

**TARRANT CITY SCHOOLS
2022-2023
SALARY SCHEDULE**



**Dr. Sherlene McDonald
Superintendent**

**Tarrant City Schools
Salary Schedule
2022-2023**

PARAPROFESSIONALS

184 DAY			202 DAY			240 DAY		
		A-I			A-II			A-4
STEP	1	21,781	STEP	1	23,912	STEP	1	26,151
STEP	2	22,216	STEP	2	24,390	STEP	2	26,904
STEP	3	22,661	STEP	3	24,878	STEP	3	27,658
STEP	4	23,114	STEP	4	25,375	STEP	4	28,411
STEP	5	23,577	STEP	5	25,884	STEP	5	29,165
STEP	6	24,048	STEP	6	26,400	STEP	6	29,918
STEP	7	24,529	STEP	7	26,929	STEP	7	30,516
STEP	8	25,020	STEP	8	27,468	STEP	8	31,126
STEP	9	25,521	STEP	9	28,018	STEP	9	31,749
STEP	10	26,031	STEP	10	28,578	STEP	10	32,385
STEP	11	26,552	STEP	11	29,150	STEP	11	33,032

184 day employees' first day for 2022/2023 school year is Institute Day August 1, 2022 – last day May 26, 2023.

202 day employees' first day for 2022/2023 school year is July 25, 2022 – last day June 12, 2023.

240 day employees first day for 2022/2023 school year is July 1, 2022 – last day June 30, 2023.

Actual work days are specified by academic calendar.

All para-professionals are non-exempt support employees and work 7.5 hours daily.

For **OFFICE** para-professionals:

*Add \$300 for Associates Degree in Business/Accounting

*Add \$600 for Bachelors Degree in Business/Accounting

*Add \$300 for Alabama Association of School Business Officials certification

(Must maintain and verify certification to receive annual supplement)

**Tarrant City Schools
Salary Schedule
2022-2023**

NURSING

182 DAY LPN AIDE			182 DAY RN AS/BS			182 DAY RN MASTERS		
EXPERIENCE	STEP	LN-82 SALARY	EXPERIENCE	STEP	RN-82 SALARY	EXPERIENCE	STEP	RN-RM SALARY
0	1	22,755	0	1	46,942	0	1	48,531
1	2	23,766	1	2	47,462	1	2	49,015
2	3	24,777	2	3	47,732	2	3	49,504
3	4	25,133	3	4	49,421	3	4	53,372
4	5	25,489	4	5	49,694	4	5	53,905
5	6	25,842	5	6	49,969	5	6	54,446
6	7	25,955	6	7	50,516	6	7	55,714
7	8	26,067	7	8	50,784	7	8	55,993
8	9	26,178	8	9	51,058	8	9	56,272
9	10	26,214	9	10	51,580	9	10	56,462
10	11	26,492	10	11	51,854	10	11	56,743
11	12	26,647	11	12	52,352	11	12	57,312
12	13	26,846	12	13	53,620	12	13	57,484
13	14	27,041	13	14	53,780	13	14	58,061
14-17	15-18	27,233	14-17	15-18	53,939	14-17	15-18	58,800
18-20	19-21	27,562	18-20	19-21	54,098	18-20	19-21	59,557
21-23	22-24	27,893	21-23	22-24	54,258	21-23	22-24	60,321
24-26	25-27	28,487	24-26	25-27	54,415	24-26	25-27	60,944
27+	28	29,078	27+	28	54,577	27+	28	61,570

182 day employees' first day for 2022/2023 school year is Institute Day August 1, 2022 – last day May 25, 2023.

Actual work days are specified by academic calendar.

Nursing staff is required to attend two professional development days. Professional development days may be substituted with the Alabama Association of School Nurses Conference.

Registered Nurse is an exempt employee working 7.5 hours daily

LPN Aides are non-exempt support employees and work 7.5 hours daily.

Tarrant City Schools
Salary Schedule
2022-2023

SPECIAL EDUCATION BUS AIDES

182 DAY		
		B5-I
STEP	1	16,410
STEP	2	16,885
STEP	3	17,380
STEP	4	17,899
STEP	5	18,448
STEP	6	19,024

182 day special education bus aides assist in the transporting of Special Education students. 180 days and must attend two professional development days. They must hold a current CDL license and an Alabama Bus Driver Certification.

182 day special education aides are non-exempt and work 5 hours daily.

**Tarrant City Schools
Salary Schedule
2022-2023**

CHILD NUTRITION PROGRAM

185 DAY WORKER			185 DAY ASST. MANAGER			190 DAY MANAGER		
		L-II			LA-I			LM-I
STEP	1	18,611	STEP	1	25,546	STEP	1	34,828
STEP	2	18,688	STEP	2	26,150	STEP	2	35,720
STEP	3	19,006	STEP	3	26,756	STEP	3	36,084
STEP	4	19,099	STEP	4	27,364	STEP	4	36,450
STEP	5	19,192	STEP	5	27,969	STEP	5	36,794
STEP	6	19,518	STEP	6	28,576	STEP	6	37,179
STEP	7	19,606						
STEP	8	19,703						
STEP	9	20,014						
STEP	10+	20,105						

190 day manager works 180 student days, two professional development days, and eight additional work days.
 185 day employee works 180 student days, two professional development days, and three additional days.
 Director and Coordinator designate professional development and work days.

*Add \$300 for ServSafe certification
 (Must maintain and verify certification to receive annual supplement)

185 day worker works 6.5 hours daily.
 185 day assistant manager works 7 hours daily.
 190 day manager works 8 hours daily.

**Tarrant City Schools
Salary Schedule
2022-2023**

TECHNOLOGY

240 DAY TECHNICIAN

		CT-I
STEP	1	44,144
STEP	2	44,571
STEP	3	45,002
STEP	4	47,274
STEP	5	49,547
STEP	6	51,822
STEP	7	54,095
STEP	8	56,368
STEP	9	58,641
STEP	10	60,914
STEP	11	63,185
STEP	12	65,458

240 day employees' first day for 2022/2023 school year is July 1, 2022 - last day June 30, 2023.

Technology positions are exempt and work 7.5 hours daily.

**Tarrant City Schools
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FACILITIES AND MAINTENANCE

240 DAY MAINTENANCE CREW				240 DAY CUSTODIAN			202 DAY CUSTODIAN				
		M-I							C-C2		
STEP	1	33,821	STEP	1	31,791	STEP	1	22,639	STEP	1	18,124
STEP	2	35,693	STEP	2	33,550	STEP	2	23,659	STEP	2	18,817
STEP	3	37,615	STEP	3	35,310	STEP	3	24,751	STEP	3	20,208
STEP	4	39,432	STEP	4	36,936	STEP	4	25,884	STEP	4	20,959
STEP	5	41,304	STEP	5	38,821	STEP	5	27,025	STEP	5	21,797
STEP	6	43,169	STEP	6	40,580	STEP	6	28,106	STEP	6	22,669
						STEP	7	29,230	STEP	7	23,577
						STEP	8	30,399	STEP	8	24,519
						STEP	9	30,399	STEP	9	24,519
						STEP	10	31,615	STEP	10	25,501
						STEP	11	31,615	STEP	11	25,501
						STEP	12	32,880	STEP	12	26,520

214 DAY CUSTODIAN			187 DAY CUSTODIAN		
		C-CI			C3-C3
STEP	1	17,822	STEP	1	15,575
STEP	2	18,462	STEP	2	16,134
STEP	3	19,200	STEP	3	16,779
STEP	4	19,935	STEP	4	17,418
STEP	5	21,409	STEP	5	18,709
STEP	6	22,205	STEP	6	19,405

240 day employees' first day for 2022/2023 school year is July 1, 2022 - last day June 30, 2023.
 202 day employees' first day for 2022/2023 school year is July 25, 2022 – last day June 12, 2023.
 187 day employees' first day for 2022/2023 school year is August 1, 2022 – last day May 26, 2022.

240 day, 202 day, and 187 day positions work 8 hours daily.

Tarrant City Schools Salary Schedule 2022-2023

Tarrant Board of Education Supplements for Maintenance Workers or Professional Staff Where Certification is Specifically Related to Job Responsibilities

TYPE OF CERTIFICATION	AMOUNT OF SUPPLEMENT
Journeyman or Master Plumber's and/or Gasfitter's card issued by the Alabama Licensing Board or a municipality within the State of Alabama	Journeyman: \$4,500.00 Master or Contractor: \$5,000.00
Journeyman or Master Electrician's card issued by the Alabama Licensing Board or municipality within the State of Alabama	Journeyman: \$4,500.00 Master or Contractor: \$5,000.00
EPA Section 608, Type I or Type II <u>or</u> universal certification, allowing refrigerant purchase	\$5,000.00
Certified Refrigeration Technician card issued by the Alabama Licensing Board of Heating, A/C, and Refrigeration Contractors	\$5,000.00
HVAC Contractor's License issued by the Alabama Licensing Board	\$5,000.00
A General Contractor's License issued by the Alabama Licensing Board	\$5,000.00
Other certifications which may be approved and recognized by the Tarrant Board of Education	\$4,500.00 or other amount as set by the Tarrant BOE
Other certifications which may be approved by the Tarrant Board of Education	\$2,250.00

A supplement in the amount shown in the above table may be paid per year, per certification for maintenance workers who hold one or more certifications directly related to the type of work required by their job. Supplements may be paid for up to two (2) certifications. All employees seeking supplement payments must have proof of a minimum of three (3) years or 6,000 hours of hands on experience in each field of certification. Such masters or contractors cards are available for electricians and plumbers. Master and contractor shall be considered synonymous for the classification of electrician and plumber. It is the responsibility of the employee to keep the status of all certifications up-to-date. The maximum any one employee may obtain annually from supplements is \$10,000.00. All supplement payments are subject to all applicable local, state, and federal taxes, as well as retirement, FICA, and other normal deductions.

Certifications not recognized under this supplement program include, but are not limited to the trades of carpentry, masonry, concrete finishing, ceiling installer, painter, sheet metal mechanic, roofer, equipment operator, automotive mechanic, asbestos worker, flooring installer, and similar occupations. No supplement shall be paid solely because an employee has obtained or holds a commercial drivers (CDL) license. No supplement shall be paid for certifications required by the Federal Government or the State Department of Education, such as asbestos inspector, capital planner, or facilities and enumeration inspector.

Custodial and Janitorial employees are not eligible for supplement payments under this program.

Approved: May 23, 2023

**Tarrant City Schools
Salary Schedule
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FINANCE

REGISTRAR/BOOKKEEPER			HIGH SCHOOL BOOKKEEPER		
		S-II			S-HS
STEP	1	33,484	STEP	1	34,669
STEP	2	34,154	STEP	2	35,364
STEP	3	34,837	STEP	3	36,070
STEP	4	35,535	STEP	4	36,791
STEP	5	36,244	STEP	5	37,528
STEP	6	36,968	STEP	6	38,278
STEP	7	37,709	STEP	7	39,044
STEP	8	38,462	STEP	8	39,825
STEP	9	39,231	STEP	9	40,622
STEP	10	40,017	STEP	10	41,433
STEP	11-12	40,817	STEP	11-12	42,261
STEP	13-14	41,632	STEP	13-14	43,108
STEP	15-16	42,466	STEP	15-16	43,970
STEP	17-18	44,165	STEP	17-18	45,729
STEP	19-20	45,931	STEP	19-20	47,558
STEP	21-22	47,768	STEP	21-22	49,460
STEP	23-24	49,679	STEP	23-24	51,439

240 day employees' first day for 2022/2023 school year is July 1, 2022 - last day June 30, 2023.

Financial staff works 7.5 hours daily.

- *Add \$300 for Associates Degree in Business/Accounting
- *Add \$600 for Bachelors Degree in Business/Accounting
- *Add \$300 for Alabama Association of School Business Officials certification
(Must maintain and verify certification to receive annual supplement)

**Tarrant City Schools
Salary Schedule
2022-2023**

JOB COACH

240 DAY JOB COACH

		JC-JC
STEP	1	31,149
STEP	2	31,658
STEP	3	32,164
STEP	4	32,672
STEP	5	33,182
STEP	6	33,689
STEP	7	34,196
STEP	8	34,704
STEP	9	35,215
STEP	10-11	36,625
STEP	12-13	38,088
STEP	14-15	39,612
STEP	16-17	41,196

240 day employees' first day for 2022/2023 school year is July 1, 2022 - last day June 30, 2023.

Job Coach position is non-exempt and work 7.5 hours daily.

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187 DAY NON-DEGREE

187 DAY NON-DEGREE		
EXPERIENCE	STEP	NON-DEGREE SALARY
0	1	43,358
1	2	43,443
2	3	47,689
3	4	48,193
4	5	48,728
5	6	49,779
6	7	50,741
7	8	51,019
8	9	51,793
9	10	52,860
10	11	53,642
11	12	53,932
12	13	54,484
13	14	55,285
14	15	55,580
15	16	57,227
16-18	17-19	57,757
19-21	20-22	58,287
22-23	23-24	59,347
24	25	60,371
25	26	60,910
26	27	61,342
27	28	62,129
28	29	62,678
29	30	63,228
30	31	63,832
31	32	64,471
32	33	65,115
33	34	65,977
34	35	66,527

Annual shown above is based on 187 day, nine month contract.
 187 day employees' first day for 2022/2023 school year is August 1, 2022 – last day May 26, 2023.
 Actual work days are specified by the academic calendar.

This is an exempt position.

Approved: May 23, 2023

**Tarrant City Schools
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CAREER COACH

BACHELORS			MASTERS		
		CC-II			CC-I
EXPERIENCE	STEP	SALARY	EXPERIENCE	STEP	SALARY
0	1	43,358	0	1	46,835
1	2	43,443	1	2	46,927
2	3	47,689	2	3	51,515
3	4	48,193	3	4	52,060
4	5	48,728	4	5	52,635
5	6	49,779	5	6	53,772
6	7	50,741	6	7	54,809
7	8	51,019	7	8	55,111
8	9	51,300	8	9	55,415
9	10	51,863	9	10	56,023

Annual shown above is based on 202 day, ten month contract.
 202 day employees' first day for 2022/2023 school year is July 25, 2022 – last day June 12, 2023.
 Actual work days are specified by the academic calendar.

Career Coach is an exempt position.

**Tarrant City Schools
Salary Schedule
2022-2023**

CERTIFIED STAFF/TEACHERS – 187 DAYS

BACHELORS			MASTERS			6-YEAR			DOCTORATE		
T-II			T-I			T-AA			T-DO		
EXPERIENCE	STEP	SALARY	EXPERIENCE	STEP	SALARY	EXPERIENCE	STEP	SALARY	EXPERIENCE	STEP	SALARY
0	1	43,358	0	1	49,859	0	1	53,763	0	1	57,664
1	2	43,443	1	2	49,949	1	2	54,000	1	2	59,542
2	3	47,689	2	3	54,842	2	3	59,134	2	3	63,430
3	4	48,193	3	4	54,929	3	4	59,224	3	4	63,719
4	5	48,728	4	5	55,401	4	5	59,314	4	5	64,010
5	6	49,779	5	6	57,245	5	6	61,742	5	6	66,205
6	7	50,741	6	7	57,606	6	7	62,011	6	7	66,503
7	8	51,019	7	8	57,887	7	8	62,102	7	8	66,800
8	9	51,793	8	9	58,728	8	9	63,156	8	9	67,740
9	10	52,860	9	10	59,856	9	10	63,849	9	10	68,685
10	11	53,642	10	11	60,711	10	11	64,737	10	11	69,633
11	12	53,932	11	12	61,002	11	12	64,913	11	12	70,285
12	13	54,484	12	13	61,585	12	13	66,015	12	13	70,592
13	14	55,285	13	14	62,451	13	14	67,042	13	14	71,559
14	15	55,580	14	15	62,745	14	15	67,648	14	15	71,883
15	16	57,227	15	16	65,635	15	16	70,790	15	16	75,908
16-18	17-19	57,757	16-18	17-19	66,243	16-18	17-19	71,445	16-18	17-19	76,611
19-21	20-22	58,287	19-21	20-22	66,850	19-21	20-22	72,101	19-21	20-22	77,314
22-23	23-24	59,347	22-23	23-24	68,066	22-23	23-24	73,412	22-23	23-24	78,719
24	25	60,371	24	25	69,425	24	25	74,880	24	25	80,294
25	26	60,910	25	26	70,045	25	26	75,548	25	26	81,011
26	27	61,342	26	27	70,541	26	27	76,082	26	27	81,583
27	28	62,129	27	28	71,448	27	28	77,059	27	28	82,631
28	29	62,678	28	29	72,080	28	29	77,741	28	29	83,363
29	30	63,228	29	30	72,712	29	30	78,423	29	30	84,094
30	31	63,832	30	31	73,405	30	31	79,171	30	31	84,895
31	32	64,471	31	32	74,140	31	32	79,963	31	32	85,744
32	33	65,115	32	33	74,881	32	33	80,763	32	33	86,602
33	34	65,977	33	34	75,874	33	34	81,833	33	34	87,750
34	35	66,527	34	35	76,506	34	35	82,515	34	35	88,481

Annual shown above is based on 187 day, nine month contract.
 187 day employees' first day for 2022/2023 school year is August 1, 2022 – last day May 26, 2023.
 Actual work days are specified by the academic calendar.
 All certified staff salary annualized and equally divided by twelve (12).
 Nine month teacher is an exempt position.

Teacher schedule includes: Librarians, Counselors, Band Directors, and Teachers.

Approved: May 23, 2023

**Tarrant City Schools
Salary Schedule
2022-2023**

CERTIFIED STAFF/TEACHERS – 222 DAYS

BACHELORS			MASTERS			6-YEAR			DOCTORATE		
		T-II			T-I			T-AA			T-DO
EXPERIENCE	STEP	SALARY	EXPERIENCE	STEP	SALARY	EXPERIENCE	STEP	SALARY	EXPERIENCE	STEP	SALARY
0	1	51,473	0	1	59,191	0	1	63,826	0	1	68,457
1	2	51,574	1	2	59,298	1	2	64,107	1	2	70,686
2	3	56,615	2	3	65,107	2	3	70,202	2	3	75,301
3	4	57,213	3	4	65,209	3	4	70,309	3	4	75,645
4	5	57,848	4	5	65,770	4	5	70,416	4	5	75,990
5	6	59,095	5	6	67,959	5	6	73,298	5	6	78,597
6	7	60,237	6	7	68,387	6	7	73,617	6	7	78,950
7	8	60,568	7	8	68,722	7	8	73,725	7	8	79,303
8	9	61,487	8	9	69,719	8	9	74,977	8	9	80,418
9	10	62,754	9	10	71,059	9	10	75,799	9	10	81,450
10	11	63,682	10	11	72,074	10	11	76,854	10	11	82,666
11	12	64,027	11	12	72,419	11	12	77,063	11	12	83,440
12	13	64,682	12	13	73,112	12	13	78,370	12	13	83,805
13	14	65,633	13	14	74,140	13	14	79,590	13	14	84,952
14	15	65,983	14	15	74,488	14	15	80,309	14	15	85,337
15	16	67,938	15	16	77,919	15	16	84,039	15	16	90,115
16-18	17-19	68,567	16-18	17-19	78,641	16-18	17-19	84,817	16-18	17-19	90,950
19-21	20-22	69,196	19-21	20-22	79,362	19-21	20-22	85,595	19-21	20-22	91,784
22-23	23-24	70,454	22-23	23-24	80,805	22-23	23-24	87,152	22-23	23-24	93,453
24	25	71,671	24	25	82,420	24	25	88,895	24	25	95,322
25	26	72,311	25	26	83,155	25	26	89,688	25	26	96,173
26	27	72,823	26	27	83,744	26	27	90,322	26	27	96,853
27	28	73,757	27	28	84,820	27	28	91,482	27	28	98,097
28	29	74,410	28	29	85,571	28	29	92,292	28	29	98,965
29	30	75,062	29	30	86,321	29	30	93,101	29	30	99,833
30	31	75,779	30	31	87,144	30	31	93,989	30	31	100,784
31	32	76,538	31	32	88,016	31	32	94,929	31	32	101,792
32	33	77,302	32	33	88,896	32	33	95,879	32	33	102,811
33	34	78,326	33	34	90,075	33	34	97,149	33	34	104,174
34	35	78,979	34	35	90,825	34	35	97,959	34	35	105,042

Annual shown above is based on 222 day, eleven month contract.
 Actual work days are specified by the academic calendar.
 All certified staff salary annualized and equally divided by twelve (12).
 Eleven month teacher is an exempt position.

**Tarrant City Schools
Salary Schedule
2022-2023**

ATHLETIC SUPPLEMENTS

Years Experience	0-2	3-5	6-8	9-11	12+
VARSIITY					
<u>Fall Program</u>					
Head Football (AS-I)	\$4,000	\$4,500	\$5,000	\$5,500	\$6,500
Asst. Football (AS-II)	\$3,255	\$3,472	\$3,689	\$3,906	\$4,340
Volleyball (AS-3)	\$1,194	\$1,500	\$1,750	\$1,850	\$2,000
<u>Winter Program</u>					
Boys'/Girls' Head Basketball (AS-14)	\$3,170	\$3,500	\$4,000	\$4,500	\$5,000
Boys'/Girls' Asst. Basketball (AS-4)	\$1,585	\$1,694	\$1,802	\$2,000	\$2,500
<u>Spring Program</u>					
Baseball (AS-6)	\$1,736	\$2,000	\$2,200	\$2,500	\$2,800
Asst. Baseball (AS-7)	\$868	\$922	\$977	\$1,031	\$1,085
Girls' Softball (AS-6)	\$1,736	\$2,000	\$2,200	\$2,500	\$2,800
Asst. Girls' Softball (AS-7)	\$868	\$922	\$977	\$1,031	\$1,085
Golf Coach Girls/Boys (AS-9)	\$760	\$814	\$868	\$922	\$977
Cheerleader (AS-10)	\$1,500	\$1,750	\$2,000	\$2,250	\$2,500
Asst. Cheerleader (AS-15)	\$651	\$705	\$760	\$814	\$922
Track/ESports (AS-9)	\$760	\$814	\$868	\$922	\$977
Soccer (AS-SR)	\$1,200	\$1,400	\$1,600	\$1,900	\$2,200
Asst. Soccer/Track (AS-SE)	\$651	\$705	\$760	\$814	\$922
JR. VARSITY					
<u>Fall Program</u>					
Head Football (AS-II)	\$3,255	\$3,472	\$3,689	\$3,906	\$4,340
Asst. Football (AS-8)	\$1,000	\$1,000	\$1,250	\$1,500	\$1,750
Volleyball (AS-VB)	\$750	\$850	\$950	\$1,050	\$1,200
<u>Winter Program</u>					
Boys'/Girls' Head Basketball (AS-5)	\$1,300	\$1,500	\$1,650	\$1,750	\$1,800
Boys'/Girls' Asst. Basketball (AS-12)	\$651	\$760	\$868	\$977	\$1,085
<u>Spring Program</u>					
Baseball (AS-BB)	\$1,000	\$1,100	\$1,200	\$1,300	\$1,400
Asst. Baseball (AS-13)	\$651	\$705	\$760	\$814	\$922
Girls' Softball (AS-BB)	\$1,000	\$1,100	\$1,200	\$1,300	\$1,400
Asst. Girls' Softball (AS-13)	\$651	\$705	\$760	\$814	\$922
Cheerleader (AS-11)	\$814	\$900	\$1,000	\$1,100	\$1,200
Asst. Cheerleader (AS-15)	\$651	\$705	\$760	\$814	\$922
Winning Season (AS-WS)	Head \$750	Assistant \$375			

Tarrant City Schools Salary Schedule 2022-2023

*Add \$750 per sport for Head Coaches/\$375 for Assistant Coaches achieving a winning season (total season record). (Forfeited games will not be used to calculate the season record.)

**If a coach is awarded the incentive and AHSAA forfeits games due to rules violations, the incentive must be repaid to the board.

MISCELLANEOUS SUPPLEMENTS

Years Experience	0-2	3-5	6-8	9-11	12+
Band Director (BD-BD)	\$4,500	\$4,800	\$5,100	\$5,400	\$5,700

DANCELINE	(ES-I-2)	\$1,442
YEARBOOK SPONSOR	(ES-I-4)	\$898
DRAMA	(ES-EC-1)	\$1,200
ASST. DRAMA	(ES-II-0)	\$800
EXTRA CURRICULAR ACADEMIC	(ES-EC-1)	\$1,200
TUTORING AND SUMMERSCHOOL PAY FOR CERTIFIED TEACHERS		\$25 PER HOUR
STIPEND FOR CERTIFIED TEACHER		\$50 PER DAY **Unless otherwise Specified by a grant

Certified teachers who are employed to fill a temporary vacancy lasting 20 consecutive days due to a teacher's leave of absence will receive the extended substitute rate of pay which equals Bachelor's step one daily rate. This rule applies per vacancy. This rate will begin upon the 21st day worked and continue until a break in service (i.e., a day missed – for any reason (other than authorized by the Board). A break in service will require the substitute's pay to be reverted back to the substitute compensation of \$87.75 per day until 21 or more consecutive days are worked again.

The Tarrant City Schools is an equal opportunity employer. It is the policy of the Tarrant City Schools that applicants for positions will be selected based on the basis of qualifications, merit, and professional ability. No person shall be denied employment, reemployment, advancement, or evaluated, nor shall be subjected to discrimination in any program or activity, on the basis of race, color, national origin, sex, disability, or age in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups.