

AUBURN CITY SCHOOLS  
 CERTIFIED PERSONNEL SALARY SCHEDULE  
 2022 - 2023

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
<b>Bachelors</b>													
Annual Salary	187	44,309.65	45,749.55	45,749.55	49,895.34	49,895.34	49,895.34	53,352.97	53,352.97	53,352.97	56,204.72	56,767.59	57,334.20
	189	44,783.55	46,238.85	46,238.85	50,428.98	50,428.98	50,428.98	53,923.59	53,923.59	53,923.59	56,805.84	57,374.73	57,947.40
	194	45,968.30	47,462.10	47,462.10	51,763.08	51,763.08	51,763.08	55,350.14	55,350.14	55,350.14	58,308.64	58,892.58	59,480.40
	200	47,390.00	48,930.00	48,930.00	53,364.00	53,364.00	53,364.00	57,062.00	57,062.00	57,062.00	60,112.00	60,714.00	61,320.00
	204	48,337.80	49,908.60	49,908.60	54,431.28	54,431.28	54,431.28	58,203.24	58,203.24	58,203.24	61,314.24	61,928.28	62,546.40
	220	52,129.00	53,823.00	53,823.00	58,700.40	58,700.40	58,700.40	62,768.20	62,768.20	62,768.20	66,123.20	66,785.40	67,452.00
	238	56,394.10	58,226.70	58,226.70	63,503.16	63,503.16	63,503.16	67,903.78	67,903.78	67,903.78	71,533.28	72,249.66	72,970.80
Daily Rate		236.95	244.65	244.65	266.82	266.82	266.82	285.31	285.31	285.31	300.56	303.57	306.60
<b>Masters</b>													
Annual Salary	187	50,804.16	51,234.26	51,234.26	55,103.29	55,103.29	55,103.29	58,257.98	58,257.98	58,257.98	62,282.22	62,904.93	63,533.25
	189	51,347.52	51,782.22	51,782.22	55,692.63	55,692.63	55,692.63	58,881.06	58,881.06	58,881.06	62,948.34	63,577.71	64,212.75
	194	52,705.92	53,152.12	53,152.12	57,165.98	57,165.98	57,165.98	60,438.76	60,438.76	60,438.76	64,613.64	65,259.66	65,911.50
	200	54,336.00	54,796.00	54,796.00	58,934.00	58,934.00	58,934.00	62,308.00	62,308.00	62,308.00	66,612.00	67,278.00	67,950.00
	204	55,422.72	55,891.92	55,891.92	60,112.68	60,112.68	60,112.68	63,554.16	63,554.16	63,554.16	67,944.24	68,623.56	69,309.00
	220	59,769.60	60,275.60	60,275.60	64,827.40	64,827.40	64,827.40	68,538.80	68,538.80	68,538.80	73,273.20	74,005.80	74,745.00
	238	64,659.84	65,207.24	65,207.24	70,131.46	70,131.46	70,131.46	74,146.52	74,146.52	74,146.52	79,268.28	80,060.82	80,860.50
Daily Rate		271.68	273.98	273.98	294.67	294.67	294.67	311.54	311.54	311.54	333.06	336.39	339.75
<b>Specialist</b>													
Annual Salary	187	54,715.00	55,191.48	55,191.48	59,394.19	59,394.19	59,394.19	63,112.65	63,112.65	63,112.65	66,142.12	66,803.30	67,470.76
	189	55,300.19	55,781.76	55,781.76	60,029.42	60,029.42	60,029.42	63,787.65	63,787.65	63,787.65	66,849.53	67,517.77	68,192.37
	194	56,763.16	57,257.47	57,257.47	61,617.50	61,617.50	61,617.50	65,475.16	65,475.16	65,475.16	68,618.03	69,303.96	69,996.40
	200	58,518.72	59,028.32	59,028.32	63,523.20	63,523.20	63,523.20	67,500.16	67,500.16	67,500.16	70,740.24	71,447.38	72,161.24
	204	59,689.09	60,208.89	60,208.89	64,793.66	64,793.66	64,793.66	68,850.16	68,850.16	68,850.16	72,155.04	72,876.33	73,604.46
	220	64,370.59	64,931.15	64,931.15	69,875.52	69,875.52	69,875.52	74,250.18	74,250.18	74,250.18	77,814.26	78,592.12	79,377.36
	238	69,637.28	70,243.70	70,243.70	75,592.61	75,592.61	75,592.61	80,325.19	80,325.19	80,325.19	84,180.89	85,022.38	85,871.88
Daily Rate		292.59	295.14	295.14	317.62	317.62	317.62	337.50	337.50	337.50	353.70	357.24	360.81
<b>Doctorate</b>													
Annual Salary	187	58,618.22	59,098.58	59,098.58	63,688.31	63,688.31	63,688.31	67,163.67	67,163.67	67,163.67	70,259.19	70,961.51	71,670.52
	189	59,245.15	59,730.65	59,730.65	64,369.47	64,369.47	64,369.47	67,882.00	67,882.00	67,882.00	71,010.63	71,720.45	72,437.05
	194	60,812.48	61,310.83	61,310.83	66,072.36	66,072.36	66,072.36	69,677.82	69,677.82	69,677.82	72,889.21	73,617.82	74,353.37
	200	62,693.28	63,207.04	63,207.04	68,115.84	68,115.84	68,115.84	71,832.80	71,832.80	71,832.80	75,143.52	75,894.66	76,652.96
	204	63,947.15	64,471.18	64,471.18	69,478.16	69,478.16	69,478.16	73,269.46	73,269.46	73,269.46	76,646.39	77,412.55	78,186.02
	220	68,962.61	69,527.74	69,527.74	74,927.42	74,927.42	74,927.42	79,016.08	79,016.08	79,016.08	82,657.87	83,484.13	84,318.26
	238	74,605.00	75,216.38	75,216.38	81,057.85	81,057.85	81,057.85	85,481.03	85,481.03	85,481.03	89,420.79	90,314.65	91,217.02
Daily Rate		313.47	316.04	316.04	340.58	340.58	340.58	359.16	359.16	359.16	375.72	379.47	383.26

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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
<b>Bachelors</b>													
Annual Salary	187	57,334.20	57,745.60	60,451.49	60,451.49	60,892.81	61,500.56	64,535.57	65,178.85	65,829.61	65,829.61	66,328.90	66,996.49
	189	57,947.40	58,363.20	61,098.03	61,098.03	61,544.07	62,158.32	65,225.79	65,875.95	66,533.67	66,533.67	67,038.30	67,713.03
	194	59,480.40	59,907.20	62,714.38	62,714.38	63,172.22	63,802.72	66,951.34	67,618.70	68,293.82	68,293.82	68,811.80	69,504.38
	200	61,320.00	61,760.00	64,654.00	64,654.00	65,126.00	65,776.00	69,022.00	69,710.00	70,406.00	70,406.00	70,940.00	71,654.00
	204	62,546.40	62,995.20	65,947.08	65,947.08	66,428.52	67,091.52	70,402.44	71,104.20	71,814.12	71,814.12	72,358.80	73,087.08
	220	67,452.00	67,936.00	71,119.40	71,119.40	71,638.60	72,353.60	75,924.20	76,681.00	77,446.60	77,446.60	78,034.00	78,819.40
	238	72,970.80	73,494.40	76,938.26	76,938.26	77,499.94	78,273.44	82,136.18	82,954.90	83,783.14	83,783.14	84,418.60	85,268.26
Daily Rate		306.60	308.80	323.27	323.27	325.63	328.88	345.11	348.55	352.03	352.03	354.70	358.27
<b>Masters</b>													
Annual Salary	187	63,533.25	63,985.79	66,788.92	66,788.92	67,275.12	67,946.45	70,951.54	71,658.40	72,372.74	74,354.94	75,095.46	75,850.94
	189	64,212.75	64,670.13	67,503.24	67,503.24	67,994.64	68,673.15	71,710.38	72,424.80	73,146.78	75,150.18	75,898.62	76,662.18
	194	65,911.50	66,380.98	69,289.04	69,289.04	69,793.44	70,489.90	73,607.48	74,340.80	75,081.88	77,138.28	77,906.52	78,690.28
	200	67,950.00	68,434.00	71,432.00	71,432.00	71,952.00	72,670.00	75,884.00	76,640.00	77,404.00	79,524.00	80,316.00	81,124.00
	204	69,309.00	69,802.68	72,860.64	72,860.64	73,391.04	74,123.40	77,401.68	78,172.80	78,952.08	81,114.48	81,922.32	82,746.48
	220	74,745.00	75,277.40	78,575.20	78,575.20	79,147.20	79,937.00	83,472.40	84,304.00	85,144.40	87,476.40	88,347.60	89,236.40
	238	80,860.50	81,436.46	85,004.08	85,004.08	85,622.88	86,477.30	90,301.96	91,201.60	92,110.76	94,633.56	95,576.04	96,537.56
Daily Rate		339.75	342.17	357.16	357.16	359.76	363.35	379.42	383.20	387.02	397.62	401.58	405.62
<b>Specialist</b>													
Annual Salary	187	67,471.47	67,949.97	70,776.28	70,776.28	71,290.93	72,002.18	75,012.39	75,760.71	76,515.97	78,534.32	79,317.15	80,114.33
	189	68,193.09	68,676.70	71,533.25	71,533.25	72,053.40	72,772.26	75,814.67	76,570.99	77,334.32	79,374.25	80,165.47	80,971.17
	194	69,997.14	70,493.55	73,425.66	73,425.66	73,959.57	74,697.45	77,820.35	78,596.68	79,380.20	81,474.10	82,286.24	83,113.27
	200	72,162.00	72,673.76	75,696.56	75,696.56	76,246.98	77,007.68	80,227.16	81,027.50	81,835.26	83,993.92	84,831.18	85,683.78
	204	73,605.24	74,127.24	77,210.49	77,210.49	77,771.92	78,547.83	81,831.70	82,648.05	83,471.97	85,673.80	86,527.80	87,397.46
	220	79,378.20	79,941.14	83,266.22	83,266.22	83,871.68	84,708.45	88,249.88	89,130.25	90,018.79	92,393.31	93,314.30	94,252.16
	238	85,872.78	86,481.77	90,078.91	90,078.91	90,733.91	91,639.14	95,470.32	96,422.73	97,383.96	99,952.76	100,949.10	101,963.70
Daily Rate		360.81	363.37	378.48	378.48	381.23	385.04	401.14	405.14	409.18	419.97	424.16	428.42
<b>Doctorate</b>													
Annual Salary	187	71,669.62	72,176.18	75,026.87	75,026.87	75,596.55	76,350.77	79,326.52	80,117.89	80,916.56	82,924.61	83,751.19	84,592.95
	189	72,436.14	72,948.12	75,829.29	75,829.29	76,405.06	77,167.36	80,174.93	80,974.76	81,781.98	83,811.50	84,646.92	85,497.68
	194	74,352.44	74,877.97	77,835.36	77,835.36	78,426.36	79,208.82	82,295.96	83,116.95	83,945.53	86,028.74	86,886.26	87,759.53
	200	76,652.00	77,193.78	80,242.64	80,242.64	80,851.92	81,658.58	84,841.20	85,687.58	86,541.78	88,689.42	89,573.46	90,473.74
	204	78,185.04	78,737.66	81,847.49	81,847.49	82,468.96	83,291.75	86,538.02	87,401.33	88,272.62	90,463.21	91,364.93	92,283.21
	220	84,317.20	84,913.16	88,266.90	88,266.90	88,937.11	89,824.44	93,325.32	94,256.34	95,195.96	97,558.36	98,530.81	99,521.11
	238	91,215.88	91,860.60	95,488.74	95,488.74	96,213.78	97,173.71	100,961.03	101,968.22	102,984.72	105,540.41	106,592.42	107,663.75
Daily Rate		383.26	385.97	401.21	401.21	404.26	408.29	424.21	428.44	432.71	443.45	447.87	452.37

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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
<b>Bachelors</b>													
Annual Salary	187	67,566.84	68,245.65	68,924.46	69,517.25	70,209.15	70,914.14	71,622.87	72,340.95	73,062.77	73,792.07	74,532.59	75,274.98
	189	68,289.48	68,975.55	69,661.62	70,260.75	70,960.05	71,672.58	72,388.89	73,114.65	73,844.19	74,581.29	75,329.73	76,080.06
	194	70,096.08	70,800.30	71,504.52	72,119.50	72,837.30	73,568.68	74,303.94	75,048.90	75,797.74	76,554.34	77,322.58	78,092.76
	200	72,264.00	72,990.00	73,716.00	74,350.00	75,090.00	75,844.00	76,602.00	77,370.00	78,142.00	78,922.00	79,714.00	80,508.00
	204	73,709.28	74,449.80	75,190.32	75,837.00	76,591.80	77,360.88	78,134.04	78,917.40	79,704.84	80,500.44	81,308.28	82,118.16
	220	79,490.40	80,289.00	81,087.60	81,785.00	82,599.00	83,428.40	84,262.20	85,107.00	85,956.20	86,814.20	87,685.40	88,558.80
	238	85,994.16	86,858.10	87,722.04	88,476.50	89,357.10	90,254.36	91,156.38	92,070.30	92,988.98	93,917.18	94,859.66	95,804.52
Daily Rate		361.32	364.95	368.58	371.75	375.45	379.22	383.01	386.85	390.71	394.61	398.57	402.54
<b>Masters</b>													
Annual Salary	187	76,522.27	77,290.84	78,059.41	81,032.71	81,838.68	82,659.61	83,486.15	84,322.04	85,165.41	86,014.39	86,878.33	87,742.27
	189	77,340.69	78,117.48	78,894.27	81,899.37	82,713.96	83,543.67	84,379.05	85,223.88	86,076.27	86,934.33	87,807.51	88,680.69
	194	79,386.74	80,184.08	80,981.42	84,066.02	84,902.16	85,753.82	86,611.30	87,478.48	88,353.42	89,234.18	90,130.46	91,026.74
	200	81,842.00	82,664.00	83,486.00	86,666.00	87,528.00	88,406.00	89,290.00	90,184.00	91,086.00	91,994.00	92,918.00	93,842.00
	204	83,478.84	84,317.28	85,155.72	88,399.32	89,278.56	90,174.12	91,075.80	91,987.68	92,907.72	93,833.88	94,776.36	95,718.84
	220	90,026.20	90,930.40	91,834.60	95,332.60	96,280.80	97,246.60	98,219.00	99,202.40	100,194.60	101,193.40	102,209.80	103,226.20
	238	97,391.98	98,370.16	99,348.34	103,132.54	104,158.32	105,203.14	106,255.10	107,318.96	108,392.34	109,472.86	110,572.42	111,671.98
Daily Rate		409.21	413.32	417.43	433.33	437.64	442.03	446.45	450.92	455.43	459.97	464.59	469.21
<b>Specialist</b>													
Annual Salary	187	80,842.40	81,654.86	82,467.30	85,469.79	86,320.12	87,185.76	88,059.09	88,940.06	89,828.69	90,724.98	91,636.60	92,548.21
	189	81,707.02	82,528.17	83,349.30	86,383.91	87,243.33	88,118.23	89,000.89	89,891.29	90,789.42	91,695.30	92,616.67	93,538.03
	194	83,868.59	84,711.46	85,554.31	88,669.19	89,551.35	90,449.40	91,355.41	92,269.37	93,191.26	94,121.10	95,066.85	96,012.58
	200	86,462.46	87,331.40	88,200.32	91,411.54	92,320.98	93,246.80	94,180.84	95,123.06	96,073.46	97,032.06	98,007.06	98,982.04
	204	88,191.71	89,078.03	89,964.33	93,239.77	94,167.40	95,111.74	96,064.46	97,025.52	97,994.93	98,972.70	99,967.20	100,961.68
	220	95,108.71	96,064.54	97,020.35	100,552.69	101,553.08	102,571.48	103,598.92	104,635.37	105,680.81	106,735.27	107,807.77	108,880.24
	238	102,890.33	103,924.37	104,958.38	108,779.73	109,861.97	110,963.69	112,075.20	113,196.44	114,327.42	115,468.15	116,628.40	117,788.63
Daily Rate		432.31	436.66	441.00	457.06	461.60	466.23	470.90	475.62	480.37	485.16	490.04	494.91
<b>Doctorate</b>													
Annual Salary	187	85,380.12	86,238.17	87,096.22	90,157.82	91,054.81	91,967.95	92,889.15	93,818.44	94,755.82	95,701.29	96,662.90	97,624.53
	189	86,293.28	87,160.51	88,027.73	91,122.08	92,028.65	92,951.56	93,882.61	94,821.85	95,769.25	96,724.83	97,696.73	98,668.64
	194	88,576.17	89,466.34	90,356.51	93,532.72	94,463.28	95,410.60	96,366.28	97,330.36	98,302.83	99,283.69	100,281.30	101,278.92
	200	91,315.64	92,233.34	93,151.04	96,425.48	97,384.82	98,361.44	99,346.68	100,340.58	101,343.12	102,354.32	103,382.78	104,411.26
	204	93,141.95	94,078.01	95,014.06	98,353.99	99,332.52	100,328.67	101,333.61	102,347.39	103,369.98	104,401.41	105,450.44	106,499.49
	220	100,447.20	101,456.67	102,466.14	106,068.03	107,123.30	108,197.58	109,281.35	110,374.64	111,477.43	112,589.75	113,721.06	114,852.39
	238	108,665.61	109,757.67	110,849.74	114,746.32	115,887.94	117,050.11	118,222.55	119,405.29	120,598.31	121,801.64	123,025.51	124,249.40
Daily Rate		456.58	461.17	465.76	482.13	486.92	491.81	496.73	501.70	506.72	511.77	516.91	522.06

**AUBURN CITY SCHOOLS  
CERTIFIED SALARY SCHEDULES NARRATIVE  
2022 - 2023**

**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 \$11,197.60 (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 - \$3,398; Middle/Junior High School Level - \$5,655; High School Level - \$7,915.
- 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
  - ~ Special Education Program Specialist
  - ~ Student Information Systems Specialist

AUBURN CITY SCHOOLS  
TEAMS PROGRAM STATE MINIMUM SALARY SCHEDULE  
2022-2023

Contract - 189 Days Step	Bachelor BS	Master MS	AA/EDS 6Y	Doctoral DO
0	48,558	55,059	58,963	62,864
1	51,981	59,778	64,456	69,138
2	54,758	62,969	67,916	72,826
3	56,360	64,813	69,904	74,958
4	58,005	66,705	71,944	77,146
5	59,693	68,646	74,038	79,392
6	61,426	70,638	76,188	81,696
7	63,204	72,685	78,393	84,061
8	64,468	74,136	79,961	85,743
9	65,757	75,620	81,560	87,458
10	66,743	76,755	82,783	88,769
11	67,745	77,906	84,025	90,100
12	68,761	79,075	85,285	91,452
13	68,761	79,075	85,285	91,452
14	68,761	79,075	85,285	91,452
15	69,796	80,266	86,570	92,830
16	69,796	80,266	86,570	92,830
17	69,796	80,266	86,570	92,830
18	70,853	81,481	87,881	94,235
19	70,853	81,481	87,881	94,235
20	70,853	81,481	87,881	94,235
21	71,931	82,722	89,217	95,669
22	71,931	82,722	89,217	95,669
23	71,931	82,722	89,217	95,669
24	73,030	83,984	90,581	97,131
25	73,030	83,984	90,581	97,131
26	73,030	83,984	90,581	97,131
27	74,151	85,275	91,971	98,622

**AUBURN CITY SCHOOLS  
TEAMS SALARY SCHEDULES NARRATIVE  
2022 - 2023**

**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.**