

AUBURN CITY SCHOOLS
CERTIFIED PERSONNEL SALARY SCHEDULE
2021 - 2022

Highest Degree Earned	Contract Days	Years of Experience											
		0	1-2	3-5	6-8	9-11	12-13	14	15-17	18-20	21-23	24-26	27+
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Bachelors													
Annual Salary	187	42,606.08	43,989.88	47,976.72	51,301.58	53,508.18	53,887.79	55,849.42	56,251.47	59,611.86	60,058.79	61,173.31	62,308.40
	194	44,200.96	45,636.56	49,772.64	53,221.96	55,511.16	55,904.98	57,940.04	58,357.14	61,843.32	62,306.98	63,463.22	64,640.80
	200	45,568.00	47,048.00	51,312.00	54,868.00	57,228.00	57,634.00	59,732.00	60,162.00	63,756.00	64,234.00	65,426.00	66,640.00
	204	46,479.36	47,988.96	52,338.24	55,965.36	58,372.56	58,786.68	60,926.64	61,365.24	65,031.12	65,518.68	66,734.52	67,972.80
	220	50,124.80	51,752.80	56,443.20	60,354.80	62,950.80	63,397.40	65,705.20	66,178.20	70,131.60	70,657.40	71,968.60	73,304.00
	238	54,225.92	55,987.12	61,061.28	65,292.92	68,101.32	68,584.46	71,081.08	71,592.78	75,869.64	76,438.46	77,856.94	79,301.60
Daily Rate		227.84	235.24	256.56	274.34	286.14	288.17	298.66	300.81	318.78	321.17	327.13	333.20
Masters													
Annual Salary	187	48,850.01	49,263.28	52,984.58	56,017.72	59,293.96	59,710.97	61,704.39	62,147.58	65,537.89	67,996.94	69,281.63	72,628.93
	194	50,678.62	51,107.36	54,967.96	58,114.64	61,513.52	61,946.14	64,014.18	64,473.96	67,991.18	70,542.28	71,875.06	75,347.66
	200	52,246.00	52,688.00	56,668.00	59,912.00	63,416.00	63,862.00	65,994.00	66,468.00	70,094.00	72,724.00	74,098.00	77,678.00
	204	53,290.92	53,741.76	57,801.36	61,110.24	64,684.32	65,139.24	67,313.88	67,797.36	71,495.88	74,178.48	75,579.96	79,231.56
	220	57,470.60	57,956.80	62,334.80	65,903.20	69,757.60	70,248.20	72,593.40	73,114.80	77,103.40	79,996.40	81,507.80	85,445.80
	238	62,172.74	62,698.72	67,434.92	71,295.28	75,465.04	75,995.78	78,532.86	79,096.92	83,411.86	86,541.56	88,176.62	92,436.82
Daily Rate		261.23	263.44	283.34	299.56	317.08	319.31	329.97	332.34	350.47	363.62	370.49	388.39
Specialist													
Annual Salary	187	52,610.58	53,068.73	57,109.80	60,685.24	62,968.51	63,409.83	65,388.29	65,857.66	69,289.11	71,819.22	73,193.67	76,606.42
	194	54,579.96	55,055.26	59,247.60	62,956.88	65,325.62	65,783.46	67,835.98	68,322.92	71,882.82	74,507.64	75,933.54	79,474.04
	200	56,268.00	56,758.00	61,080.00	64,904.00	67,346.00	67,818.00	69,934.00	70,436.00	74,106.00	76,812.00	78,282.00	81,932.00
	204	57,393.36	57,893.16	62,301.60	66,202.08	68,692.92	69,174.36	71,332.68	71,844.72	75,588.12	78,348.24	79,847.64	83,570.64
	220	61,894.80	62,433.80	67,188.00	71,394.40	74,080.60	74,599.80	76,927.40	77,479.60	81,516.60	84,493.20	86,110.20	90,125.20
	238	66,958.92	67,542.02	72,685.20	77,235.76	80,141.74	80,703.42	83,221.46	83,818.84	88,186.14	91,406.28	93,155.58	97,499.08
Daily Rate		281.34	283.79	305.40	324.52	336.73	339.09	349.67	352.18	370.53	384.06	391.41	409.66
Doctorate													
Annual Salary	187	56,363.67	56,825.56	61,238.76	64,580.45	66,888.03	67,353.66	69,315.29	69,835.15	73,274.08	75,834.11	77,302.06	80,808.31
	194	58,473.54	58,952.72	63,531.12	66,997.90	69,391.86	69,874.92	71,909.98	72,449.30	76,016.96	78,672.82	80,195.72	83,833.22
	200	60,282.00	60,776.00	65,496.00	69,070.00	71,538.00	72,036.00	74,134.00	74,690.00	78,368.00	81,106.00	82,676.00	86,426.00
	204	61,487.64	61,991.52	66,805.92	70,451.40	72,968.76	73,476.72	75,616.68	76,183.80	79,935.36	82,728.12	84,329.52	88,154.52
	220	66,310.20	66,853.60	72,045.60	75,977.00	78,691.80	79,239.60	81,547.40	82,159.00	86,204.80	89,216.60	90,943.60	95,068.60
	238	71,735.58	72,323.44	77,940.24	82,193.30	85,130.22	85,722.84	88,219.46	88,881.10	93,257.92	96,516.14	98,384.44	102,846.94
Daily Rate		301.41	303.88	327.48	345.35	357.69	360.18	370.67	373.45	391.84	405.53	413.38	432.13

AUBURN CITY SCHOOLS
CERTIFIED SALARY SCHEDULES NARRATIVE
2021 - 2022

CERTIFIED SALARY SCHEDULE NARRATIVE

- Certified experience is granted for all years of teaching service in a P-12 Public School System and all years of teaching service in an accredited Private School.
- Career Tech teachers may count up to 8 years of full-time experience in the area of concentration.
- Experience in excess of 8 years may be granted upon approval of the Superintendent, if necessary.
- Employees will be placed on the appropriate salary schedule based on degree and full years of experience.
- Changes in degree will be effective upon receipt of the highest degree recognized by the Alabama State Department of Education with payment at the higher rate degree to begin with the monthly pay period after the State Department of Education recognizes the degree.
- Teachers who pass the National Board for Professional Teaching Standards (NBPTS) certified by the State Department of Education shall be entitled to an additional annual stipend equal to the amount received from the Alabama State Department of Education.
- At the recommendation of the Superintendent, the Board may approve a supplement of \$10,766.92 (Step 3 CPSS Master 238 minus Master CPSS 200) for the Auburn High School (AHS) Band Director, the AHS Choral Teacher and the AHS Theater Teacher.
- Assistant Principals are being paid from the Certified Teacher Salary Schedule based on number of years experience, degree and number of contract days with the following annual supplemental pay: Elementary Level - \$3,262; Middle/Junior High School Level - \$5,437; High School Level - \$7,611.
- Positions paid from the Certified Personnel Salary Schedule based on the number of year experience, degree and number of contract days includes, but is not limited to, the following positions:
 - ~ Teachers - All types
 - ~ Media Specialist
 - ~ Counselors / Mental Health Counselor
 - ~ Psychometrist
 - ~ Psychologist
 - ~ Speech Language Pathologist
 - ~ BCBA Specialist
 - ~ Instructional Technology Specialist
 - ~ Assistant Principals
 - ~ Workbase Learning Coordinator
 - ~ Social Worker
 - ~ Reading Coach

FY2022 TEAMS Program

State Minimum Salary Schedule

Classroom Teachers

Public School Experience - 189 Day Contract

Step	Bachelor	Master	AA/EDS	Doctoral
	BS	MS	6Y	DO
0	46,690	52,941	56,695	60,446
1	49,982	57,479	61,977	66,479
2	52,652	60,547	65,304	70,025
3	54,192	62,320	67,215	72,075
4	55,774	64,139	69,177	74,179
5	57,397	66,006	71,190	76,338
6	59,063	67,921	73,258	78,554
7	60,773	69,889	75,378	80,828
8	61,988	71,285	76,886	82,445
9	63,228	72,712	78,423	84,094
10	64,176	73,803	79,599	85,355
11	65,139	74,910	80,793	86,635
12	66,116	76,034	82,005	87,935
13	66,116	76,034	82,005	87,935
14	66,116	76,034	82,005	87,935
15	67,112	77,179	83,240	89,260
16	67,112	77,179	83,240	89,260
17	67,112	77,179	83,240	89,260
18	68,128	78,347	84,501	90,611
19	68,128	78,347	84,501	90,611
20	68,128	78,347	84,501	90,611
21	69,164	79,540	85,786	91,989
22	69,164	79,540	85,786	91,989
23	69,164	79,540	85,786	91,989
24	70,221	80,754	87,097	93,395
25	70,221	80,754	87,097	93,395
26	70,221	80,754	87,097	93,395
27	71,299	81,995	88,434	94,829

**AUBURN CITY SCHOOLS
TEAMS SALARY SCHEDULES NARRATIVE
2021 - 2022**

TEAMS SALARY SCHEDULE NARRATIVE

- TEAMS was established by the Alabama Legislature with Act No. 2021-340. Establishes the Teacher Excellence and Accountability for Mathematics and Science (TEAMS) Program. The TEAMS Program:
- Provides a salary schedule with a higher pay for participating qualified math and science teachers for grades 6-12;
- Provides contract employment in lieu of tenure;
- Allots TEAMS positions to each school system based on student enrollment in grades 6-12; and
- Provides a supplement for participants in hard-to-staff schools.
- The anniversary date of experience shall be used to determine the appropriate step for qualified public education experience.
- An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next new contract. The advanced degree must be earned from a regionally accredited institution.
- Teachers remain eligible for the state National Board Certification Teachers stipends.
- An annual supplement of \$5,000 will be paid to those teaching in Alabama State Department of Education-identified hard-to-staff schools.

- **TEAM salaries and supplements are established by Alabama Legislative Act through the Alabama State Department of Education.**