



AUBURN CITY SCHOOLS

SALARY SCHEDULE

2024 - 2025

AUBURN CITY SCHOOLS
CERTIFIED PERSONNEL SALARY SCHEDULE
2024 - 2025

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	48,949.12	50,446.99	50,446.99	51,911.20	51,911.20	51,911.20	55,509.08	55,509.08	55,509.08	58,474.90	59,060.21	59,649.26
	189	49,472.64	50,986.53	50,986.53	52,466.40	52,466.40	52,466.40	56,102.76	56,102.76	56,102.76	59,100.30	59,691.87	60,287.22
	194	50,781.44	52,335.38	52,335.38	53,854.40	53,854.40	53,854.40	57,586.96	57,586.96	57,586.96	60,663.80	61,271.02	61,882.12
	200	52,352.00	53,954.00	53,954.00	55,520.00	55,520.00	55,520.00	59,368.00	59,368.00	59,368.00	62,540.00	63,166.00	63,796.00
	204	53,399.04	55,033.08	55,033.08	56,630.40	56,630.40	56,630.40	60,555.36	60,555.36	60,555.36	63,790.80	64,429.32	65,071.92
	220	57,587.20	59,349.40	59,349.40	61,072.00	61,072.00	61,072.00	65,304.80	65,304.80	65,304.80	68,794.00	69,482.60	70,175.60
	238	62,298.88	64,205.26	64,205.26	66,068.80	66,068.80	66,068.80	70,647.92	70,647.92	70,647.92	74,422.60	75,167.54	75,917.24
Daily Rate		261.76	269.77	269.77	277.60	277.60	277.60	296.84	296.84	296.84	312.70	315.83	318.98
Masters													
Annual Salary	187	52,855.55	53,304.35	53,304.35	57,328.59	57,328.59	57,328.59	60,612.31	60,612.31	60,612.31	64,797.37	65,446.26	66,100.76
	189	53,420.85	53,874.45	53,874.45	57,941.73	57,941.73	57,941.73	61,260.57	61,260.57	61,260.57	65,490.39	66,146.22	66,807.72
	194	54,834.10	55,299.70	55,299.70	59,474.58	59,474.58	59,474.58	62,881.22	62,881.22	62,881.22	67,222.94	67,896.12	68,575.12
	200	56,530.00	57,010.00	57,010.00	61,314.00	61,314.00	61,314.00	64,826.00	64,826.00	64,826.00	69,302.00	69,996.00	70,696.00
	204	57,660.60	58,150.20	58,150.20	62,540.28	62,540.28	62,540.28	66,122.52	66,122.52	66,122.52	70,688.04	71,395.92	72,109.92
	220	62,183.00	62,711.00	62,711.00	67,445.40	67,445.40	67,445.40	71,308.60	71,308.60	71,308.60	76,232.20	76,995.60	77,765.60
	238	67,270.70	67,841.90	67,841.90	72,963.66	72,963.66	72,963.66	77,142.94	77,142.94	77,142.94	82,469.38	83,295.24	84,128.24
Daily Rate		282.65	285.05	285.05	306.57	306.57	306.57	324.13	324.13	324.13	346.51	349.98	353.48
Specialist													
Annual Salary	187	56,926.54	57,420.22	57,420.22	61,794.15	61,794.15	61,794.15	65,663.18	65,663.18	65,663.18	68,816.00	69,502.29	70,196.06
	189	57,535.38	58,034.34	58,034.34	62,455.05	62,455.05	62,455.05	66,365.46	66,365.46	66,365.46	69,552.00	70,245.63	70,946.82
	194	59,057.48	59,569.64	59,569.64	64,107.30	64,107.30	64,107.30	68,121.16	68,121.16	68,121.16	71,392.00	72,103.98	72,823.72
	200	60,884.00	61,412.00	61,412.00	66,090.00	66,090.00	66,090.00	70,228.00	70,228.00	70,228.00	73,600.00	74,334.00	75,076.00
	204	62,101.68	62,640.24	62,640.24	67,411.80	67,411.80	67,411.80	71,632.56	71,632.56	71,632.56	75,072.00	75,820.68	76,577.52
	220	66,972.40	67,553.20	67,553.20	72,699.00	72,699.00	72,699.00	77,250.80	77,250.80	77,250.80	80,960.00	81,767.40	82,583.60
	238	72,451.96	73,080.28	73,080.28	78,647.10	78,647.10	78,647.10	83,571.32	83,571.32	83,571.32	87,584.00	88,457.46	89,340.44
Daily Rate		304.42	307.06	307.06	330.45	330.45	330.45	351.14	351.14	351.14	368.00	371.67	375.38
Doctorate													
Annual Salary	187	60,986.31	61,487.47	61,487.47	66,261.58	66,261.58	66,261.58	69,878.16	69,878.16	69,878.16	73,096.43	73,827.60	74,566.25
	189	61,638.57	62,145.09	62,145.09	66,970.26	66,970.26	66,970.26	70,625.52	70,625.52	70,625.52	73,878.21	74,617.20	75,363.75
	194	63,269.22	63,789.14	63,789.14	68,741.96	68,741.96	68,741.96	72,493.92	72,493.92	72,493.92	75,832.66	76,591.20	77,357.50
	200	65,226.00	65,762.00	65,762.00	70,868.00	70,868.00	70,868.00	74,736.00	74,736.00	74,736.00	78,178.00	78,960.00	79,750.00
	204	66,530.52	67,077.24	67,077.24	72,285.36	72,285.36	72,285.36	76,230.72	76,230.72	76,230.72	79,741.56	80,539.20	81,345.00
	220	71,748.60	72,338.20	72,338.20	77,954.80	77,954.80	77,954.80	82,209.60	82,209.60	82,209.60	85,995.80	86,856.00	87,725.00
	238	77,618.94	78,256.78	78,256.78	84,332.92	84,332.92	84,332.92	88,935.84	88,935.84	88,935.84	93,031.82	93,962.40	94,902.50
Daily Rate		326.13	328.81	328.81	354.34	354.34	354.34	373.68	373.68	373.68	390.89	394.80	398.75

AUBURN CITY SCHOOLS
CERTIFIED PERSONNEL SALARY SCHEDULE
2024 - 2025

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	59,649.26	60,079.36	62,893.71	62,893.71	63,351.86	63,985.79	67,142.35	67,811.81	68,488.75	68,488.75	69,008.61	69,704.25
	189	60,287.22	60,721.92	63,566.37	63,566.37	64,029.42	64,670.13	67,860.45	68,537.07	69,221.25	69,221.25	69,746.67	70,449.75
	194	61,882.12	62,328.32	65,248.02	65,248.02	65,723.32	66,380.98	69,655.70	70,350.22	71,052.50	71,052.50	71,591.82	72,313.50
	200	63,796.00	64,256.00	67,266.00	67,266.00	67,756.00	68,434.00	71,810.00	72,526.00	73,250.00	73,250.00	73,806.00	74,550.00
	204	65,071.92	65,541.12	68,611.32	68,611.32	69,111.12	69,802.68	73,246.20	73,976.52	74,715.00	74,715.00	75,282.12	76,041.00
	220	70,175.60	70,681.60	73,992.60	73,992.60	74,531.60	75,277.40	78,991.00	79,778.60	80,575.00	80,575.00	81,186.60	82,005.00
	238	75,917.24	76,464.64	80,046.54	80,046.54	80,629.64	81,436.46	85,453.90	86,305.94	87,167.50	87,167.50	87,829.14	88,714.50
Daily Rate		318.98	321.28	336.33	336.33	338.78	342.17	359.05	362.63	366.25	366.25	369.03	372.75
Masters													
Annual Salary	187	66,100.76	66,570.13	69,487.33	69,487.33	69,994.10	70,691.61	73,818.25	74,553.16	75,297.42	77,358.16	78,128.60	78,914.00
	189	66,807.72	67,282.11	70,230.51	70,230.51	70,742.70	71,447.67	74,607.75	75,350.52	76,102.74	78,185.52	78,964.20	79,758.00
	194	68,575.12	69,062.06	72,088.46	72,088.46	72,614.20	73,337.82	76,581.50	77,343.92	78,116.04	80,253.92	81,053.20	81,868.00
	200	70,696.00	71,198.00	74,318.00	74,318.00	74,860.00	75,606.00	78,950.00	79,736.00	80,532.00	82,736.00	83,560.00	84,400.00
	204	72,109.92	72,621.96	75,804.36	75,804.36	76,357.20	77,118.12	80,529.00	81,330.72	82,142.64	84,390.72	85,231.20	86,088.00
	220	77,765.60	78,317.80	81,749.80	81,749.80	82,346.00	83,166.60	86,845.00	87,709.60	88,585.20	91,009.60	91,916.00	92,840.00
	238	84,128.24	84,725.62	88,438.42	88,438.42	89,083.40	89,971.14	93,950.50	94,885.84	95,833.08	98,455.84	99,436.40	100,436.00
Daily Rate		353.48	355.99	371.59	371.59	374.30	378.03	394.75	398.68	402.66	413.68	417.80	422.00
Specialist													
Annual Salary	187	70,197.93	70,695.35	73,634.99	73,634.99	74,171.68	74,910.33	78,042.58	78,820.50	79,607.77	81,707.78	82,521.23	83,351.51
	189	70,948.71	71,451.45	74,422.53	74,422.53	74,964.96	75,711.51	78,877.26	79,663.50	80,459.19	82,581.66	83,403.81	84,242.97
	194	72,825.66	73,341.70	76,391.38	76,391.38	76,948.16	77,714.46	80,963.96	81,771.00	82,587.74	84,766.36	85,610.26	86,471.62
	200	75,078.00	75,610.00	78,754.00	78,754.00	79,328.00	80,118.00	83,468.00	84,300.00	85,142.00	87,388.00	88,258.00	89,146.00
	204	76,579.56	77,122.20	80,329.08	80,329.08	80,914.56	81,720.36	85,137.36	85,986.00	86,844.84	89,135.76	90,023.16	90,928.92
	220	82,585.80	83,171.00	86,629.40	86,629.40	87,260.80	88,129.80	91,814.80	92,730.00	93,656.20	96,126.80	97,083.80	98,060.60
	238	89,342.82	89,975.90	93,717.26	93,717.26	94,400.32	95,340.42	99,326.92	100,317.00	101,318.98	103,991.72	105,027.02	106,083.74
Daily Rate		375.39	378.05	393.77	393.77	396.64	400.59	417.34	421.50	425.71	436.94	441.29	445.73
Doctorate													
Annual Salary	187	74,566.25	75,091.72	78,057.54	78,057.54	78,650.33	79,435.73	82,530.58	83,355.25	84,185.53	86,276.19	87,134.52	88,011.55
	189	75,363.75	75,894.84	78,892.38	78,892.38	79,491.51	80,285.31	83,413.26	84,246.75	85,085.91	87,198.93	88,066.44	88,952.85
	194	77,357.50	77,902.64	80,979.48	80,979.48	81,594.46	82,409.26	85,619.96	86,475.50	87,336.86	89,505.78	90,396.24	91,306.10
	200	79,750.00	80,312.00	83,484.00	83,484.00	84,118.00	84,958.00	88,268.00	89,150.00	90,038.00	92,274.00	93,192.00	94,130.00
	204	81,345.00	81,918.24	85,153.68	85,153.68	85,800.36	86,657.16	90,033.36	90,933.00	91,838.76	94,119.48	95,055.84	96,012.60
	220	87,725.00	88,343.20	91,832.40	91,832.40	92,529.80	93,453.80	97,094.80	98,065.00	99,041.80	101,501.40	102,511.20	103,543.00
	238	94,902.50	95,571.28	99,345.96	99,345.96	100,100.42	101,100.02	105,038.92	106,088.50	107,145.22	109,806.06	110,898.48	112,014.70
Daily Rate		398.75	401.56	417.42	417.42	420.59	424.79	441.34	445.75	450.19	461.37	465.96	470.65

AUBURN CITY SCHOOLS
CERTIFIED PERSONNEL SALARY SCHEDULE
2024 - 2025

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	70,297.04	71,003.90	71,708.89	72,325.99	73,045.94	73,778.98	74,515.76	75,263.76	76,013.63	76,772.85	77,543.29	78,315.60
	189	71,048.88	71,763.30	72,475.83	73,099.53	73,827.18	74,568.06	75,312.72	76,068.72	76,826.61	77,593.95	78,372.63	79,153.20
	194	72,928.48	73,661.80	74,393.18	75,033.38	75,780.28	76,540.76	77,305.12	78,081.12	78,859.06	79,646.70	80,445.98	81,247.20
	200	75,184.00	75,940.00	76,694.00	77,354.00	78,124.00	78,908.00	79,696.00	80,496.00	81,298.00	82,110.00	82,934.00	83,760.00
	204	76,687.68	77,458.80	78,227.88	78,901.08	79,686.48	80,486.16	81,289.92	82,105.92	82,923.96	83,752.20	84,592.68	85,435.20
	220	82,702.40	83,534.00	84,363.40	85,089.40	85,936.40	86,798.80	87,665.60	88,545.60	89,427.80	90,321.00	91,227.40	92,136.00
	238	89,468.96	90,368.60	91,265.86	92,051.26	92,967.56	93,900.52	94,838.24	95,790.24	96,744.62	97,710.90	98,691.46	99,674.40
Daily Rate		375.92	379.70	383.47	386.77	390.62	394.54	398.48	402.48	406.49	410.55	414.67	418.80
Masters													
Annual Salary	187	79,613.38	80,413.74	81,214.10	84,307.08	85,144.84	85,999.43	86,859.63	87,729.18	88,606.21	89,488.85	90,388.32	91,285.92
	189	80,464.86	81,273.78	82,082.70	85,208.76	86,055.48	86,919.21	87,788.61	88,667.46	89,553.87	90,445.95	91,355.04	92,262.24
	194	82,593.56	83,423.88	84,254.20	87,462.96	88,332.08	89,218.66	90,111.06	91,013.16	91,923.02	92,838.70	93,771.84	94,703.04
	200	85,148.00	86,004.00	86,860.00	90,168.00	91,064.00	91,978.00	92,898.00	93,828.00	94,766.00	95,710.00	96,672.00	97,632.00
	204	86,850.96	87,724.08	88,597.20	91,971.36	92,885.28	93,817.56	94,755.96	95,704.56	96,661.32	97,624.20	98,605.44	99,584.64
	220	93,662.80	94,604.40	95,546.00	99,184.80	100,170.40	101,175.80	102,187.80	103,210.80	104,242.60	105,281.00	106,339.20	107,395.20
	238	101,326.12	102,344.76	103,363.40	107,299.92	108,366.16	109,453.82	110,548.62	111,655.32	112,771.54	113,894.90	115,039.68	116,182.08
Daily Rate		425.74	430.02	434.30	450.84	455.32	459.89	464.49	469.14	473.83	478.55	483.36	488.16
Specialist													
Annual Salary	187	84,108.86	84,954.10	85,799.34	88,922.24	89,808.62	90,708.09	91,616.91	92,533.21	93,456.99	94,390.12	95,340.08	96,288.17
	189	85,008.42	85,862.70	86,716.98	89,873.28	90,769.14	91,678.23	92,596.77	93,522.87	94,456.53	95,399.64	96,359.76	97,317.99
	194	87,257.32	88,134.20	89,011.08	92,250.88	93,170.44	94,103.58	95,046.42	95,997.02	96,955.38	97,923.44	98,908.96	99,892.54
	200	89,956.00	90,860.00	91,764.00	95,104.00	96,052.00	97,014.00	97,986.00	98,966.00	99,954.00	100,952.00	101,968.00	102,982.00
	204	91,755.12	92,677.20	93,599.28	97,006.08	97,973.04	98,954.28	99,945.72	100,945.32	101,953.08	102,971.04	104,007.36	105,041.64
	220	98,951.60	99,946.00	100,940.40	104,614.40	105,657.20	106,715.40	107,784.60	108,862.60	109,949.40	111,047.20	112,164.80	113,280.20
	238	107,047.64	108,123.40	109,199.16	113,173.76	114,301.88	115,446.66	116,603.34	117,769.54	118,945.26	120,132.88	121,341.92	122,548.58
Daily Rate		449.78	454.30	458.82	475.52	480.26	485.07	489.93	494.83	499.77	504.76	509.84	514.91
Doctorate													
Annual Salary	187	88,828.74	89,722.60	90,614.59	93,801.07	94,732.33	95,682.29	96,641.60	97,608.39	98,584.53	99,568.15	100,568.60	101,569.05
	189	89,778.78	90,682.20	91,583.73	94,804.29	95,745.51	96,705.63	97,675.20	98,652.33	99,638.91	100,633.05	101,644.20	102,655.35
	194	92,153.88	93,081.20	94,006.58	97,312.34	98,278.46	99,263.98	100,259.20	101,262.18	102,274.86	103,295.30	104,333.20	105,371.10
	200	95,004.00	95,960.00	96,914.00	100,322.00	101,318.00	102,334.00	103,360.00	104,394.00	105,438.00	106,490.00	107,560.00	108,630.00
	204	96,904.08	97,879.20	98,852.28	102,328.44	103,344.36	104,380.68	105,427.20	106,481.88	107,546.76	108,619.80	109,711.20	110,802.60
	220	104,504.40	105,556.00	106,605.40	110,354.20	111,449.80	112,567.40	113,696.00	114,833.40	115,981.80	117,139.00	118,316.00	119,493.00
	238	113,054.76	114,192.40	115,327.66	119,383.18	120,568.42	121,777.46	122,998.40	124,228.86	125,471.22	126,723.10	127,996.40	129,269.70
Daily Rate		475.02	479.80	484.57	501.61	506.59	511.67	516.80	521.97	527.19	532.45	537.80	543.15

**AUBURN CITY SCHOOLS
CERTIFIED SALARY SCHEDULES NARRATIVE
2024 - 2025**

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 \$13,000.00 for the Auburn High School (AHS) Band Director, Band teacher, Choral teacher and Theater teacher; a supplement of \$5,600 for the Auburn Junior High School (AJHS) Band Director, Choral teacher and Theater teacher; a \$2,800 supplement for East Samford School (ESS) Band teacher, Choir teacher, and 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 - \$3,536; Middle/Junior High School Level - \$5,885; High School Level - \$8,236.
- 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
2024 - 2025

Contract - 189 Days Step	Bachelor BS	Master MS	AA/EDS 6Y	Doctoral DO
0	50,521	57,285	61,346	65,405
1	54,082	62,194	67,061	71,932
2	56,972	65,514	70,661	75,769
3	58,638	67,433	72,730	77,988
4	60,350	69,401	74,851	80,263
5	62,105	71,420	77,030	82,600
6	63,909	73,493	79,267	84,997
7	65,759	75,622	81,561	87,458
8	67,074	77,132	83,193	89,208
9	68,415	78,676	84,856	90,993
10	69,440	79,857	86,128	92,356
11	70,482	81,055	87,421	93,741
12	71,540	82,271	88,731	95,148
13	71,540	82,271	88,731	95,148
14	71,540	82,271	88,731	95,148
15	72,616	83,510	90,069	96,581
16	72,616	83,510	90,069	96,581
17	72,616	83,510	90,069	96,581
18	73,717	84,774	91,432	98,043
19	73,717	84,774	91,432	98,043
20	73,717	84,774	91,432	98,043
21	74,838	86,065	92,823	99,535
22	74,838	86,065	92,823	99,535
23	74,838	86,065	92,823	99,535
24	75,981	87,378	94,241	101,056
25	75,981	87,378	94,241	101,056
26	75,981	87,378	94,241	101,056
27	77,148	88,721	95,688	102,607

**AUBURN CITY SCHOOLS
TEAMS SALARY SCHEDULES NARRATIVE
2024 - 2025**

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.**