

**TARRANT CITY SCHOOLS
2021-2022
SALARY SCHEDULE**



**Dr. Sherlene McDonald
Superintendent**

**Tarrant City Schools
Salary Schedule
2021-2022**

PARAPROFESSIONALS

184 DAY			202 DAY			240 DAY		
A-I			A-II			A-4		
STEP	1	20,943	STEP	1	22,992	STEP	1	25,145
STEP	2	21,362	STEP	2	23,452	STEP	2	25,869
STEP	3	21,789	STEP	3	23,921	STEP	3	26,594
STEP	4	22,225	STEP	4	24,399	STEP	4	27,318
STEP	5	22,670	STEP	5	24,888	STEP	5	28,043
STEP	6	23,123	STEP	6	25,385	STEP	6	28,767
STEP	7	23,586	STEP	7	25,893	STEP	7	29,342
STEP	8	24,058	STEP	8	26,412	STEP	8	29,929
STEP	9	24,539	STEP	9	26,940	STEP	9	30,528
STEP	10	25,030	STEP	10	27,479	STEP	10	31,139
STEP	11	25,531	STEP	11	28,029	STEP	11	31,762

184 day employees' first day for 2021/2022 school year is Institute Day August 5, 2021 – last day May 26, 2022.

202 day employees' first day for 2021/2022 school year is July 23, 2021 – last day June 6, 2022.

240 day employees first day for 2021/2022 school year is July 1, 2021 – last day June 30, 2022.

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
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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	21,880	0	1	45,137	0	1	46,664
1	2	22,852	1	2	45,637	1	2	47,130
2	3	23,824	2	3	45,896	2	3	47,600
3	4	24,166	3	4	47,520	3	4	51,319
4	5	24,509	4	5	47,783	4	5	51,832
5	6	24,848	5	6	48,047	5	6	52,352
6	7	24,957	6	7	48,573	6	7	53,571
7	8	25,064	7	8	48,831	7	8	53,839
8	9	25,171	8	9	49,094	8	9	54,108
9	10	25,206	9	10	49,596	9	10	54,290
10	11	25,473	10	11	49,860	10	11	54,561
11	12	25,622	11	12	50,338	11	12	55,108
12	13	25,813	12	13	51,558	12	13	55,273
13	14	26,001	13	14	51,712	13	14	55,828
14-17	15-18	26,186	14-17	15-18	51,864	14-17	15-18	56,538
18-20	19-21	26,502	18-20	19-21	52,017	18-20	19-21	57,266
21-23	22-24	26,820	21-23	22-24	52,171	21-23	22-24	58,001
24-26	25-27	27,391	24-26	25-27	52,322	24-26	25-27	58,600
27+	28	27,960	27+	28	52,478	27+	28	59,202

182 day employees' first day for 2021/2022 school year is Institute Day August 5, 2021 then August 9, 2021 – last day May 25, 2022.

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
2021-2022**

SPECIAL EDUCATION BUS AIDES

182 DAY		
		B5-I
STEP	1	15,779
STEP	2	16,236
STEP	3	16,712
STEP	4	17,211
STEP	5	17,738
STEP	6	18,292

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
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CHILD NUTRITION PROGRAM

185 DAY WORKER			185 DAY ASST. MANAGER			190 DAY MANAGER		
		L-II			LA-I			LM-I
STEP	1	17,895	STEP	1	24,563	STEP	1	33,488
STEP	2	17,969	STEP	2	25,144	STEP	2	34,346
STEP	3	18,275	STEP	3	25,727	STEP	3	34,696
STEP	4	18,364	STEP	4	26,312	STEP	4	35,048
STEP	5	18,454	STEP	5	26,893	STEP	5	35,379
STEP	6	18,767	STEP	6	27,477	STEP	6	35,749
STEP	7	18,852						
STEP	8	18,945						
STEP	9	19,244						
STEP	10+	19,332						

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
2021-2022**

TECHNOLOGY

240 DAY TECHNICIAN

		CT-I
STEP	1	42,446
STEP	2	42,857
STEP	3	43,271
STEP	4	45,456
STEP	5	47,641
STEP	6	49,829
STEP	7	52,014
STEP	8	54,200
STEP	9	56,386
STEP	10	58,571
STEP	11	60,755
STEP	12	62,940

240 day employees' first day for 2021/2022 school year is July 1, 2021 - last day June 30, 2022.

Technology positions are exempt and work 7.5 hours daily.

**Tarrant City Schools
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2021-2022**

FACILITIES AND MAINTENANCE

240 DAY MAINTENANCE CREW				240 DAY CUSTODIAN			202 DAY CUSTODIAN				
		M-I			M-II		C2-C2		C-C2		
STEP	1	32,520	STEP	1	30,568	STEP	1	21,768	STEP	1	17,427
STEP	2	34,320	STEP	2	32,260	STEP	2	22,749	STEP	2	18,093
STEP	3	36,168	STEP	3	33,952	STEP	3	23,799	STEP	3	19,431
STEP	4	37,915	STEP	4	35,515	STEP	4	24,888	STEP	4	20,153
STEP	5	39,715	STEP	5	37,328	STEP	5	25,986	STEP	5	20,959
STEP	6	41,509	STEP	6	39,019	STEP	6	27,025	STEP	6	21,797
						STEP	7	28,106	STEP	7	22,670
						STEP	8	29,230	STEP	8	23,576
						STEP	9	29,230	STEP	9	23,576
						STEP	10	30,399	STEP	10	24,520
						STEP	11	30,399	STEP	11	24,520
						STEP	12	31,615	STEP	12	25,500

214 DAY CUSTODIAN			187 DAY CUSTODIAN		
		C-CI			C3-C3
STEP	1	17,137	STEP	1	14,976
STEP	2	17,752	STEP	2	15,513
STEP	3	18,462	STEP	3	16,134
STEP	4	19,168	STEP	4	16,748
STEP	5	20,586	STEP	5	17,989
STEP	6	21,351	STEP	6	18,659

240 day employees' first day for 2021/2022 school year is July 1, 2021 - last day June 30, 2022.
 202 day employees' first day for 2021/2022 school year is July 23, 2021 – last day June 6, 2022.
 187 day employees' first day for 2021/2022 school year is August 5, 2021 – last day May 26, 2022.

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

Tarrant City Schools Salary Schedule 2021-2022

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: August 24, 2021

**Tarrant City Schools
Salary Schedule
2021-2022**

FINANCE

REGISTRAR/BOOKKEEPER			HIGH SCHOOL REGISTRAR/BOOKKEEPER		
		S-II			S-HS
STEP	1	32,196	STEP	1	33,336
STEP	2	32,840	STEP	2	34,004
STEP	3	33,497	STEP	3	34,683
STEP	4	34,168	STEP	4	35,376
STEP	5	34,850	STEP	5	36,085
STEP	6	35,546	STEP	6	36,806
STEP	7	36,259	STEP	7	37,542
STEP	8	36,983	STEP	8	38,293
STEP	9	37,722	STEP	9	39,060
STEP	10-11	38,478	STEP	10-11	39,839
STEP	12-13	39,247	STEP	12-13	40,636
STEP	14-15	40,031	STEP	14-15	41,450
STEP	16-17	40,833	STEP	16-17	42,279

240 day employees' first day for 2021/2022 school year is July 1, 2021 - last day June 30, 2022.

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
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JOB COACH

240 DAY JOB COACH

		JC-JC
STEP	1	29,951
STEP	2	30,440
STEP	3	30,927
STEP	4	31,415
STEP	5	31,906
STEP	6	32,393
STEP	7	32,881
STEP	8	33,369
STEP	9	33,861
STEP	10-11	35,216
STEP	12-13	36,623
STEP	14-15	38,088
STEP	16-17	39,612

240 day employees' first day for 2021/2022 school year is July 1, 2021 - last day June 30, 2022.

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

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187 DAY NON-DEGREE

187 DAY NON-DEGREE		
	NON-DEGREE	
EXPERIENCE	STEP	SALARY
0	1	41,690
1	2	41,772
2	3	45,855
3	4	46,339
4	5	46,854
5	6	47,864
6	7	48,789
7	8	49,057
8	9	49,327
9	10	49,868
10	11	50,133
11	12	50,404
12	13	50,920
13	14	51,190
14	15	51,463
15-23	16-24	52,988
24-26	25-27	53,903
27+	28	54,981

Annual shown above is based on 187 day, nine month contract.
 187 day employees' first day for 2021/2022 school year is August 5, 2021 – last day May 25, 2022.
 Actual work days are specified by the academic calendar.

This is an exempt position.

**Tarrant City Schools
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CAREER COACH

BACHELORS			MASTERS		
		CC-II			CC-I
EXPERIENCE	STEP	SALARY	EXPERIENCE	STEP	SALARY
0	1	41,690	0	1	45,034
1	2	41,772	1	2	45,122
2	3	45,855	2	3	49,534
3	4	46,339	3	4	50,058
4	5	46,854	4	5	50,611
5	6	47,864	5	6	51,704
6	7	48,789	6	7	52,701
7	8	49,057	7	8	52,991
8	9	49,327	8	9	53,284
9	10	49,868	9	10	53,868

Annual shown above is based on 202 day, ten month contract.
 202 day employees' first day for 2021/2022 school year is July 23, 2021 – last day June 6, 2022.
 Actual work days are specified by the academic calendar.

Career Coach is an exempt position.

**Tarrant City Schools
Salary Schedule
2021-2022**

CERTIFIED STAFF/TEACHERS – 187 DAYS

BACHELORS			MASTERS			6-YEAR			DOCTORATE		
		T-II			T-I			T-AA			T-DO
EXPERIENC E	STEP	SALAR Y	EXPERIENC E	STEP	SALARY	EXPERIENC E	STEP	SALARY	EXPERIENCE	STEP	SALAR Y
0	1	41,690	0	1	47,941	0	1	51,695	0	1	55,446
1	2	41,772	1	2	48,028	1	2	51,923	1	2	57,252
2	3	45,855	2	3	52,733	2	3	56,860	2	3	60,990
3	4	46,339	3	4	52,816	3	4	56,946	3	4	61,268
4	5	46,854	4	5	53,270	4	5	57,033	4	5	61,548
5	6	47,864	5	6	55,043	5	6	59,367	5	6	63,659
6	7	48,789	6	7	55,390	6	7	59,626	6	7	63,945
7	8	49,057	7	8	55,661	7	8	59,713	7	8	64,231
8	9	49,327	8	9	55,931	8	9	60,149	8	9	64,514
9	10	49,868	9	10	56,468	9	10	60,554	9	10	64,932
10	11	50,133	10	11	56,739	10	11	60,821	10	11	65,078
11	12	50,404	11	12	57,011	11	12	61,239	11	12	65,678
12	13	50,920	12	13	57,556	12	13	61,765	12	13	66,231
13	14	51,190	13	14	57,825	13	14	62,076	13	14	66,258
14	15	51,463	14	15	58,097	14	15	62,637	14	15	67,180
15-23	16-24	52,988	15-23	16-24	60,773	15-23	16-24	65,546	15-23	16-24	70,285
24-26	25-27	53,903	24-26	25-27	61,987	24-26	25-27	66,857	24-26	25-27	71,691
27+	28	54,981	27+	28	63,288	27+	28	68,194	27+	28	73,125

Annual shown above is based on 187 day, nine month contract.

187 day employees' first day for 2021/2022 school year is August 5, 2021 – last day May 26, 2022.

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.

**Tarrant City Schools
Salary Schedule
2021-2022**

CERTIFIED STAFF/TEACHERS – 222 DAYS

BACHELORS			MASTERS			6-YEAR			DOCTORATE		
		CR-II			CR-I			CR-AA			CR-DO
EXPERIENCE	STEP	SALARY	EXPERIENCE	STEP	SALARY	EXPERIENCE	STEP	SALARY	EXPERIENCE	STEP	SALARY
0	1	49,493	0	1	56,914	0	1	61,370	0	1	65,824
1	2	49,590	1	2	57,017	1	2	61,641	1	2	67,967
2	3	54,438	2	3	62,603	2	3	67,502	2	3	72,405
3	4	55,012	3	4	62,701	3	4	67,604	3	4	72,736
4	5	55,623	4	5	63,240	4	5	67,708	4	5	73,067
5	6	56,822	5	6	35,345	5	6	70,479	5	6	75,574
6	7	57,920	6	7	65,757	6	7	70,786	6	7	75,913
7	8	58,239	7	8	66,079	7	8	70,889	7	8	76,253
8	9	58,560	8	9	66,399	8	9	71,407	8	9	76,589
9	10	59,201	9	10	67,037	9	10	71,509	9	10	76,924
10	11	59,516	10	11	67,358	10	11	71,826	10	11	77,258
11	12	59,838	11	12	67,681	11	12	72,701	11	12	77,981
12	13	60,451	12	13	68,328	12	13	73,243	12	13	78,322
13	14	60,771	13	14	68,648	13	14	73,695	13	14	78,659
14	15	61,095	14	15	68,971	14	15	74,361	14	15	79,754
15-23	16-24	62,906	15-23	16-24	72,147	15-23	16-24	77,814	15-23	16-24	83,440
24-26	25-27	63,992	24-26	25-27	73,589	24-26	25-27	79,370	24-26	25-27	85,109
27+	28	65,272	27+	28	75,062	27+	28	80,958	27+	28	86,812

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
2021-2022**

ATHLETIC SUPPLEMENTS

Years Experience	0-2	3-5	6-8	9-11	12+
VARSITY					
<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)	\$500				

*Add \$500 per sport for Head 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.

**Tarrant City Schools
Salary Schedule
2021-2022**

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

DANCELIN	(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.