

2023 – 2024 SALARY SCHEDULE



BOAZ CITY SCHOOLS

Dr. Todd Haynie
Superintendent

Board approved:

June 27, 2023

Amendment Board approved:

July 27, 2023

BOAZ CITY BOARD OF EDUCATION SALARY SCHEDULE

2023 - 2024

Supertintendent & Directors	1
Principals & Assistant Principals	2
Other Certified (includes Teachers, Library Media Specialist, Speech Pathologist, Counselor, Instructional Partner, Instructional Technology Specialist, IEP/Eligibility Coordinator, Educational Diagnostician, Math Specialist)	3-5
Nurses	6
Mental Health, Communications & Career Coach	7
Child Nutrition	8-9
Support Staff	10
Computer Services	11
Instructional Support Staff	12
Maintenance & Custodial	13
Transportation	14
Extended Day & Summer Programs	15
Other Contract Services	16
Substitutes	17
Supplements	18-20

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
SUPERINTENDENT & DIRECTORS
2023-2024**

SUPERINTENDENT

12 Mos. *Negotiated*

CHIEF SCHOOL FINANCIAL OFFICER

12 Mos. *Negotiated*

**DIRECTOR OF TEACHING AND LEARNING (240 Days)
DIRECTOR OF SPECIAL EDUCATION (240 Days)
DIRECTOR OF STUDENT/SUPPORT SERVICES (240 Days)
DIRECTOR OF FEDERAL PROGRAMS (240 Days)
DIRECTOR OF CAREER/TECHNICAL EDUCATION (240 Days)**

Initial step placement based on a combination of the following: 1) Experience as a Director or comparable position in another public school system and 2) Experience as a Principal in a public school based on 1 step per 3 years as Principal, negotiable where partial 3 year periods occur.

Years Exp	< 3	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
M.S.	\$ 94,847	\$ 96,151	\$ 97,456	\$ 98,524	\$ 99,145	\$ 99,301	\$ 100,227	\$ 101,155	\$ 102,342	\$ 104,001
Additional:	\$670 per month for ED.S/AA Certificate plus \$670 per month for earned Doctorate									

DIRECTOR OF CHILD NUTRITION (240 Days)

Initial step placement based on experience in a comparable position and includes R.D. certification.

Years Exp	< 3	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
B.S.	\$ 70,689	\$ 73,516	\$ 75,722	\$ 77,994	\$ 80,333	\$ 82,743	\$ 85,226	\$ 87,782	\$ 90,416	\$ 94,143

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
PRINCIPALS AND ASSISTANT PRINCIPALS
2023-2024**

Elementary School Principal (K-5) - 240 Days

Years Exp	< 3	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
M.S.	\$ 88,710	\$ 90,027	\$ 91,344	\$ 92,157	\$ 92,550	\$ 93,170	\$ 94,164	\$ 95,164	\$ 96,407	\$ 97,674
ED.S/AA	\$ 95,048	\$ 96,458	\$ 97,869	\$ 98,768	\$ 99,189	\$ 99,855	\$ 100,888	\$ 101,945	\$ 103,330	\$ 104,743
D.O.	\$ 101,383	\$ 102,888	\$ 104,395	\$ 105,323	\$ 105,761	\$ 106,490	\$ 107,560	\$ 108,665	\$ 110,193	\$ 111,750

Step placement based on experience as a Principal.

Middle School Principal (6-8) - 240 Days

Years Exp	< 3	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
M.S.	\$ 93,810	\$ 94,983	\$ 96,170	\$ 97,372	\$ 98,590	\$ 99,822	\$ 101,070	\$ 102,333	\$ 103,612	\$ 104,907
ED.S/AA	\$ 100,148	\$ 101,400	\$ 102,667	\$ 103,950	\$ 105,250	\$ 106,565	\$ 107,897	\$ 109,246	\$ 110,612	\$ 111,994
D.O.	\$ 106,483	\$ 107,814	\$ 109,162	\$ 110,526	\$ 111,908	\$ 113,307	\$ 114,723	\$ 116,157	\$ 117,609	\$ 119,079

Middle School Principal contracts can be negotiated based on demonstrated success and experience.

High School Principal (9-12) - 240 Days

Years Exp	< 3	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
M.S.	\$ 98,910	\$ 100,147	\$ 101,399	\$ 102,666	\$ 103,949	\$ 105,249	\$ 106,564	\$ 107,896	\$ 109,245	\$ 110,611
ED.S/AA	\$ 105,248	\$ 106,563	\$ 107,895	\$ 109,244	\$ 110,610	\$ 111,992	\$ 113,392	\$ 114,809	\$ 116,245	\$ 117,698
D.O.	\$ 111,583	\$ 112,978	\$ 114,390	\$ 115,820	\$ 117,268	\$ 118,733	\$ 120,218	\$ 121,720	\$ 123,242	\$ 124,782

High School Principal contracts can be negotiated based on demonstrated success and experience.

Assistant Principal - 240 Days

240 Day Teacher Salary + \$4,600

Assistant Principals will be placed on the appropriate step on the teachers salary schedule (see page 4 for schedule and experience credit).

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
TEACHER - 9 Month and 10 Month
2023-2024**

9-Month TEACHER (187 Days)							10-Month TEACHER (202 Days)						
Step	BS	MS	6Y	DO	ND		Step	BS	MS	6Y	DO	ND	
0	\$ 44,226	\$ 50,857	\$ 54,839	\$ 58,818	\$ 44,226		0	\$ 47,774	\$ 54,936	\$ 59,238	\$ 63,536	\$ 47,774	
1	\$ 44,226	\$ 50,857	\$ 54,839	\$ 58,818	\$ 44,226		1	\$ 47,774	\$ 54,936	\$ 59,238	\$ 63,536	\$ 47,774	
2	\$ 44,226	\$ 50,857	\$ 54,839	\$ 58,818	\$ 44,226		2	\$ 47,774	\$ 54,936	\$ 59,238	\$ 63,536	\$ 47,774	
3	\$ 48,643	\$ 55,939	\$ 60,317	\$ 64,702	\$ 48,643		3	\$ 52,545	\$ 60,426	\$ 65,155	\$ 69,892	\$ 52,545	
4	\$ 48,643	\$ 55,939	\$ 60,317	\$ 64,702	\$ 48,643		4	\$ 52,545	\$ 60,426	\$ 65,155	\$ 69,892	\$ 52,545	
5	\$ 48,643	\$ 55,939	\$ 60,317	\$ 64,702	\$ 48,643		5	\$ 52,545	\$ 60,426	\$ 65,155	\$ 69,892	\$ 52,545	
6	\$ 50,776	\$ 58,390	\$ 62,977	\$ 67,530	\$ 50,776		6	\$ 54,849	\$ 63,074	\$ 68,029	\$ 72,947	\$ 54,849	
7	\$ 50,776	\$ 58,390	\$ 62,977	\$ 67,530	\$ 50,776		7	\$ 54,849	\$ 63,074	\$ 68,029	\$ 72,947	\$ 54,849	
8	\$ 50,776	\$ 58,390	\$ 62,977	\$ 67,530	\$ 50,776		8	\$ 54,849	\$ 63,074	\$ 68,029	\$ 72,947	\$ 54,849	
9	\$ 52,309	\$ 60,154	\$ 64,879	\$ 69,570	\$ 52,309		9	\$ 56,505	\$ 64,979	\$ 70,083	\$ 75,150	\$ 56,505	
10	\$ 52,831	\$ 60,755	\$ 65,527	\$ 70,265	\$ 52,831		10	\$ 57,069	\$ 65,628	\$ 70,783	\$ 75,901	\$ 57,069	
11	\$ 53,360	\$ 61,363	\$ 66,182	\$ 70,967	\$ 53,360		11	\$ 57,640	\$ 66,285	\$ 71,491	\$ 76,660	\$ 57,640	
12	\$ 53,894	\$ 61,977	\$ 66,844	\$ 71,677	\$ 53,894		12	\$ 58,217	\$ 66,948	\$ 72,206	\$ 77,426	\$ 58,217	
13	\$ 54,433	\$ 62,596	\$ 67,513	\$ 72,394	\$ 54,433		13	\$ 58,799	\$ 67,617	\$ 72,928	\$ 78,201	\$ 58,799	
14	\$ 54,977	\$ 63,222	\$ 68,187	\$ 73,118	\$ 54,977		14	\$ 59,387	\$ 68,293	\$ 73,657	\$ 78,983	\$ 59,387	
15	\$ 55,527	\$ 63,855	\$ 68,870	\$ 73,850	\$ 55,527		15	\$ 59,981	\$ 68,977	\$ 74,394	\$ 79,774	\$ 59,981	
16	\$ 56,082	\$ 64,493	\$ 69,558	\$ 74,588	\$ 56,082		16	\$ 60,581	\$ 69,666	\$ 75,138	\$ 80,571	\$ 60,581	
17	\$ 56,643	\$ 65,138	\$ 70,254	\$ 75,334	\$ 56,643		17	\$ 61,187	\$ 70,363	\$ 75,889	\$ 81,377	\$ 61,187	
18	\$ 57,209	\$ 65,789	\$ 70,957	\$ 76,086	\$ 57,209		18	\$ 61,798	\$ 71,066	\$ 76,649	\$ 82,189	\$ 61,798	
19	\$ 57,781	\$ 66,447	\$ 71,667	\$ 76,847	\$ 57,781		19	\$ 62,416	\$ 71,777	\$ 77,416	\$ 83,011	\$ 62,416	
20	\$ 58,359	\$ 67,111	\$ 72,383	\$ 77,616	\$ 58,359		20	\$ 63,040	\$ 72,494	\$ 78,189	\$ 83,842	\$ 63,040	
21	\$ 58,943	\$ 67,783	\$ 73,107	\$ 78,393	\$ 58,943		21	\$ 63,671	\$ 73,220	\$ 78,971	\$ 84,681	\$ 63,671	
22	\$ 59,532	\$ 68,461	\$ 73,837	\$ 79,176	\$ 59,532		22	\$ 64,307	\$ 73,953	\$ 79,760	\$ 85,527	\$ 64,307	
23	\$ 60,127	\$ 69,145	\$ 74,576	\$ 79,967	\$ 60,127		23	\$ 64,950	\$ 74,691	\$ 80,558	\$ 86,381	\$ 64,950	
24	\$ 60,729	\$ 69,837	\$ 75,322	\$ 80,767	\$ 60,729		24	\$ 65,600	\$ 75,439	\$ 81,364	\$ 87,246	\$ 65,600	
25	\$ 61,336	\$ 70,535	\$ 76,075	\$ 81,575	\$ 61,336		25	\$ 66,256	\$ 76,193	\$ 82,177	\$ 88,118	\$ 66,256	
26	\$ 61,949	\$ 71,240	\$ 76,836	\$ 82,391	\$ 61,949		26	\$ 66,918	\$ 76,954	\$ 82,999	\$ 89,000	\$ 66,918	
27	\$ 62,569	\$ 71,952	\$ 77,604	\$ 83,215	\$ 62,569		27	\$ 67,588	\$ 77,724	\$ 83,829	\$ 89,890	\$ 67,588	
28	\$ 63,195	\$ 72,672	\$ 78,380	\$ 84,047	\$ 63,195		28	\$ 68,264	\$ 78,501	\$ 84,667	\$ 90,789	\$ 68,264	
29	\$ 63,827	\$ 73,399	\$ 79,164	\$ 84,888	\$ 63,827		29	\$ 68,947	\$ 79,287	\$ 85,514	\$ 91,697	\$ 68,947	
30	\$ 64,464	\$ 74,133	\$ 79,955	\$ 85,737	\$ 64,464		30	\$ 69,635	\$ 80,079	\$ 86,369	\$ 92,614	\$ 69,635	
31	\$ 65,109	\$ 74,874	\$ 80,755	\$ 86,593	\$ 65,109		31	\$ 70,332	\$ 80,880	\$ 87,233	\$ 93,539	\$ 70,332	
32	\$ 65,761	\$ 75,623	\$ 81,563	\$ 87,459	\$ 65,761		32	\$ 71,036	\$ 81,689	\$ 88,105	\$ 94,474	\$ 71,036	
33	\$ 66,418	\$ 76,379	\$ 82,379	\$ 88,335	\$ 66,418		33	\$ 71,746	\$ 82,506	\$ 88,987	\$ 95,421	\$ 71,746	
34	\$ 67,082	\$ 77,143	\$ 83,202	\$ 89,218	\$ 67,082		34	\$ 72,463	\$ 83,331	\$ 89,876	\$ 96,375	\$ 72,463	
35	\$ 67,753	\$ 77,914	\$ 84,034	\$ 90,109	\$ 67,753		35	\$ 73,188	\$ 84,164	\$ 90,775	\$ 97,337	\$ 73,188	

EXPERIENCE CREDIT

Experience credit is awarded based on full-time public school or accredited private school experience either on the elementary/secondary or on the post-secondary level. To be eligible for the experience credit, the employee must have been employed for at least 50% of any year for which credit is sought. Experience credit for new employees shall affect placement on the salary schedule only and does not apply as credit toward completion of the employee's probationary period.

BS - Bachelor's Degree

MS - Master's Degree

AA - AA Certification or Education Specialist Degree

DO - Doctorate Degree

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
TEACHER - 11 Month and 12 Month
2023-2024**

11-Month TEACHER (222 Days)							12-Month TEACHER (240 Days)						
Step	BS	MS	6Y	DO	ND		Step	BS	MS	6Y	DO	ND	
0	\$ 52,504	\$ 60,376	\$ 65,103	\$ 69,827	\$ 52,504		0	\$ 56,761	\$ 65,271	\$ 70,382	\$ 75,488	\$ 56,761	
1	\$ 52,504	\$ 60,376	\$ 65,103	\$ 69,827	\$ 52,504		1	\$ 56,761	\$ 65,271	\$ 70,382	\$ 75,488	\$ 56,761	
2	\$ 52,504	\$ 60,376	\$ 65,103	\$ 69,827	\$ 52,504		2	\$ 56,761	\$ 65,271	\$ 70,382	\$ 75,488	\$ 56,761	
3	\$ 57,747	\$ 66,409	\$ 71,606	\$ 76,812	\$ 57,747		3	\$ 62,430	\$ 71,793	\$ 77,412	\$ 83,040	\$ 62,430	
4	\$ 57,747	\$ 66,409	\$ 71,606	\$ 76,812	\$ 57,747		4	\$ 62,430	\$ 71,793	\$ 77,412	\$ 83,040	\$ 62,430	
5	\$ 57,747	\$ 66,409	\$ 71,606	\$ 76,812	\$ 57,747		5	\$ 62,430	\$ 71,793	\$ 77,412	\$ 83,040	\$ 62,430	
6	\$ 60,280	\$ 69,319	\$ 74,764	\$ 80,169	\$ 60,280		6	\$ 65,167	\$ 74,939	\$ 80,826	\$ 86,670	\$ 65,167	
7	\$ 60,280	\$ 69,319	\$ 74,764	\$ 80,169	\$ 60,280		7	\$ 65,167	\$ 74,939	\$ 80,826	\$ 86,670	\$ 65,167	
8	\$ 60,280	\$ 69,319	\$ 74,764	\$ 80,169	\$ 60,280		8	\$ 65,167	\$ 74,939	\$ 80,826	\$ 86,670	\$ 65,167	
9	\$ 62,099	\$ 71,413	\$ 77,022	\$ 82,591	\$ 62,099		9	\$ 67,135	\$ 77,203	\$ 83,267	\$ 89,288	\$ 67,135	
10	\$ 62,719	\$ 72,126	\$ 77,791	\$ 83,416	\$ 62,719		10	\$ 67,804	\$ 77,974	\$ 84,099	\$ 90,180	\$ 67,804	
11	\$ 63,347	\$ 72,848	\$ 78,569	\$ 84,250	\$ 63,347		11	\$ 68,483	\$ 78,755	\$ 84,939	\$ 91,081	\$ 68,483	
12	\$ 63,981	\$ 73,577	\$ 79,355	\$ 85,092	\$ 63,981		12	\$ 69,169	\$ 79,543	\$ 85,789	\$ 91,992	\$ 69,169	
13	\$ 64,621	\$ 74,312	\$ 80,149	\$ 85,944	\$ 64,621		13	\$ 69,861	\$ 80,337	\$ 86,648	\$ 92,912	\$ 69,861	
14	\$ 65,267	\$ 75,055	\$ 80,949	\$ 86,803	\$ 65,267		14	\$ 70,559	\$ 81,141	\$ 87,513	\$ 93,841	\$ 70,559	
15	\$ 65,920	\$ 75,806	\$ 81,760	\$ 87,672	\$ 65,920		15	\$ 71,265	\$ 81,953	\$ 88,389	\$ 94,781	\$ 71,265	
16	\$ 66,579	\$ 76,564	\$ 82,577	\$ 88,548	\$ 66,579		16	\$ 71,977	\$ 82,772	\$ 89,272	\$ 95,728	\$ 71,977	
17	\$ 67,245	\$ 77,330	\$ 83,403	\$ 89,434	\$ 67,245		17	\$ 72,697	\$ 83,600	\$ 90,166	\$ 96,685	\$ 72,697	
18	\$ 67,917	\$ 78,102	\$ 84,238	\$ 90,327	\$ 67,917		18	\$ 73,423	\$ 84,435	\$ 91,068	\$ 97,650	\$ 73,423	
19	\$ 68,596	\$ 78,884	\$ 85,081	\$ 91,230	\$ 68,596		19	\$ 74,157	\$ 85,280	\$ 91,979	\$ 98,627	\$ 74,157	
20	\$ 69,282	\$ 79,672	\$ 85,931	\$ 92,143	\$ 69,282		20	\$ 74,899	\$ 86,132	\$ 92,898	\$ 99,614	\$ 74,899	
21	\$ 69,975	\$ 80,470	\$ 86,790	\$ 93,065	\$ 69,975		21	\$ 75,649	\$ 86,994	\$ 93,827	\$ 100,611	\$ 75,649	
22	\$ 70,674	\$ 81,275	\$ 87,657	\$ 93,995	\$ 70,674		22	\$ 76,405	\$ 87,864	\$ 94,764	\$ 101,616	\$ 76,405	
23	\$ 71,381	\$ 82,087	\$ 88,534	\$ 94,934	\$ 71,381		23	\$ 77,168	\$ 88,742	\$ 95,713	\$ 102,631	\$ 77,168	
24	\$ 72,095	\$ 82,908	\$ 89,420	\$ 95,884	\$ 72,095		24	\$ 77,941	\$ 89,630	\$ 96,670	\$ 103,658	\$ 77,941	
25	\$ 72,816	\$ 83,737	\$ 90,314	\$ 96,843	\$ 72,816		25	\$ 78,720	\$ 90,526	\$ 97,636	\$ 104,695	\$ 78,720	
26	\$ 73,544	\$ 84,574	\$ 91,217	\$ 97,812	\$ 73,544		26	\$ 79,507	\$ 91,431	\$ 98,613	\$ 105,742	\$ 79,507	
27	\$ 74,280	\$ 85,419	\$ 92,129	\$ 98,790	\$ 74,280		27	\$ 80,302	\$ 92,345	\$ 99,599	\$ 106,800	\$ 80,302	
28	\$ 75,023	\$ 86,274	\$ 93,050	\$ 99,778	\$ 75,023		28	\$ 81,106	\$ 93,269	\$ 100,595	\$ 107,868	\$ 81,106	
29	\$ 75,773	\$ 87,137	\$ 93,981	\$ 100,776	\$ 75,773		29	\$ 81,917	\$ 94,202	\$ 101,601	\$ 108,947	\$ 81,917	
30	\$ 76,529	\$ 88,008	\$ 94,920	\$ 101,784	\$ 76,529		30	\$ 82,735	\$ 95,144	\$ 102,616	\$ 110,037	\$ 82,735	
31	\$ 77,295	\$ 88,888	\$ 95,870	\$ 102,800	\$ 77,295		31	\$ 83,562	\$ 96,095	\$ 103,643	\$ 111,135	\$ 83,562	
32	\$ 78,069	\$ 89,777	\$ 96,829	\$ 103,828	\$ 78,069		32	\$ 84,399	\$ 97,056	\$ 104,680	\$ 112,247	\$ 84,399	
33	\$ 78,849	\$ 90,675	\$ 97,798	\$ 104,868	\$ 78,849		33	\$ 85,242	\$ 98,027	\$ 105,727	\$ 113,371	\$ 85,242	
34	\$ 79,637	\$ 91,582	\$ 98,775	\$ 105,917	\$ 79,637		34	\$ 86,095	\$ 99,007	\$ 106,783	\$ 114,504	\$ 86,095	
35	\$ 80,434	\$ 92,497	\$ 99,762	\$ 106,974	\$ 80,434		35	\$ 86,956	\$ 99,997	\$ 107,851	\$ 115,648	\$ 86,956	

EXPERIENCE CREDIT

Experience credit is awarded based on full-time public school or accredited private school experience either on the elementary/secondary or on the post-secondary level. To be eligible for the experience credit, the employee must have been employed for at least 50% of any year for which credit is sought. Experience credit for new employees shall affect placement on the salary schedule only and does not apply as credit toward completion of the employee's probationary period.

BS - Bachelor's Degree

MS - Master's Degree

AA - AA Certification or Education Specialist Degree

DO - Doctorate Degree

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
MATH AND SCIENCE TEACHER PROGRAM
2023-2024**

TEAMS TEACHER - (189 Days)				
Step	BS	MS	AA	DO
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	\$78,689
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

In addition to the above salaries, qualified math and science teachers employed in hard-to-staff schools shall receive an additional \$5,000 stipend. Hard-to-staff schools are determined by the Alabama State Department of Education.

EXPERIENCE CREDIT

Experience credit is awarded based on full-time public school or accredited private school experience either on the elementary/secondary or on the post-secondary level. To be eligible for the experience credit, the employee must have been employed for at least 50% of any year for which credit is sought. Experience credit for new employees shall affect placement on the salary schedule only and does not apply as credit toward completion of the employee's probationary period.

BS - Bachelor's Degree
MS - Master's Degree
AA - AA Certification or Education Specialist Degree
DO - Doctorate Degree

BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
NURSE - 9 Month and 10 Month
2023-2024

NURSE (187 Days)					
Step	LPN	RN-ASSN	RN-BSN	RN-MSN	RN-DNP
0	\$ 33,264	\$ 43,886	\$ 47,322	\$ 51,028	\$ 55,023
1	\$ 33,264	\$ 43,886	\$ 47,322	\$ 51,028	\$ 55,023
2	\$ 33,264	\$ 43,886	\$ 47,322	\$ 51,028	\$ 55,023
3	\$ 36,587	\$ 48,270	\$ 52,049	\$ 56,125	\$ 60,519
4	\$ 36,587	\$ 48,270	\$ 52,049	\$ 56,125	\$ 60,519
5	\$ 36,587	\$ 48,270	\$ 52,049	\$ 56,125	\$ 60,519
6	\$ 38,191	\$ 50,386	\$ 54,331	\$ 58,586	\$ 63,173
7	\$ 38,191	\$ 50,386	\$ 54,331	\$ 58,586	\$ 63,173
8	\$ 38,191	\$ 50,386	\$ 54,331	\$ 58,586	\$ 63,173
9	\$ 39,344	\$ 51,907	\$ 55,972	\$ 60,354	\$ 65,080
10	\$ 39,737	\$ 52,426	\$ 56,531	\$ 60,957	\$ 65,730
11	\$ 40,134	\$ 52,950	\$ 57,096	\$ 61,567	\$ 66,387
12	\$ 40,536	\$ 53,480	\$ 57,668	\$ 62,183	\$ 67,052
13	\$ 40,941	\$ 54,015	\$ 58,244	\$ 62,805	\$ 67,722
14	\$ 41,351	\$ 54,555	\$ 58,827	\$ 63,433	\$ 68,400
15	\$ 41,765	\$ 55,101	\$ 59,415	\$ 64,068	\$ 69,084
16	\$ 42,182	\$ 55,651	\$ 60,009	\$ 64,708	\$ 69,774
17	\$ 42,604	\$ 56,208	\$ 60,609	\$ 65,355	\$ 70,472
18	\$ 43,030	\$ 56,770	\$ 61,215	\$ 66,008	\$ 71,177
19	\$ 43,460	\$ 57,338	\$ 61,827	\$ 66,668	\$ 71,889
20	\$ 43,894	\$ 57,911	\$ 62,445	\$ 67,335	\$ 72,607
21	\$ 44,334	\$ 58,491	\$ 63,070	\$ 68,009	\$ 73,334
22	\$ 44,777	\$ 59,075	\$ 63,700	\$ 68,688	\$ 74,066
23	\$ 45,225	\$ 59,666	\$ 64,338	\$ 69,375	\$ 74,807
24	\$ 45,677	\$ 60,263	\$ 64,982	\$ 70,070	\$ 75,556
25	\$ 46,134	\$ 60,865	\$ 65,631	\$ 70,770	\$ 76,311
26	\$ 46,595	\$ 61,473	\$ 66,287	\$ 71,477	\$ 77,074
27	\$ 47,061	\$ 62,089	\$ 66,951	\$ 72,193	\$ 77,846
28	\$ 47,532	\$ 62,709	\$ 67,620	\$ 72,914	\$ 78,623
29	\$ 48,007	\$ 63,337	\$ 68,296	\$ 73,644	\$ 79,410
30	\$ 48,487	\$ 63,970	\$ 68,978	\$ 74,379	\$ 80,203
31	\$ 48,972	\$ 64,609	\$ 69,668	\$ 75,123	\$ 81,005
32	\$ 49,462	\$ 65,256	\$ 70,366	\$ 75,875	\$ 81,816
33	\$ 49,956	\$ 65,908	\$ 71,068	\$ 76,633	\$ 82,634
34	\$ 50,455	\$ 66,567	\$ 71,779	\$ 77,399	\$ 83,460
35	\$ 50,960	\$ 67,233	\$ 72,497	\$ 78,174	\$ 84,295

LEAD NURSE (202 Days)				
Step	RN-ASSN	RN-BSN	RN-MSN	RN-DNP
0	\$ 47,406	\$ 51,118	\$ 55,121	\$ 59,437
1	\$ 47,406	\$ 51,118	\$ 55,121	\$ 59,437
2	\$ 47,406	\$ 51,118	\$ 55,121	\$ 59,437
3	\$ 52,142	\$ 56,224	\$ 60,627	\$ 65,373
4	\$ 52,142	\$ 56,224	\$ 60,627	\$ 65,373
5	\$ 52,142	\$ 56,224	\$ 60,627	\$ 65,373
6	\$ 54,428	\$ 58,689	\$ 63,285	\$ 68,240
7	\$ 54,428	\$ 58,689	\$ 63,285	\$ 68,240
8	\$ 54,428	\$ 58,689	\$ 63,285	\$ 68,240
9	\$ 56,071	\$ 60,462	\$ 65,195	\$ 70,300
10	\$ 56,631	\$ 61,066	\$ 65,847	\$ 71,002
11	\$ 57,197	\$ 61,676	\$ 66,506	\$ 71,712
12	\$ 57,770	\$ 62,294	\$ 67,171	\$ 72,431
13	\$ 58,348	\$ 62,916	\$ 67,843	\$ 73,154
14	\$ 58,931	\$ 63,546	\$ 68,521	\$ 73,887
15	\$ 59,521	\$ 64,181	\$ 69,207	\$ 74,625
16	\$ 60,115	\$ 64,823	\$ 69,898	\$ 75,371
17	\$ 60,717	\$ 65,471	\$ 70,597	\$ 76,125
18	\$ 61,324	\$ 66,125	\$ 71,303	\$ 76,886
19	\$ 61,937	\$ 66,786	\$ 72,016	\$ 77,655
20	\$ 62,556	\$ 67,454	\$ 72,736	\$ 78,431
21	\$ 63,183	\$ 68,129	\$ 73,464	\$ 79,216
22	\$ 63,814	\$ 68,810	\$ 74,198	\$ 80,007
23	\$ 64,452	\$ 69,499	\$ 74,940	\$ 80,808
24	\$ 65,097	\$ 70,194	\$ 75,691	\$ 81,617
25	\$ 65,747	\$ 70,896	\$ 76,447	\$ 82,432
26	\$ 66,404	\$ 71,604	\$ 77,210	\$ 83,256
27	\$ 67,069	\$ 72,321	\$ 77,984	\$ 84,090
28	\$ 67,739	\$ 73,044	\$ 78,763	\$ 84,930
29	\$ 68,418	\$ 73,774	\$ 79,551	\$ 85,780
30	\$ 69,101	\$ 74,511	\$ 80,345	\$ 86,636
31	\$ 69,792	\$ 75,256	\$ 81,149	\$ 87,503
32	\$ 70,490	\$ 76,010	\$ 81,961	\$ 88,379
33	\$ 71,195	\$ 76,769	\$ 82,780	\$ 89,262
34	\$ 71,907	\$ 77,537	\$ 83,607	\$ 90,155
35	\$ 72,626	\$ 78,312	\$ 84,445	\$ 91,057

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
SUPPORT STAFF
2023-2024**

MENTAL HEALTH COORDINATOR - 9 MONTHS (187 days)

Steps	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
187 days 8 hrs/ day	\$37,158	\$40,873	\$42,509	\$43,358	\$44,225	\$45,111	\$46,012	\$46,932	\$47,872	\$48,828
Hourly Rate	\$ 24.84	\$ 27.32	\$ 28.42	\$ 28.98	\$ 29.56	\$ 30.15	\$ 30.76	\$ 31.37	\$ 32.00	\$ 32.64

COMMUNICATIONS SPECIALIST (240 days)

Steps	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
240 Days	\$ 56,759	\$ 62,429	\$ 65,166	\$ 66,468	\$ 67,797	\$ 69,154	\$ 70,537	\$ 71,948	\$ 73,386	\$ 74,855

CAREER COACH (202 days)

See 10 Month Teacher (202 days) salary schedule on page 3.

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
CHILD NUTRITION PROGRAM
2023-2024**

Note: School Nutrition Association Certification is required for all CNP Managers and Assistant Managers

CNP MANAGER - BIS or BMS										
Steps	0	1	2	3	4	5+				
187 Days										
7.5 hrs/day	\$	34,583	\$	35,446	\$	36,334	\$	37,423	\$	38,547
Hourly Rate	\$	24.66	\$	25.27	\$	25.91	\$	26.68	\$	27.48
							\$	28.31		
CNP MANAGER - BHS										
Steps	0	1	2	3	4	5+				
187 Days										
7.5 hrs/day	\$	35,501	\$	36,389	\$	37,297	\$	38,417	\$	39,570
Hourly Rate	\$	25.31	\$	25.95	\$	26.59	\$	27.39	\$	28.21
							\$	29.06		
CNP MANAGER - BES/CES										
Steps	0	1	2	3	4	5+				
187 Days										
7.5 hrs/day	\$	37,337	\$	38,271	\$	39,227	\$	40,404	\$	41,617
Hourly Rate	\$	26.62	\$	27.29	\$	27.97	\$	28.81	\$	29.67
							\$	30.56		
CNP ASSISTANT MANAGER - BIS or BMS										
Steps	0	1	2	3	4	5	6	7	8+	
187 Days										
7.5 hrs/day	\$	27,371	\$	28,055	\$	28,757	\$	29,620	\$	30,508
Hourly Rate	\$	19.52	\$	20.00	\$	20.50	\$	21.12	\$	21.75
							\$	22.40	\$	23.08
							\$	23.77	\$	24.48
CNP ASSISTANT MANAGER - BHS										
Steps	0	1	2	3	4	5	6	7	8+	
187 Days										
7.5 hrs/day	\$	28,595	\$	29,310	\$	30,043	\$	30,945	\$	31,873
Hourly Rate	\$	20.39	\$	20.90	\$	21.42	\$	22.06	\$	22.73
							\$	23.41	\$	24.11
							\$	24.83	\$	25.58
CNP ASSISTANT MANAGER - BES/CES										
Steps	0	1	2	3	4	5	6	7	8+	
187 Days										
7.5 hrs/day	\$	31,044	\$	31,820	\$	32,616	\$	33,594	\$	34,602
Hourly Rate	\$	22.13	\$	22.69	\$	23.26	\$	23.95	\$	24.67
							\$	25.41	\$	26.17
							\$	26.96	\$	27.77

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
CHILD NUTRITION PROGRAM
2023-2024**

6 HR CNP WORKER - School Nutrition Association Certified (Any School)																								
Steps	0		1		2		3		4		5		6-8		9-11		12-14		15-17		18-20		21+	
187 Days 6 hrs/day	\$	18,114	\$	19,339	\$	20,794	\$	22,318	\$	22,733	\$	23,164	\$	23,577	\$	24,147	\$	24,625	\$	24,973	\$	25,913	\$	26,867
Hourly Rate	\$	16.14	\$	17.24	\$	18.53	\$	19.89	\$	20.26	\$	20.65	\$	21.01	\$	21.52	\$	21.95	\$	22.26	\$	23.10	\$	23.95
7 HR CNP WORKER - School Nutrition Association Certified (Any School)																								
Steps	0		1		2		3		4		5		6-8		9-11		12-14		15-17		18-20		21+	
187 Days 7 hrs/day	\$	21,132	\$	22,562	\$	24,259	\$	26,038	\$	26,521	\$	27,026	\$	27,507	\$	28,171	\$	28,728	\$	29,135	\$	30,232	\$	31,345
Hourly Rate	\$	16.14	\$	17.24	\$	18.53	\$	19.89	\$	20.26	\$	20.65	\$	21.01	\$	21.52	\$	21.95	\$	22.26	\$	23.10	\$	23.95
7.5 HR CNP WORKER - School Nutrition Association Certified (Any School)																								
Steps	0		1		2		3		4		5		6-8		9-11		12-14		15-17		18-20		21+	
187 Days 7.5 hrs/day	\$	22,643	\$	24,173	\$	25,993	\$	27,898	\$	28,416	\$	28,955	\$	29,472	\$	30,184	\$	30,781	\$	31,217	\$	32,392	\$	33,583
Hourly Rate	\$	16.14	\$	17.24	\$	18.53	\$	19.89	\$	20.26	\$	20.65	\$	21.01	\$	21.52	\$	21.95	\$	22.26	\$	23.10	\$	23.95
6 HR CNP WORKER - Non-Certified (Any School)																								
Steps	0		1		2		3		4		5		6-8		9-11		12-14		15-17		18-20		21+	
187 Days 6 hrs/day	\$	16,826	\$	18,042	\$	19,478	\$	20,899	\$	21,282	\$	21,686	\$	22,091	\$	22,646	\$	23,094	\$	23,438	\$	24,353	\$	25,281
Hourly Rate	\$	15.00	\$	16.08	\$	17.36	\$	18.63	\$	18.97	\$	19.33	\$	19.69	\$	20.18	\$	20.58	\$	20.89	\$	21.70	\$	22.53
7 HR CNP WORKER - Non-Certified (Any School)																								
Steps	0		1		2		3		4		5		6-8		9-11		12-14		15-17		18-20		21+	
187 Days 7 hrs/day	\$	19,630	\$	21,049	\$	22,725	\$	24,382	\$	24,831	\$	25,300	\$	25,773	\$	26,420	\$	26,942	\$	27,344	\$	28,411	\$	29,494
Hourly Rate	\$	15.00	\$	16.08	\$	17.36	\$	18.63	\$	18.97	\$	19.33	\$	19.69	\$	20.18	\$	20.58	\$	20.89	\$	21.70	\$	22.53
7.5 HR CNP WORKER - Non-Certified (Any School)																								
Steps	0		1		2		3		4		5		6-8		9-11		12-14		15-17		18-20		21+	
187 Days 7.5 hrs/day	\$	21,033	\$	22,551	\$	24,349	\$	26,124	\$	26,604	\$	27,107	\$	27,614	\$	28,306	\$	28,867	\$	29,298	\$	30,441	\$	31,601
Hourly Rate	\$	15.00	\$	16.08	\$	17.36	\$	18.63	\$	18.97	\$	19.33	\$	19.69	\$	20.18	\$	20.58	\$	20.89	\$	21.70	\$	22.53

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
SUPPORT STAFF
2023-2024**

CENTRAL OFFICE ACCOUNTANT - B.S. Degree - 12 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days (8 hrs/day)	\$59,266	\$59,687	\$62,375	\$65,346	\$68,298	\$70,504	\$71,894	\$73,667	\$75,508	\$77,774	\$80,107	\$82,510
Hourly Rate	\$ 30.87	\$ 31.09	\$ 32.49	\$ 34.03	\$ 35.57	\$ 36.72	\$ 37.44	\$ 38.37	\$ 39.33	\$ 40.51	\$ 41.72	\$ 42.97

SECRETARY TO SUPERINTENDENT - 12 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days (8 hrs/day)	\$51,841	\$52,878	\$53,935	\$55,553	\$56,665	\$57,798	\$58,954	\$60,133	\$61,335	\$62,562	\$63,814	\$65,089
Hourly Rate	\$ 27.00	\$ 27.54	\$ 28.09	\$ 28.93	\$ 29.51	\$ 30.10	\$ 30.71	\$ 31.32	\$ 31.95	\$ 32.58	\$ 33.24	\$ 33.90

CENTRAL OFFICE SECRETARY - 12 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days (8 hrs/day)	\$37,851	\$38,608	\$39,380	\$40,562	\$41,373	\$42,200	\$43,044	\$43,905	\$44,783	\$45,679	\$46,592	\$47,524
Hourly Rate	\$ 19.71	\$ 20.11	\$ 20.51	\$ 21.13	\$ 21.55	\$ 21.98	\$ 22.42	\$ 22.87	\$ 23.32	\$ 23.79	\$ 24.27	\$ 24.75

LOCAL SCHOOL BOOKKEEPER - B.S. Degree - 12 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days (8 hrs/day)	\$36,366	\$36,769	\$37,325	\$37,764	\$38,245	\$38,728	\$39,249	\$39,999	\$40,566	\$40,950	\$42,139	\$43,344
Hourly Rate	\$ 18.94	\$ 19.15	\$ 19.44	\$ 19.67	\$ 19.92	\$ 20.17	\$ 20.44	\$ 20.83	\$ 21.13	\$ 21.33	\$ 21.95	\$ 22.58

LOCAL SCHOOL BOOKKEEPER - B.S. Degree - 10 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
202 Days (8 hrs/day)	\$30,607	\$30,946	\$31,415	\$31,785	\$32,189	\$32,597	\$33,035	\$33,666	\$34,142	\$34,466	\$35,467	\$36,482
Hourly Rate	\$ 18.94	\$ 19.15	\$ 19.44	\$ 19.67	\$ 19.92	\$ 20.17	\$ 20.44	\$ 20.83	\$ 21.13	\$ 21.33	\$ 21.95	\$ 22.58

LOCAL SCHOOL BOOKKEEPER - No Degree - 12 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days (8 hrs/day)	\$31,814	\$32,167	\$32,653	\$33,042	\$33,459	\$33,875	\$34,294	\$34,948	\$35,450	\$35,813	\$36,904	\$37,999
Hourly Rate	\$ 16.57	\$ 16.75	\$ 17.01	\$ 17.21	\$ 17.43	\$ 17.64	\$ 17.86	\$ 18.20	\$ 18.46	\$ 18.65	\$ 19.22	\$ 19.79

LOCAL SCHOOL BOOKKEEPER - No Degree - 10 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
202 Days (8 hrs/day)	\$26,776	\$27,073	\$27,483	\$27,809	\$28,162	\$28,512	\$28,864	\$29,415	\$29,837	\$30,142	\$31,061	\$31,982
Hourly Rate	\$ 16.57	\$ 16.75	\$ 17.01	\$ 17.21	\$ 17.43	\$ 17.64	\$ 17.86	\$ 18.20	\$ 18.46	\$ 18.65	\$ 19.22	\$ 19.79

LOCAL SCHOOL SECRETARY - 12 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days (8 hrs/day)	\$31,814	\$32,167	\$32,653	\$33,042	\$33,459	\$33,875	\$34,294	\$34,948	\$35,450	\$35,813	\$36,904	\$37,999
Hourly Rate	\$ 16.57	\$ 16.75	\$ 17.01	\$ 17.21	\$ 17.43	\$ 17.64	\$ 17.86	\$ 18.20	\$ 18.46	\$ 18.65	\$ 19.22	\$ 19.79

LOCAL SCHOOL SECRETARY - 10 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
202 Days (8 hrs/day)	\$26,776	\$27,073	\$27,483	\$27,809	\$28,162	\$28,512	\$28,864	\$29,415	\$29,837	\$30,142	\$31,061	\$31,982
Hourly Rate	\$ 16.57	\$ 16.75	\$ 17.01	\$ 17.21	\$ 17.43	\$ 17.64	\$ 17.86	\$ 18.20	\$ 18.46	\$ 18.65	\$ 19.22	\$ 19.79

REGISTRAR - 9 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
187 Days (7 1/2 hrs/day)	\$23,411	\$23,669	\$24,021	\$24,306	\$24,607	\$24,913	\$25,217	\$25,688	\$26,038	\$26,272	\$27,158	\$28,056
Hourly Rate	\$ 16.69	\$ 16.88	\$ 17.13	\$ 17.33	\$ 17.55	\$ 17.76	\$ 17.98	\$ 18.32	\$ 18.57	\$ 18.73	\$ 19.36	\$ 20.00

MIGRANT & HOMELESS LIASON/RECRUITER - 10 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
202 Days (8 hrs/day)	\$39,181	\$39,965	\$40,765	\$41,580	\$42,412	\$43,259	\$44,124	\$45,008	\$45,908	\$46,826	\$47,762	\$48,718
Hourly Rate	\$ 24.25	\$ 24.73	\$ 25.23	\$ 25.73	\$ 26.25	\$ 26.77	\$ 27.30	\$ 27.85	\$ 28.41	\$ 28.98	\$ 29.56	\$ 30.15

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
COMPUTER SERVICES
2023-2024**

TECHNOLOGY COORDINATOR - 12 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days	\$70,005	\$70,720	\$71,741	\$75,328	\$77,211	\$79,141	\$81,515	\$83,961	\$86,480	\$89,506	\$92,638	\$95,881

NETWORK ADMINISTRATOR/WEB MASTER - 12 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days	\$59,266	\$60,451	\$61,660	\$64,743	\$66,362	\$68,022	\$70,063	\$72,165	\$74,330	\$76,932	\$79,625	\$82,412

COMPUTER TECHNICIAN - 12 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days	\$39,594	\$40,386	\$42,718	\$44,741	\$46,976	\$50,244	\$53,648	\$56,100	\$58,905	\$60,672	\$62,492	\$64,065
8 Hrs												
Hourly Rate	\$ 20.62	\$ 21.03	\$ 22.25	\$ 23.30	\$ 24.47	\$ 26.17	\$ 27.94	\$ 29.22	\$ 30.68	\$ 31.60	\$ 32.55	\$ 33.37

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
INSTRUCTIONAL SUPPORT STAFF
2023-2024**

INSTRUCTIONAL ASSISTANT HOLDING A VALID TEACHING CERTIFICATE - 9 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
187 Days 8 hrs	\$30,215	\$30,559	\$31,023	\$31,383	\$31,793	\$32,187	\$32,616	\$33,245	\$33,718	\$34,038	\$35,023	\$36,023
Hourly Rate	\$ 20.20	\$ 20.43	\$ 20.74	\$ 20.98	\$ 21.25	\$ 21.52	\$ 21.80	\$ 22.22	\$ 22.54	\$ 22.75	\$ 23.41	\$ 24.08

INSTRUCTIONAL ASSISTANT (Non-Certified) - 9 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
187 Days 8 hrs	\$24,972	\$25,246	\$25,622	\$25,931	\$26,240	\$26,583	\$26,891	\$27,395	\$27,772	\$28,024	\$28,967	\$29,925
Hourly Rate	\$ 16.69	\$ 16.88	\$ 17.13	\$ 17.33	\$ 17.54	\$ 17.77	\$ 17.98	\$ 18.31	\$ 18.56	\$ 18.73	\$ 19.36	\$ 20.00

TRANSLATOR - 9 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
187 Days 8 hrs	\$30,215	\$30,559	\$31,023	\$31,383	\$31,793	\$32,187	\$32,616	\$33,245	\$33,718	\$34,038	\$35,023	\$36,023
Hourly Rate	\$ 20.20	\$ 20.43	\$ 20.74	\$ 20.98	\$ 21.25	\$ 21.52	\$ 21.80	\$ 22.22	\$ 22.54	\$ 22.75	\$ 23.41	\$ 24.08

PARENT EDUCATOR LEAD - 10 Mos.

Steps	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
202 days 8 hrs/ day	\$36,936	\$37,675	\$38,428	\$39,181	\$39,965	\$40,764	\$41,580	\$42,411	\$43,259	\$44,125
Hourly Rate	\$ 22.86	\$ 23.31	\$ 23.78	\$ 24.25	\$ 24.73	\$ 25.23	\$ 25.73	\$ 26.24	\$ 26.77	\$ 27.31

PARENT EDUCATOR - 10 Mos.

Steps	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
202 days 8 hrs/ day	\$32,652	\$33,305	\$33,971	\$34,650	\$35,343	\$36,050	\$36,771	\$37,506	\$38,257	\$39,022
Hourly Rate	\$ 20.21	\$ 20.61	\$ 21.02	\$ 21.44	\$ 21.87	\$ 22.31	\$ 22.75	\$ 23.21	\$ 23.67	\$ 24.15

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
MAINTENANCE AND CUSTODIAL
2023-2024**

LEAD MAINTENANCE WORKER (LEVEL 4 - SKILLED) - 12 Mos. (240 Days)

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
8 hrs/day	\$50,529	\$50,976	\$51,431	\$51,889	\$52,347	\$52,803	\$54,254	\$56,073	\$57,716	\$59,907	\$62,789	\$65,141
Hourly Rate	\$ 26.32	\$ 26.55	\$ 26.79	\$ 27.03	\$ 27.26	\$ 27.50	\$ 28.26	\$ 29.20	\$ 30.06	\$ 31.20	\$ 32.70	\$ 33.93

MAINTENANCE WORKER (LEVEL 3 - SKILLED) - 12 Mos. (240 Days)

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
8 hrs/day	\$35,370	\$35,684	\$36,001	\$36,320	\$36,643	\$39,603	\$40,455	\$41,579	\$42,510	\$43,251	\$44,418	\$45,600
Hourly Rate	\$ 18.42	\$ 18.59	\$ 18.75	\$ 18.92	\$ 19.08	\$ 20.63	\$ 21.07	\$ 21.66	\$ 22.14	\$ 22.53	\$ 23.13	\$ 23.75

LEAD CUSTODIAN - 12 Mos. (240 DAYS)

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
8 hrs/day	\$ 34,554	\$ 34,934	\$ 35,455	\$ 35,873	\$ 36,316	\$ 36,774	\$ 37,218	\$ 37,911	\$ 38,430	\$ 38,774	\$ 40,083	\$ 41,410
Hourly Rate	\$ 18.00	\$ 18.19	\$ 18.47	\$ 18.68	\$ 18.91	\$ 19.15	\$ 19.38	\$ 19.75	\$ 20.02	\$ 20.19	\$ 20.88	\$ 21.57

CUSTODIAN - 12 Mos. (240 DAYS)

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
8 hrs/day	\$ 30,047	\$ 30,377	\$ 30,831	\$ 31,195	\$ 31,579	\$ 31,976	\$ 32,365	\$ 32,967	\$ 33,417	\$ 33,718	\$ 34,855	\$ 36,008
Hourly Rate	\$ 15.65	\$ 15.82	\$ 16.06	\$ 16.25	\$ 16.45	\$ 16.65	\$ 16.86	\$ 17.17	\$ 17.40	\$ 17.56	\$ 18.15	\$ 18.75

CUSTODIAN - 9 Mos. (187 DAYS)

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
8 hrs/day	\$ 23,411	\$ 23,669	\$ 24,021	\$ 24,305	\$ 24,606	\$ 24,915	\$ 25,217	\$ 25,688	\$ 26,038	\$ 26,272	\$ 27,158	\$ 28,055
Hourly Rate	\$ 15.65	\$ 15.82	\$ 16.06	\$ 16.25	\$ 16.45	\$ 16.65	\$ 16.86	\$ 17.17	\$ 17.41	\$ 17.56	\$ 18.15	\$ 18.75

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
TRANSPORTATION
2023-2024**

TRANSPORTATION SUPERVISOR - 12 MONTHS

(Must have completed and passed the State of Alabama Mechanic Certification)

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days 8 hrs/day	\$55,306	\$56,412	\$57,539	\$59,266	\$60,451	\$61,660	\$62,894	\$64,465	\$66,078	\$67,729	\$69,422	\$71,158
Hourly Rate	\$ 28.81	\$ 29.38	\$ 29.97	\$ 30.87	\$ 31.48	\$ 32.11	\$ 32.76	\$ 33.58	\$ 34.42	\$ 35.28	\$ 36.16	\$ 37.06

MECHANIC - 12 MONTHS

(Must have completed and passed the State of Alabama Mechanic Certification)

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days 8 hrs/day	\$47,602	\$48,078	\$48,556	\$49,032	\$49,508	\$49,983	\$51,029	\$52,418	\$53,560	\$54,465	\$56,959	\$61,620
Hourly Rate	\$ 24.79	\$ 25.04	\$ 25.29	\$ 25.54	\$ 25.79	\$ 26.03	\$ 26.58	\$ 27.30	\$ 27.90	\$ 28.37	\$ 29.67	\$ 32.09

BUS SHOP ASSISTANT - 12 MONTHS

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days 8 hrs/day	\$31,450	\$32,000	\$32,560	\$33,130	\$33,710	\$34,300	\$35,329	\$36,388	\$37,480	\$38,605	\$39,762	\$41,353
Hourly Rate	\$ 16.38	\$ 16.67	\$ 16.96	\$ 17.26	\$ 17.56	\$ 17.86	\$ 18.40	\$ 18.95	\$ 19.52	\$ 20.11	\$ 20.71	\$ 21.54

TRANSPORTATION SECRETARY - 9 MONTHS

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
182 Days 4 hrs/day	\$11,460	\$11,601	\$11,753	\$11,894	\$12,043	\$12,193	\$12,378	\$12,718	\$13,060	\$13,402	\$14,409	\$15,659
Hourly Rate	\$ 15.74	\$ 15.94	\$ 16.14	\$ 16.34	\$ 16.54	\$ 16.75	\$ 17.00	\$ 17.47	\$ 17.94	\$ 18.41	\$ 19.79	\$ 21.51

BUS DRIVER

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
182 Days * 4 hrs/day	\$ 16,913	\$ 17,133	\$ 17,360	\$ 17,586	\$ 18,003	\$ 18,409	\$ 18,843	\$ 19,353	\$ 19,776	\$ 20,111	\$ 20,642	\$ 21,181
Hourly Rate	\$ 23.23	\$ 23.53	\$ 23.85	\$ 24.16	\$ 24.73	\$ 25.29	\$ 25.88	\$ 26.58	\$ 27.16	\$ 27.63	\$ 28.35	\$ 29.09

BUS AIDE

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
182 Days * 4 hrs/day	\$ 11,840	\$ 11,993	\$ 12,152	\$ 12,310	\$ 12,603	\$ 12,887	\$ 13,190	\$ 13,548	\$ 13,845	\$ 14,078	\$ 14,450	\$ 15,409
Hourly Rate	\$ 16.26	\$ 16.47	\$ 16.69	\$ 16.91	\$ 17.31	\$ 17.70	\$ 18.12	\$ 18.61	\$ 19.02	\$ 19.34	\$ 19.85	\$ 21.17

* Bus Aides and Bus Drivers are paid for a minimum of 4 hours per day for a regular route (morning and afternoon).

BUS DRIVER & BUS AIDE - TECH ROUTE & ACTIVITY TRIPS

Tech Route - Round Trip - (in addition to regular route):
Afternoon Tech Route with Aviation

\$50 per day
\$50 per day

Activity Trips: \$12.00 per hour (see below for additional guidelines)

1. Payment will be for actual time from departure to return, or a minimum of 3 hours, whichever is greater, at the hourly rate stated above.
2. Bus aides will be paid under the same guidelines when they are needed on the bus for an activity trip.
3. For trips involving overnight stays, payment will be made for actual driving time plus required waiting time, not to include rest/sleep periods of 30 minutes or more, at the hourly rate stated above.
4. If the activity creates an overtime issue, the school requesting the activity will be responsible for the cost of the overtime pay.
5. The local school will pay food and lodging at the board approved rates.

BOAZ CITY BOARD OF EDUCATION SALARY SCHEDULE EXTENDED DAY & SUMMER PROGRAMS 2023-2024

SITE DIRECTOR	\$40/Hour
CO-SITE DIRECTOR	\$38/Hour
TEACHER	\$35/Hour
COUNSELOR	\$12/Hour
TEACHER ASSISTANT	\$19/Hour
LEAD NURSE	\$39/Hour
STAFF NURSE	\$37/Hour
PARENT INVOLVEMENT COORDINATOR	\$35/Hour

BOAZ CITY BOARD OF EDUCATION SALARY SCHEDULE OTHER CONTRACT SERVICES 2023-2024
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HOME LIASON	\$20/Hour
HOMEBOUND TEACHER	\$35/Hour
SUMMER SCHOOL TEACHER (Secondary)	\$35/Hour
AFTER SCHOOL TUTOR	\$35/Hour
SUMMER SCHOOL TEACHER/ADMINISTRATOR (Secondary).....	\$40/Hour

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
SUBSTITUTES
2023-2024**

Teacher Subs

Substitute Teacher with no college degree	\$90/day
Substitute Teacher with college degree	\$100/day

Long-Term Certified Subs (Teacher)

When a full-time teacher is approved for long-term leave consisting of more than 10 days, a substitute who holds a valid Alabama Teacher's Certificate, has completed requirements for a teacher's certificate, holds a teacher's certificate from another state, or has a bachelor's degree in a field or related field will be paid \$225 per day – regardless of rank, certification type, or experience – beginning with the 1st day of substituting for the approved long-term leave teacher and continuing as long as the individual is substituting for the aforementioned teacher with a minimum of 11 days worked as the assigned substitute. If the substitute works 10 days or less for the aforementioned teacher, then the substitute will be paid the normal teacher sub pay rates. Long-term certified substitutes receive no benefits and do not accrue leave.”

Support Subs

Bus Aide - Regular Route (Morning and Afternoon)	\$60/day
Bus Driver - Regular Route (Morning and Afternoon)	\$80/day
Custodian	\$90/day
Instructional Assistant	\$90/day
Lunchroom	\$12.50/hr
Secretary	\$90/day

Nurse - valid nurse's license required

Sub Nurse - RN	\$25/hr
Sub Nurse - LPN	\$20/hr

BOAZ CITY BOARD OF EDUCATION SALARY SCHEDULE SUPPLEMENTS 2023-2024
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BCSS Athletic Director	\$	12,500.00	
Varsity Football Head Coach	Negotiated		(Range: \$20,000-\$40,000)
Varsity Football Assistant Coach (6)	\$	6,700.00	(plus 2 additional - pay to be split as follows: \$4,700 BHS & \$2,000 BCBOE)
<i>Note: Non-certified employees serving in this position will be paid \$15 per hour</i>			
Varsity Assistant Head Football Coach	\$	1,000.00	
Offensive Coordinator	\$	1,000.00	
Defensive Coordinator	\$	1,000.00	
BMS Football Head Coach	\$	6,700.00	(\$4,200 of the \$6,700 to be paid by BHS)
BMS Football Assistant Coach (3)	\$	1,500.00	
Additional Varsity Duties	\$	500.00	
Football Equipment Manager	\$	1,750.00	
BHS Turf Management	\$	2,500.00	
BMS Turf Management	\$	2,500.00	
B - Varsity Basketball Coach	\$	16,000.00	
B - JV Basketball Coach	\$	5,000.00	
B - Assistant Basketball Coach	\$	2,500.00	
G - Varsity Basketball Coach	\$	16,000.00	
G - JV Basketball Coach	\$	5,000.00	(Non-certified employees serving in this position will be paid \$10 per hour)
G - Assistant Basketball Coach	\$	2,500.00	
B - BMS Basketball Coach (2)	\$	1,750.00	
G - BMS Basketball Coach (2)	\$	1,750.00	
G - BMS Assistant Basketball Coach	\$	1,000.00	(to be paid by BHS)
Varsity Cheerleader Sponsor	\$	5,000.00	
JV Cheerleader Sponsor	\$	2,000.00	
BMS Cheerleader Sponsor	\$	2,500.00	
Varsity Volleyball Coach	\$	4,500.00	
Varsity Assistant Volleyball Coach	\$	1,200.00	
JV Volleyball Coach	\$	1,800.00	
BMS Volleyball Coach (2)	\$	1,500.00	(Non-certified employees serving in this position will be paid \$8 per hour)

BOAZ CITY BOARD OF EDUCATION SALARY SCHEDULE SUPPLEMENTS 2023-2024
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Varsity Baseball Coach	\$	7,500.00	
Varsity Baseball Assistant Coach	\$	2,500.00	(to be paid by BHS)
JV Baseball Coach	\$	2,500.00	
BMS Baseball Coach (8th grade)	\$	1,200.00	
BMS Baseball Coach (7th grade)	\$	1,200.00	(Non-certified employees serving in this position will be paid \$8 per hour)
Varsity Softball Coach	\$	7,500.00	
Varsity Softball Assistant Coach	\$	2,500.00	(to be paid by BHS)
JV Softball Coach	\$	2,500.00	
JV Assistant Softball Coach	\$	2,500.00	(\$1,300 of the \$2,500 to be paid by BHS)
B - Varsity Golf Coach	\$	2,000.00	
G - Varsity Golf Coach	\$	2,000.00	
B - BMS Golf Coach	\$	1,000.00	
G - BMS Golf Coach	\$	1,000.00	
B - Varsity Tennis Coach	\$	2,000.00	
G - Varsity Tennis Coach	\$	2,000.00	
Varsity Track Coach (Co-Ed)	\$	4,000.00	
Assistant Track Coach (Co-Ed) (2)	\$	1,500.00	
Cross Country Track Coach (Co-Ed)	\$	2,000.00	
Assistant Cross Country Coach (Co-Ed)	\$	1,500.00	
Swim Coach (Co-Ed)	\$	2,000.00	
B - Soccer Coach	\$	2,000.00	
G - Soccer Coach	\$	2,000.00	
JV Soccer Coach (Faculty Rep)	\$	1,200.00	
Archery (Co-Ed)	\$	1,000.00	
Fishing Coach (Co-Ed)	\$	1,500.00	(Non-certified employees serving in this position will be paid \$15 per hour)
Assistant Fishing Coach (Co-Ed)	\$	500.00	

BOAZ CITY BOARD OF EDUCATION SALARY SCHEDULE SUPPLEMENTS 2023-2024
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Band Director	\$	12,500.00	
Assistant Band Director	\$	5,000.00	
Choral	\$	2,500.00	
BIS Honor Choir	\$	2,500.00	
Theatre - BHS	\$	2,500.00	
Theatre - grades 4-8	\$	1,000.00	
Special Olympics	\$	300.00	
PD Coordinator	\$	2,200.00	
Pre-K Site Director	\$	3,500.00	(to be paid by BES)
Parent Visitation Program Director	\$	3,000.00	(to be paid by grant)
Teacher of the Year - Each School	\$	500.00	
Teacher of the Year - System	\$	1,000.00	(in addition to teacher of the year - school supplement)
Scholar's Bowl Sponsor	\$	500.00	
Math Team Sponsor (1 Middle School & 1 High School)	\$	500.00	
Yearbook Sponsor	\$	750.00	
BHS Yearbook Sponsor	\$	1,700.00	
BMS Journalism (Paid by BMS)	\$	750.00	

Supplements to be paid by Boaz High School

Band Danceline & Color Guard Coordinator	\$	2,400.00
Cheerleader Choreographer Coach	\$	2,500.00
Swim Assistant Coach	\$	500.00

See also Varsity Football Assistant Coach, Varsity Baseball Assistant Coach, Varsity Softball Assistant Coach, JV Assistant Softball Coach, Assistant Soccer Coach, BMS Assistant Basketball Coach

Supplements will be administered based on the Boaz City Board of Education Policy Manual, Section 5.4 Non-Teaching Supplemental Duties.