

AUBURN CITY SCHOOLS
CERTIFIED PERSONNEL SALARY SCHEDULE
2023 - 2024

Highest Degree Earned	Contract Days	Years of Experience											
		0	1	2	3	4	5	6	7	8	9	10	11
		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	45,196.03	46,663.98	46,663.98	50,893.92	50,893.92	50,893.92	54,420.74	54,420.74	54,420.74	57,328.59	57,902.68	58,480.51
	189	45,679.41	47,163.06	47,163.06	51,438.24	51,438.24	51,438.24	55,002.78	55,002.78	55,002.78	57,941.73	58,521.96	59,105.97
	194	46,887.86	48,410.76	48,410.76	52,799.04	52,799.04	52,799.04	56,457.88	56,457.88	56,457.88	59,474.58	60,070.16	60,669.62
	200	48,338.00	49,908.00	49,908.00	54,432.00	54,432.00	54,432.00	58,204.00	58,204.00	58,204.00	61,314.00	61,928.00	62,546.00
	204	49,304.76	50,906.16	50,906.16	55,520.64	55,520.64	55,520.64	59,368.08	59,368.08	59,368.08	62,540.28	63,166.56	63,796.92
	220	53,171.80	54,898.80	54,898.80	59,875.20	59,875.20	59,875.20	64,024.40	64,024.40	64,024.40	67,445.40	68,120.80	68,800.60
	238	57,522.22	59,390.52	59,390.52	64,774.08	64,774.08	64,774.08	69,262.76	69,262.76	69,262.76	72,963.66	73,694.32	74,429.74
Daily Rate		241.69	249.54	249.54	272.16	272.16	272.16	291.02	291.02	291.02	306.57	309.64	312.73
Masters													
Annual Salary	187	51,819.57	52,259.02	52,259.02	56,204.72	56,204.72	56,204.72	59,422.99	59,422.99	59,422.99	63,527.64	64,163.44	64,804.85
	189	52,373.79	52,817.94	52,817.94	56,805.84	56,805.84	56,805.84	60,058.53	60,058.53	60,058.53	64,207.08	64,849.68	65,497.95
	194	53,759.34	54,215.24	54,215.24	58,308.64	58,308.64	58,308.64	61,647.38	61,647.38	61,647.38	65,905.68	66,565.28	67,230.70
	200	55,422.00	55,892.00	55,892.00	60,112.00	60,112.00	60,112.00	63,554.00	63,554.00	63,554.00	67,944.00	68,624.00	69,310.00
	204	56,530.44	57,009.84	57,009.84	61,314.24	61,314.24	61,314.24	64,825.08	64,825.08	64,825.08	69,302.88	69,996.48	70,696.20
	220	60,964.20	61,481.20	61,481.20	66,123.20	66,123.20	66,123.20	69,909.40	69,909.40	69,909.40	74,738.40	75,486.40	76,241.00
	238	65,952.18	66,511.48	66,511.48	71,533.28	71,533.28	71,533.28	75,629.26	75,629.26	75,629.26	80,853.36	81,662.56	82,478.90
Daily Rate		277.11	279.46	279.46	300.56	300.56	300.56	317.77	317.77	317.77	339.72	343.12	346.55
Specialist													
Annual Salary	187	55,810.15	56,294.48	56,294.48	60,582.39	60,582.39	60,582.39	64,374.75	64,374.75	64,374.75	67,465.86	68,139.06	68,819.74
	189	56,407.05	56,896.56	56,896.56	61,230.33	61,230.33	61,230.33	65,063.25	65,063.25	65,063.25	68,187.42	68,867.82	69,555.78
	194	57,899.30	58,401.76	58,401.76	62,850.18	62,850.18	62,850.18	66,784.50	66,784.50	66,784.50	69,991.32	70,689.72	71,395.88
	200	59,690.00	60,208.00	60,208.00	64,794.00	64,794.00	64,794.00	68,850.00	68,850.00	68,850.00	72,156.00	72,876.00	73,604.00
	204	60,883.80	61,412.16	61,412.16	66,089.88	66,089.88	66,089.88	70,227.00	70,227.00	70,227.00	73,599.12	74,333.52	75,076.08
	220	65,659.00	66,228.80	66,228.80	71,273.40	71,273.40	71,273.40	75,735.00	75,735.00	75,735.00	79,371.60	80,163.60	80,964.40
	238	71,031.10	71,647.52	71,647.52	77,104.86	77,104.86	77,104.86	81,931.50	81,931.50	81,931.50	85,865.64	86,722.44	87,588.76
Daily Rate		298.45	301.04	301.04	323.97	323.97	323.97	344.25	344.25	344.25	360.78	364.38	368.02
Doctorate													
Annual Salary	187	59,791.38	60,281.32	60,281.32	64,961.93	64,961.93	64,961.93	68,507.45	68,507.45	68,507.45	71,664.01	72,380.22	73,103.91
	189	60,430.86	60,926.04	60,926.04	65,656.71	65,656.71	65,656.71	69,240.15	69,240.15	69,240.15	72,430.47	73,154.34	73,885.77
	194	62,029.56	62,537.84	62,537.84	67,393.66	67,393.66	67,393.66	71,071.90	71,071.90	71,071.90	74,346.62	75,089.64	75,840.42
	200	63,948.00	64,472.00	64,472.00	69,478.00	69,478.00	69,478.00	73,270.00	73,270.00	73,270.00	76,646.00	77,412.00	78,186.00
	204	65,226.96	65,761.44	65,761.44	70,867.56	70,867.56	70,867.56	74,735.40	74,735.40	74,735.40	78,178.92	78,960.24	79,749.72
	220	70,342.80	70,919.20	70,919.20	76,425.80	76,425.80	76,425.80	80,597.00	80,597.00	80,597.00	84,310.60	85,153.20	86,004.60
	238	76,098.12	76,721.68	76,721.68	82,678.82	82,678.82	82,678.82	87,191.30	87,191.30	87,191.30	91,208.74	92,120.28	93,041.34
Daily Rate		319.74	322.36	322.36	347.39	347.39	347.39	366.35	366.35	366.35	383.23	387.06	390.93

AUBURN CITY SCHOOLS
 CERTIFIED PERSONNEL SALARY SCHEDULE
 2023 - 2024

Highest Degree Earned	Contract Days	Years of Experience											
		12	13	14	15	16	17	18	19	20	21	22	23
		Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24
Bachelors													
Annual Salary	187	58,480.51	58,901.26	61,661.38	61,661.38	62,110.18	62,731.02	65,825.87	66,482.24	67,146.09	67,146.09	67,654.73	68,337.28
	189	59,105.97	59,531.22	62,320.86	62,320.86	62,774.46	63,401.94	66,529.89	67,193.28	67,864.23	67,864.23	68,378.31	69,068.16
	194	60,669.62	61,106.12	63,969.56	63,969.56	64,435.16	65,079.24	68,289.94	68,970.88	69,659.58	69,659.58	70,187.26	70,895.36
	200	62,546.00	62,996.00	65,948.00	65,948.00	66,428.00	67,092.00	70,402.00	71,104.00	71,814.00	71,814.00	72,358.00	73,088.00
	204	63,796.92	64,255.92	67,266.96	67,266.96	67,756.56	68,433.84	71,810.04	72,526.08	73,250.28	73,250.28	73,805.16	74,549.76
	220	68,800.60	69,295.60	72,542.80	72,542.80	73,070.80	73,801.20	77,442.20	78,214.40	78,995.40	78,995.40	79,593.80	80,396.80
	238	74,429.74	74,965.24	78,478.12	78,478.12	79,049.32	79,839.48	83,778.38	84,613.76	85,458.66	85,458.66	86,106.02	86,974.72
Daily Rate		312.73	314.98	329.74	329.74	332.14	335.46	352.01	355.52	359.07	359.07	361.79	365.44
Masters													
Annual Salary	187	64,804.85	65,264.87	68,124.10	68,124.10	68,621.52	69,305.94	72,370.87	73,090.82	73,820.12	75,841.59	76,597.07	77,367.51
	189	65,497.95	65,962.89	68,852.70	68,852.70	69,355.44	70,047.18	73,144.89	73,872.54	74,609.64	76,652.73	77,416.29	78,194.97
	194	67,230.70	67,707.94	70,674.20	70,674.20	71,190.24	71,900.28	75,079.94	75,826.84	76,583.44	78,680.58	79,464.34	80,263.62
	200	69,310.00	69,802.00	72,860.00	72,860.00	73,392.00	74,124.00	77,402.00	78,172.00	78,952.00	81,114.00	81,922.00	82,746.00
	204	70,696.20	71,198.04	74,317.20	74,317.20	74,859.84	75,606.48	78,950.04	79,735.44	80,531.04	82,736.28	83,560.44	84,400.92
	220	76,241.00	76,782.20	80,146.00	80,146.00	80,731.20	81,536.40	85,142.20	85,989.20	86,847.20	89,225.40	90,114.20	91,020.60
	238	82,478.90	83,064.38	86,703.40	86,703.40	87,336.48	88,207.56	92,108.38	93,024.68	93,952.88	96,525.66	97,487.18	98,467.74
Daily Rate		346.55	349.01	364.30	364.30	366.96	370.62	387.01	390.86	394.76	405.57	409.61	413.73
Specialist													
Annual Salary	187	68,821.61	69,309.68	72,191.35	72,191.35	72,716.82	73,442.38	76,512.92	77,275.88	78,046.32	80,105.19	80,903.68	81,717.13
	189	69,557.67	70,050.96	72,963.45	72,963.45	73,494.54	74,227.86	77,331.24	78,102.36	78,881.04	80,961.93	81,768.96	82,591.11
	194	71,397.82	71,904.16	74,893.70	74,893.70	75,438.84	76,191.56	79,377.04	80,168.56	80,967.84	83,103.78	83,932.16	84,776.06
	200	73,606.00	74,128.00	77,210.00	77,210.00	77,772.00	78,548.00	81,832.00	82,648.00	83,472.00	85,674.00	86,528.00	87,398.00
	204	75,078.12	75,610.56	78,754.20	78,754.20	79,327.44	80,118.96	83,468.64	84,300.96	85,141.44	87,387.48	88,258.56	89,145.96
	220	80,966.60	81,540.80	84,931.00	84,931.00	85,549.20	86,402.80	90,015.20	90,912.80	91,819.20	94,241.40	95,180.80	96,137.80
	238	87,591.14	88,212.32	91,879.90	91,879.90	92,548.68	93,472.12	97,380.08	98,351.12	99,331.68	101,952.06	102,968.32	104,003.62
Daily Rate		368.03	370.64	386.05	386.05	388.86	392.74	409.16	413.24	417.36	428.37	432.64	436.99
Doctorate													
Annual Salary	187	73,103.91	73,620.03	76,527.88	76,527.88	77,107.58	77,878.02	80,913.03	81,720.87	82,534.32	84,583.84	85,425.34	86,285.54
	189	73,885.77	74,407.41	77,346.36	77,346.36	77,932.26	78,710.94	81,778.41	82,594.89	83,417.04	85,488.48	86,338.98	87,208.38
	194	75,840.42	76,375.86	79,392.56	79,392.56	79,993.96	80,793.24	83,941.86	84,779.94	85,623.84	87,750.08	88,623.08	89,515.48
	200	78,186.00	78,738.00	81,848.00	81,848.00	82,468.00	83,292.00	86,538.00	87,402.00	88,272.00	90,464.00	91,364.00	92,284.00
	204	79,749.72	80,312.76	83,484.96	83,484.96	84,117.36	84,957.84	88,268.76	89,150.04	90,037.44	92,273.28	93,191.28	94,129.68
	220	86,004.60	86,611.80	90,032.80	90,032.80	90,714.80	91,621.20	95,191.80	96,142.20	97,099.20	99,510.40	100,500.40	101,512.40
	238	93,041.34	93,698.22	97,399.12	97,399.12	98,136.92	99,117.48	102,980.22	104,008.38	105,043.68	107,652.16	108,723.16	109,817.96
Daily Rate		390.93	393.69	409.24	409.24	412.34	416.46	432.69	437.01	441.36	452.32	456.82	461.42

AUBURN CITY SCHOOLS
 CERTIFIED PERSONNEL SALARY SCHEDULE
 2023 - 2024

Highest Degree Earned	Contract Days	Years of Experience											
		24	25	26	27	28	29	30	31	32	33	34	35
		Step 25	Step 26	Step 27	Step 28	Step 29	Step 30	Step 31	Step 32	Step 33	Step 34	Step 35	Step 36
Bachelors													
Annual Salary	187	68,918.85	69,610.75	70,302.65	70,908.53	71,613.52	72,331.60	73,055.29	73,788.33	74,523.24	75,267.50	76,022.98	76,780.33
	189	69,655.95	70,355.25	71,054.55	71,666.91	72,379.44	73,105.20	73,836.63	74,577.51	75,320.28	76,072.50	76,836.06	77,601.51
	194	71,498.70	72,216.50	72,934.30	73,562.86	74,294.24	75,039.20	75,789.98	76,550.46	77,312.88	78,085.00	78,868.76	79,654.46
	200	73,710.00	74,450.00	75,190.00	75,838.00	76,592.00	77,360.00	78,134.00	78,918.00	79,704.00	80,500.00	81,308.00	82,118.00
	204	75,184.20	75,939.00	76,693.80	77,354.76	78,123.84	78,907.20	79,696.68	80,496.36	81,298.08	82,110.00	82,934.16	83,760.36
	220	81,081.00	81,895.00	82,709.00	83,421.80	84,251.20	85,096.00	85,947.40	86,809.80	87,674.40	88,550.00	89,438.80	90,329.80
	238	87,714.90	88,595.50	89,476.10	90,247.22	91,144.48	92,058.40	92,979.46	93,912.42	94,847.76	95,795.00	96,756.52	97,720.42
Daily Rate		368.55	372.25	375.95	379.19	382.96	386.80	390.67	394.59	398.52	402.50	406.54	410.59
Masters													
Annual Salary	187	78,051.93	78,837.33	79,620.86	82,654.00	83,474.93	84,312.69	85,156.06	86,008.78	86,868.98	87,734.79	88,615.56	89,496.33
	189	78,886.71	79,680.51	80,472.42	83,538.00	84,367.71	85,214.43	86,066.82	86,928.66	87,798.06	88,673.13	89,563.32	90,453.51
	194	80,973.66	81,788.46	82,601.32	85,748.00	86,599.66	87,468.78	88,343.72	89,228.36	90,120.76	91,018.98	91,932.72	92,846.46
	200	83,478.00	84,318.00	85,156.00	88,400.00	89,278.00	90,174.00	91,076.00	91,988.00	92,908.00	93,834.00	94,776.00	95,718.00
	204	85,147.56	86,004.36	86,859.12	90,168.00	91,063.56	91,977.48	92,897.52	93,827.76	94,766.16	95,710.68	96,671.52	97,632.36
	220	91,825.80	92,749.80	93,671.60	97,240.00	98,205.80	99,191.40	100,183.60	101,186.80	102,198.80	103,217.40	104,253.60	105,289.80
	238	99,338.82	100,338.42	101,335.64	105,196.00	106,240.82	107,307.06	108,380.44	109,465.72	110,560.52	111,662.46	112,783.44	113,904.42
Daily Rate		417.39	421.59	425.78	442.00	446.39	450.87	455.38	459.94	464.54	469.17	473.88	478.59
Specialist													
Annual Salary	187	82,459.52	83,287.93	84,116.34	87,179.40	88,047.08	88,929.72	89,819.84	90,719.31	91,624.39	92,538.82	93,470.08	94,399.47
	189	83,341.44	84,178.71	85,015.98	88,111.80	88,988.76	89,880.84	90,780.48	91,689.57	92,604.33	93,528.54	94,469.76	95,409.09
	194	85,546.24	86,405.66	87,265.08	90,442.80	91,342.96	92,258.64	93,182.08	94,115.22	95,054.18	96,002.84	96,968.96	97,933.14
	200	88,192.00	89,078.00	89,964.00	93,240.00	94,168.00	95,112.00	96,064.00	97,026.00	97,994.00	98,972.00	99,968.00	100,962.00
	204	89,955.84	90,859.56	91,763.28	95,104.80	96,051.36	97,014.24	97,985.28	98,966.52	99,953.88	100,951.44	101,967.36	102,981.24
	220	97,011.20	97,985.80	98,960.40	102,564.00	103,584.80	104,623.20	105,670.40	106,728.60	107,793.40	108,869.20	109,964.80	111,058.20
	238	104,948.48	106,002.82	107,057.16	110,955.60	112,059.92	113,183.28	114,316.16	115,460.94	116,612.86	117,776.68	118,961.92	120,144.78
Daily Rate		440.96	445.39	449.82	466.20	470.84	475.56	480.32	485.13	489.97	494.86	499.84	504.81
Doctorate													
Annual Salary	187	87,087.77	87,962.93	88,838.09	91,960.99	92,875.42	93,806.68	94,747.29	95,695.38	96,650.95	97,615.87	98,595.75	99,577.50
	189	88,019.19	88,903.71	89,788.23	92,944.53	93,868.74	94,809.96	95,760.63	96,718.86	97,684.65	98,659.89	99,650.25	100,642.50
	194	90,347.74	91,255.66	92,163.58	95,403.38	96,352.04	97,318.16	98,293.98	99,277.56	100,268.90	101,269.94	102,286.50	103,305.00
	200	93,142.00	94,078.00	95,014.00	98,354.00	99,332.00	100,328.00	101,334.00	102,348.00	103,370.00	104,402.00	105,450.00	106,500.00
	204	95,004.84	95,959.56	96,914.28	100,321.08	101,318.64	102,334.56	103,360.68	104,394.96	105,437.40	106,490.04	107,559.00	108,630.00
	220	102,456.20	103,485.80	104,515.40	108,189.40	109,265.20	110,360.80	111,467.40	112,582.80	113,707.00	114,842.20	115,995.00	117,150.00
	238	110,838.98	111,952.82	113,066.66	117,041.26	118,205.08	119,390.32	120,587.46	121,794.12	123,010.30	124,238.38	125,485.50	126,735.00
Daily Rate		465.71	470.39	475.07	491.77	496.66	501.64	506.67	511.74	516.85	522.01	527.25	532.50

**AUBURN CITY SCHOOLS
CERTIFIED SALARY SCHEDULES NARRATIVE
2023 - 2024**

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 non P-12 public school or accredited private school 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 \$11,421.28 (Step 4 CPSS Master 238 minus Master CPSS 200) for the Auburn High School (AHS) Band Directors, the AHS Choral Teachers and the AHS Theater Teachers.
- 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 - \$3,466; Middle/Junior High School Level - \$5,769; High School Level - \$8,074.
- Positions paid from the Certified Personnel Salary Schedule based on the number of years 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
 - ~ Special Education Program Specialist
 - ~ Student Information Systems Specialist

AUBURN CITY SCHOOLS
TEAMS PROGRAM STATE MINIMUM SALARY SCHEDULE
2023 - 2024

Contract - 189 Days Step	Bachelor BS	Master MS	AA/EDS 6Y	Doctoral 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

**AUBURN CITY SCHOOLS
TEAMS SALARY SCHEDULES NARRATIVE
2023 - 2024**

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.**