Language Interpreter	Certified Occupation Therapy Assistant (COTA)	Behavior Technician	Technical Specialist	Technical Specialist II	Information Technology Systems Administrator
	202 Days	182 Days	182 Days	187 Days	187 Days	187 Days	187 Days	202 Days	240 Days
0	\$23,352	\$20,187	\$23,090	\$40,350	\$27,872	\$24,033	\$23,131	\$28,733	\$46,085
1	\$23,719	\$20,432	\$23,676	\$40,754	\$28,418	\$24,322	\$23,376	\$29,021	\$46,546
2	\$24,086	\$20,676	\$23,925	\$41,161	\$28,965	\$24,614	\$23,620	\$29,312	\$47,011
3	\$24,453	\$20,920	\$24,173	\$44,866	\$29,512	\$24,908	\$23,865	\$29,604	\$47,481
4	\$24,819	\$21,166	\$24,421	\$45,314	\$30,058	\$25,208	\$24,109	\$29,900	\$47,956
5	\$25,186	\$21,410	\$24,669	\$45,767	\$30,605	\$25,511	\$24,354	\$30,199	\$48,436
6	\$25,553	\$21,654	\$24,917	\$46,225	\$31,152	\$25,817	\$24,598	\$30,501	\$48,920
7	\$25,920	\$21,898	\$25,165	\$46,687	\$31,699	\$26,126	\$24,843	\$30,806	\$49,409
8	\$26,287	\$22,143	\$25,414	\$47,154	\$32,245	\$26,439	\$25,087	\$31,115	\$49,904
9	\$26,653	\$22,388	\$25,662	\$47,626	\$32,792	\$26,757	\$25,332	\$31,426	\$50,402
10	\$27,020	\$22,633	\$25,909	\$51,912	\$33,339	\$27,078	\$25,576	\$31,740	\$50,906
11	\$27,387	\$22,877	\$26,158	\$52,431	\$33,885	\$27,403	\$25,821	\$32,058	\$51,415
12	\$27,754	\$23,121	\$26,406	\$52,955	\$34,432	\$27,732	\$26,065	\$32,378	\$51,929
13	\$28,121	\$23,365	\$26,654	\$53,485	\$34,979	\$28,065	\$26,310	\$32,702	\$52,448
14	\$28,487	\$23,611	\$26,903	\$54,020	\$35,526	\$28,402	\$26,554	\$33,029	\$52,973
15	\$28,854	\$23,855	\$27,150	\$54,560	\$36,072	\$28,743	\$26,799	\$33,359	\$53,503
16	\$29,221	\$24,099	\$27,398	\$55,106	\$36,619	\$29,087	\$27,043	\$33,693	\$54,038
17	\$29,588	\$24,344	\$27,647	\$55,657	\$37,166	\$29,436	\$27,288	\$34,029	\$54,578
18	\$29,955	\$24,588	\$27,895	\$56,213	\$37,712	\$29,789	\$27,533	\$34,370	\$55,124
19	\$30,321	\$24,833	\$28,142	\$56,775	\$38,259	\$30,147	\$27,777	\$34,714	\$55,676
20	\$30,688	\$25,078	\$28,390	\$57,343	\$38,806	\$30,509	\$28,022	\$35,060	\$56,232
21	\$31,055	\$25,322	\$28,639	\$57,917	\$39,353	\$30,875	\$28,266	\$35,411	\$56,795
22	\$31,422	\$25,566	\$28,887	\$58,496	\$39,899	\$31,246	\$28,511	\$35,765	\$57,363
23	\$31,789	\$25,811	\$29,134	\$59,081	\$40,446	\$31,621	\$28,755	\$36,123	\$57,936
24	\$32,155	\$26,056	\$29,383	\$59,671	\$40,993	\$32,000	\$29,000	\$36,484	\$58,515
25	\$32,522	\$26,300	\$29,631	\$60,268	\$41,540	\$32,384	\$29,244	\$36,850	\$59,101
26	\$32,889	\$26,545	\$29,879	\$60,871	\$42,086	\$32,773	\$29,489	\$37,218	\$59,691
27	\$33,256	\$26,789	\$30,128	\$61,480	\$42,633	\$33,166	\$29,733	\$37,590	\$60,288
28	\$33,623	\$27,033	\$30,377	\$62,084	\$43,179	\$33,559	\$29,977	\$37,962	\$60,885
29	\$33,990	\$27,277	\$30,626	\$62,688	\$43,725	\$33,952	\$30,221	\$38,334	\$61,482
30	\$34,357	\$27,521	\$30,875	\$63,292	\$44,271	\$34,345	\$30,465	\$38,706	\$62,079
31	\$34,724	\$27,765	\$31,124	\$63,896	\$44,817	\$34,738	\$30,709	\$39,078	\$62,676
32	\$35,091	\$28,009	\$31,373	\$64,500	\$45,363	\$35,131	\$30,953	\$39,450	\$63,273
33	\$35,458	\$28,253	\$31,622	\$65,104	\$45,909	\$35,524	\$31,197	\$39,822	\$63,870
34	\$35,825	\$28,497	\$31,871	\$65,708	\$46,455	\$35,917	\$31,441	\$40,194	\$64,467
35	\$36,192	\$28,741	\$32,120	\$66,312	\$47,001	\$36,310	\$31,685	\$40,566	\$65,064

LIMESTONE COUNTY BOARD OF EDUCATION
BOOKKEEPERS & SECRETARY/RECEPTIONIST SALARY SCHEDULE
2023-2024

Step	High School	Elementary	Secretary/
	Bookkeepers	Bookkeepers	Receptionist
	240 Days	212 Days	187 Days
0	\$37,313	\$27,083	\$21,151
1	\$38,169	\$27,694	\$21,518
2	\$39,026	\$28,305	\$21,884
3	\$39,881	\$28,917	\$22,251
4	\$40,737	\$29,528	\$22,618
5	\$41,593	\$30,139	\$22,985
6	\$42,448	\$30,751	\$23,352
7	\$43,305	\$31,362	\$23,718
8	\$44,161	\$31,973	\$24,085
9	\$45,016	\$32,584	\$24,452
10	\$45,872	\$33,196	\$24,819
11	\$46,727	\$33,807	\$25,186
12	\$47,584	\$34,418	\$25,551
13	\$48,440	\$35,030	\$25,918
14	\$49,295	\$35,641	\$26,286
15	\$50,151	\$36,252	\$26,653
16	\$51,007	\$36,864	\$27,020
17	\$51,863	\$37,475	\$27,385
18	\$52,719	\$38,086	\$27,752
19	\$53,575	\$38,698	\$28,119
20	\$54,430	\$39,309	\$28,486
21	\$55,286	\$39,920	\$28,853
22	\$56,143	\$40,532	\$29,219
23	\$56,998	\$41,143	\$29,586
24	\$57,854	\$41,754	\$29,953
25	\$58,709	\$42,366	\$30,320
26	\$59,565	\$42,977	\$30,687
27	\$60,422	\$43,588	\$31,053
28	\$61,279	\$43,649	\$31,419
29	\$62,136	\$43,710	\$31,785
30	\$62,993	\$43,771	\$32,151
31	\$63,850	\$43,832	\$32,517
32	\$64,707	\$43,893	\$32,883
33	\$65,564	\$43,954	\$33,249
34	\$66,421	\$44,015	\$33,615
35	\$67,278	\$44,076	\$33,981

LIMESTONE COUNTY BOARD OF EDUCATION
CNP CAFETERIA MANAGER SALARY SCHEDULE
2023-2024

187 Days

CNP Managers		
187 Days		
Step	1-950	950+
	M3	M4
0	\$26,014	\$27,122
1	\$26,210	\$27,318
2	\$26,405	\$27,513
3	\$26,601	\$27,709
4	\$26,797	\$27,904
5	\$26,992	\$28,100
6	\$27,188	\$28,295
7	\$27,383	\$28,491
8	\$27,579	\$28,687
9	\$27,774	\$28,882
10	\$27,970	\$29,078
11	\$28,165	\$29,273
12	\$28,361	\$29,469
13	\$28,558	\$29,664
14	\$28,753	\$29,861
15	\$28,949	\$30,055
16	\$29,144	\$30,252
17	\$29,340	\$30,448
18	\$29,535	\$30,643
19	\$29,731	\$30,839
20	\$29,926	\$31,034
21	\$30,122	\$31,230
22	\$30,318	\$31,425
23	\$30,513	\$31,621
24	\$30,709	\$31,817
25	\$30,904	\$32,012
26	\$31,100	\$32,208
27	\$31,295	\$32,403
28	\$31,490	\$32,598
29	\$31,685	\$32,793
30	\$31,880	\$32,988
31	\$32,075	\$33,183
32	\$32,270	\$33,378
33	\$32,465	\$33,573
34	\$32,660	\$33,768
35	\$32,855	\$33,963

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
 2023-2024

183 Days

Step	Hourly	Salary
0	\$15.83	\$20,156
1	\$15.97	\$20,340
2	\$16.11	\$20,523
3	\$16.25	\$20,707
4	\$16.40	\$20,890
5	\$16.54	\$21,074
6	\$16.69	\$21,256
7	\$16.83	\$21,440
8	\$16.97	\$21,623
9	\$17.11	\$21,807
10	\$17.26	\$21,990
11	\$17.41	\$22,174
12	\$17.55	\$22,357
13	\$17.70	\$22,541
14	\$17.83	\$22,724
15	\$17.64	\$22,908
16	\$18.12	\$23,090
17	\$18.27	\$23,274
18	\$18.41	\$23,457
19	\$18.56	\$23,641
20	\$18.71	\$23,824
21	\$18.84	\$24,008
22	\$18.98	\$24,191
23	\$19.13	\$24,375
24	\$19.28	\$24,558
25	\$19.42	\$24,742
26	\$19.57	\$24,924
27	\$19.70	\$25,108
28	\$19.86	\$25,292
29	\$20.05	\$25,476
30	\$20.14	\$25,660
31	\$20.29	\$25,844
32	\$20.44	\$26,028
33	\$20.58	\$26,212
34	\$20.72	\$26,396
35	\$20.87	\$26,580

Assistant Managers receive a \$1,500 supplement.

**LIMESTONE COUNTY BOARD OF EDUCATION
 MAINTENANCE & MECHANICS SALARY SCHEDULE
 2023-2024**

240 Days

Step	Apprentice	Skilled	Multi-Skilled	Fore man
0	\$30,861	\$39,716		
1	\$31,784	\$40,651		
2	\$32,709	\$41,587		
3	\$33,635	\$42,522		
4	\$34,561	\$43,457	\$48,579	
5	\$35,486	\$44,392	\$49,154	
6		\$45,328	\$49,731	
7		\$46,263	\$50,307	
8		\$47,199	\$50,883	
9		\$48,134	\$51,458	
10		\$49,069	\$52,034	
11		\$50,004	\$52,610	\$59,378
12		\$50,940	\$53,186	\$60,314
13		\$51,875	\$53,762	\$61,249
14		\$52,811	\$54,337	\$62,185
15		\$53,745	\$54,913	\$63,119
16		\$54,681	\$55,489	\$64,055
17		\$55,616	\$56,425	\$64,990
18		\$56,552	\$57,359	\$65,926
19		\$57,487	\$58,295	\$66,861
20		\$58,423	\$59,230	\$67,797
21		\$59,357	\$60,166	\$68,731
22		\$60,293	\$61,101	\$69,667
23		\$61,228	\$62,037	\$70,602
24		\$62,164	\$62,971	\$71,538
25		\$63,099	\$63,907	\$72,473
26		\$64,035	\$64,842	\$73,409
27		\$64,969	\$65,778	\$74,343
28		\$65,903	\$66,714	\$75,279
29		\$66,837	\$67,650	\$76,215
30		\$67,771	\$68,586	\$77,151
31		\$68,705	\$69,522	\$78,087
32		\$69,639	\$70,458	\$79,023
33		\$70,573	\$71,394	\$79,959
34		\$71,507	\$72,330	\$80,895
35		\$72,441	\$73,266	\$81,831

LIMESTONE COUNTY BOARD OF EDUCATION
TEXTBOOK WAREHOUSE MANAGER & UTILITY WORKER SALARY SCHEDULE
2023-2024

240 Days

Yrs.	Textbook Warehouse Manager	Utility Worker
0	\$45,510	\$29,155
1	\$45,883	\$29,522
2	\$46,256	\$29,888
3	\$46,629	\$30,255
4	\$47,001	\$30,622
5	\$47,374	\$30,989
6	\$47,747	\$31,356
7	\$48,121	\$31,722
8	\$48,494	\$32,089
9	\$48,866	\$32,456
10	\$49,239	\$32,823
11	\$49,612	\$33,190
12	\$49,985	\$33,556
13	\$50,357	\$33,923
14	\$50,731	\$34,290
15	\$51,104	\$34,657
16	\$51,477	\$35,024
17	\$51,850	\$35,390
18	\$52,222	\$35,757
19	\$52,595	\$36,124
20	\$52,968	\$36,491
21	\$53,341	\$36,858
22	\$53,714	\$37,224
23	\$54,087	\$37,591
24	\$54,460	\$37,958
25	\$54,833	\$38,325
26	\$55,206	\$38,692
27	\$55,578	\$39,058
28	\$55,950	\$39,424
29	\$56,322	\$39,790
30	\$56,694	\$40,156
31	\$57,066	\$40,522
32	\$57,438	\$40,888
33	\$57,810	\$41,254
34	\$58,182	\$41,620
35	\$58,254	\$41,986

LIMESTONE COUNTY BOARD OF EDUCATION
CUSTODIAN SALARY SCHEDULE
2023-2024

240 Days

Step	Salary
0	\$29,155
1	\$29,578
2	\$30,002
3	\$30,424
4	\$30,847
5	\$31,270
6	\$31,693
7	\$32,117
8	\$32,540
9	\$32,962
10	\$33,385
11	\$33,808
12	\$34,231
13	\$34,655
14	\$35,078
15	\$35,500
16	\$35,923
17	\$36,346
18	\$36,770
19	\$37,193
20	\$37,616
21	\$38,038
22	\$38,461
23	\$38,885
24	\$39,308
25	\$39,731
26	\$40,154
27	\$40,576
28	\$40,998
29	\$41,420
30	\$41,842
31	\$42,264
32	\$42,686
33	\$43,108
34	\$43,530
35	\$43,952

LIMESTONE COUNTY BOARD OF EDUCATION
OSR PRE-K AUXILIARY TEACHER
2023-2024

187 Days

Step	Salary
0	\$22,440
1	\$22,705
2	\$22,970
3	\$23,235
4	\$23,500
5	\$23,765
6	\$24,030
7	\$24,295
8	\$24,560
9	\$24,825
10	\$25,090
11	\$25,355
12	\$25,620
13	\$25,885
14	\$26,150
15	\$26,415
16	\$26,680
17	\$26,945
18	\$27,210
19	\$27,475
20	\$27,740
21	\$28,005
22	\$28,270
23	\$28,535
24	\$28,800
25	\$29,065
26	\$29,330
27	\$29,595
28	\$29,860
29	\$30,125
30	\$30,390
31	\$30,655
32	\$30,920
33	\$31,185
34	\$31,450
35	\$31,715

LIMESTONE COUNTY BOARD OF EDUCATION
AIDE, SUBSTITUTE PERSONNEL, & CONTRACT PERSONNEL SALARY SCHEDULE
2023-2024

AIDES

Bus Aide.....	\$52.04 /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.....	\$110.00/day
Non-Certified Teacher	\$100.00/day
Bus Driver	\$80.00/day
Tech Driver	\$100.00/day
Nurse-LPN.....	\$130.00/day
Nurse-RN.....	\$150.00/day
Cafeteria Worker.....	\$75.00/day
Bookkeeper	\$75.00/day
Secretary.....	\$75.00/day
Custodian	\$75.00/day
Instructional Assistant.....	\$75.00/day
Technical Assistant	\$75.00/day
Counselor Clerk	\$75.00/day
Homebound Teacher	\$30.00/hr.
Central Office Sub.....	\$10.00/hr.
Temporary Help - Classified.....	\$10.00/hr.

Substitute Teacher Requirements:

- Elementary Substitutes must be 18 years or older.
- High School Substitutes must be 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 21st day of continuous substituting that is Board approved. The first 20 days of substituting will be at the \$85.00 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, 2023	\$37,000 annual
Contract for Retired Personnel Jan. 1, 2024 – Dec. 30, 2024	TBD annual

LIMESTONE COUNTY BOARD OF EDUCATION
TUTORS, EXTENDED DAY, 21ST CENTURY, & ADDITIONAL PAY RATES
2023-2024

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.

21ST CENTURY COMMUNITY LEARNING CENTER GRANT

Part-Time District Coordinator (Certified)	\$37.00/hr.
Site Coordinator (Certified)	\$34.00/hr.
Lead Teacher (Certified).....	\$32.00/hr.
Teacher.....	\$31.00/hr.
Instructional Assistant.....	\$20.00/hr.
Student Assistant.....	\$10.00/hr.
Bus Driver Salary (3 hours or less)	\$40.00
Bus Driver Salary (greater than 3 hours)	\$20.00/hr.

ADDITIONAL PAY RATES FOR EXTRA DUTIES

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

Program Administrator (Certified)	\$33.00/hr.
Site Coordinator (Certified)	\$31.00/hr.
Certified Teacher.....	\$30.00/hr.
Retired Teacher without Current Certificate.....	\$20.00/hr.
Instructional Assist.....	\$15.00/hr.
Bookkeeper.....	\$27.00/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:

<u>Length of Trip</u>	<u>Rate of Pay</u>
3 hours or less	\$60.00
Greater than 3 hours	\$20.00 per hour