

**THOMASVILLE CITY SCHOOLS**  
**2019-2020 SALARY SCHEDULE**  
**ADMINISTRATION**

<b>POSITION</b>	<b>CONTRACT DAYS</b>	<b>ANNUAL SALARY</b>
<b>Central Office</b>		
Superintendent	240	Negotiable
Chief School Finance Officer/ Business Manager	240	Negotiable
Technology Coordinator/ Career Tech Director	240	Certified Schedule x 1.20 factor
Federal Programs/ Special Education Coordinator	240	Certified Schedule x 1.20 factor
Curriculum & Instruction Coordinator	240	Certified Schedule x 1.20 factor
<b>Local School Administrators</b>		
High School Principal	240	Negotiable
Elementary School Principal	240	Negotiable
Assistant Principals	207	Certified Schedule Plus Supplement

Central Office Administrators' Supplements

\$100 per year of experience in Administration up to a Maximum of \$1,000.00

**FLSA Status: Exempt**

**Approved: 06/25/2019**

**THOMASVILLE CITY SCHOOLS**  
**2019-2020 STATE MINIMUM SALARY SCHEDULE**  
**CERTIFIED PERSONNEL K-12 ( 9-MONTHS)**

<b>YEARS EXPERIENCE</b>	<b>BS</b>	<b>MS</b>	<b>6Y (AA)</b>	<b>DO</b>	<b>ND</b>
Less than 3	40,873	47,001	50,681	54,359	40,873
3 but less than 6	44,956	51,699	55,745	59,794	44,956
6 but less than 9	46,926	53,964	58,203	62,411	46,926
9 but less than 12	47,554	54,688	58,970	63,249	47,554
12 but less than 15	48,419	55,680	60,038	64,399	48,419
15 but less than 18	49,523	56,952	61,409	65,863	49,523
18 but less than 21	50,162	57,685	62,200	66,717	50,162
21 but less than 24	50,803	58,424	62,995	67,569	50,803
24 but less than 27	51,408	59,029	63,603	68,175	51,408
27 or more	52,015	59,637	64,209	68,780	52,015

\*\*Above salaries based on a full-time 9-month / 187 day contract

**FLSA Status: Exempt**

**\*\*\*\*\*NOTE\*\*\*\*\*EXPERIENCE IS BASED ON TOTAL PUBLIC SCHOOL  
EXPERIENCE AT THE END OF THE 2018-2019 SCHOOL YEAR**

**Approved: 06/25/2019**

**THOMASVILLE CITY SCHOOLS**  
**2019-2020 STATE MINIMUM SALARY SCHEDULE**  
**CERTIFIED PERSONNEL K-12 ( 10-MONTHS)**

<b>YEARS EXPERIENCE</b>	<b>BS</b>	<b>MS</b>	<b>6Y (AA)</b>	<b>DO</b>	<b>ND</b>
Less than 3	45,244	52,027	56,101	60,173	45,244
3 but less than 6	49,765	57,229	61,707	66,188	49,765
6 but less than 9	51,945	59,736	64,429	69,086	51,945
9 but less than 12	52,640	60,537	65,277	70,014	52,640
12 but less than 15	53,599	61,634	66,459	71,287	53,599
15 but less than 18	54,820	63,044	67,977	72,907	54,820
18 but less than 21	55,528	63,855	68,852	73,853	55,528
21 but less than 24	56,236	64,673	69,732	74,795	56,236
24 but less than 27	56,906	65,342	70,405	75,466	56,906
27 or more	57,579	66,014	71,076	76,137	57,579

\*\*Above salaries based on a full-time 10-month / 207 day contract

**FLSA Status: Exempt**

**\*\*\*\*\*NOTE\*\*\*\*\*EXPERIENCE IS BASED ON TOTAL PUBLIC SCHOOL  
EXPERIENCE AT THE END OF THE 2018-2019 SCHOOL YEAR**

**Approved: 06/25/2019**

**THOMASVILLE CITY SCHOOLS**  
**2019-2020 STATE MINIMUM SALARY SCHEDULE**  
**CERTIFIED PERSONNEL K-12 ( 12-MONTHS)**

<b>YEARS EXPERIENCE</b>	<b>BS</b>	<b>MS</b>	<b>6Y (AA)</b>	<b>DO</b>	<b>ND</b>
Less than 3	52,457	60,322	65,045	69,766	52,457
3 but less than 6	57,698	66,353	71,544	76,740	57,698
6 but less than 9	60,226	69,259	74,700	80,100	60,226
9 but less than 12	61,032	70,188	75,684	81,175	61,032
12 but less than 15	62,143	71,460	77,054	82,651	62,143
15 but less than 18	63,559	73,094	78,814	84,530	63,559
18 but less than 21	64,380	74,035	79,829	85,627	64,380
21 but less than 24	65,201	74,983	80,849	86,719	65,201
24 but less than 27	65,978	75,758	81,629	87,497	65,978
27 or more	66,758	76,538	82,406	88,274	66,758

\*\*Above salaries based on a full-time 12-month / 240 day contract

**FLSA Status: Exempt**

**\*\*\*\*\*NOTE\*\*\*\*\*EXPERIENCE IS BASED ON TOTAL PUBLIC SCHOOL  
EXPERIENCE AT THE END OF THE 2018-2019 SCHOOL YEAR**

**Approved: 06/25/2019**

**THOMASVILLE CITY SCHOOLS**  
**2019-2020 SALARY SCHEDULE**  
**ACCOUNTANT**

<b>YEARS EXPERIENCE</b>	<b>BS Degree</b>	<b>MS Degree</b>			
Less than 3	51,642	58,100			
3 but less than 6	52,193	58,680			
6 but less than 9	52,682	59,266			
9 but less than 12	53,208	59,860			
12 but less than 15	53,739	60,457			
15 but less than 18	54,278	61,063			
18 but less than 21	54,822	61,673			
21 but less than 24	55,369	62,290			
24 but less than 27	55,858	62,913			
27 or more	56,482	63,542			

**FLSA Status: Non-Exempt**

12 - Months—240 Days

**Approved: 06/25/2019**

**THOMASVILLE CITY SCHOOLS**  
**2019-2020 SALARY SCHEDULE**  
**AUTOMOTIVE MECHANIC**

<b>YEARS EXPERIENCE</b>	<b>12 Months</b>				
Less than 3	36,362				
3 but less than 6	36,726				
6 but less than 9	37,092				
9 but less than 12	37,464				
12 but less than 15	37,837				
15 but less than 18	38,216				
18 but less than 21	38,599				
21 but less than 24	38,985				
24 but less than 27	39,373				
27 or more	39,768				

**FLSA Status: Non-Exempt**

12 – Month - 240 Days

**Approved: 06/25/2019**

**THOMASVILLE CITY SCHOOLS**  
**2019-2020 SALARY SCHEDULE**  
**BUILDING CUSTODIANS**

<b>YEARS EXPERIENCE</b>	<b>9.5 Months</b>	<b>12 Months</b>			
Less than 3	18,258	22,245			
3 but less than 6	18,439	22,467			
6 but less than 9	18,625	22,623			
9 but less than 12	18,812	22,917			
12 but less than 15	19,001	23,147			
15 but less than 18	19,189	23,377			
18 but less than 21	19,381	23,613			
21 but less than 24	19,575	23,848			
24 but less than 27	19,771	24,087			
27 or more	19,968	24,329			

**FLSA Status: Non-Exempt**

**Approved: 06/25/2019**

**THOMASVILLE CITY SCHOOLS**  
**2019-2020 SALARY SCHEDULE**  
**BUS DRIVERS**

<b>YEARS EXPERIENCE</b>	<b>9 Months 182 Days</b>				
Less than 3	15,103				
3 but less than 6	15,255				
6 but less than 9	15,406				
9 but less than 12	15,560				
12 but less than 15	15,716				
15 but less than 18	15,874				
18 but less than 21	16,033				
21 but less than 24	16,192				
24 but less than 27	16,355				
27 or more	16,517				

**FLSA Status: Non-Exempt**

9 – Months - 182 Days

**Approved: 06/25/2019**

**THOMASVILLE CITY SCHOOLS**  
**2019-2020 SALARY SCHEDULE**  
**CHILD NUTRITION ASSISTANT**

<b>YEARS EXPERIENCE</b>	<b>High School Diploma/GED</b>	<b>AA/48 Semester hrs.</b>			
Less than 3	17,764	19,985			
3 but less than 6	17,941	20,184			
6 but less than 9	18,122	20,387			
9 but less than 12	18,302	20,591			
12 but less than 15	18,486	20,797			
15 but less than 18	18,670	21,006			
18 but less than 21	18,856	21,214			
21 but less than 24	19,066	21,427			
24 but less than 27	19,236	21,641			
27 or more	19,429	21,859			

**FLSA Status: Non-Exempt**

9 – Months - 187 Days

**Approved: 06/25/2019**

**THOMASVILLE CITY SCHOOLS**  
**2019-2020 SALARY SCHEDULE**  
**CHILD NUTRITION ASSISTANT - PART-TIME**

<b>YEARS EXPERIENCE</b>	<b>High School Diploma/GED</b>	<b>AA/48 Semester hrs.</b>			
Less than 3	10,150	11,418			
3 but less than 6	10,251	11,532			
6 but less than 9	10,354	11,647			
9 but less than 12	10,457	11,763			
12 but less than 15	10,562	11,881			
15 but less than 18	10,667	11,998			
18 but less than 21	11,840	12,119			
21 but less than 24	11,958	12,241			
24 but less than 27	12,078	12,364			
27 or more	12,198	12,487			

**FLSA Status: Non-Exempt**

9 – Months - 187 Days

4 hours per day

**Approved: 06/25/2019**

**THOMASVILLE CITY SCHOOLS**  
**2019-2020 STATE MINIMUM SALARY SCHEDULE**  
**CHILD NUTRITION DIRECTOR ( 12 MONTHS)**

<b>YEARS EXPERIENCE</b>	<b>BS</b>				
Less than 3	52,457				
3 but less than 6	57,698				
6 but less than 9	60,226				
9 but less than 12	61,032				
12 but less than 15	62,143				
15 but less than 18	63,559				
18 but less than 21	64,380				
21 but less than 24	65,201				
24 but less than 27	65,978				
27 or more	66,758				

\*\*Above salaries based on a full-time 12-month / 240 day contract

**FLSA Status: Exempt**

**\*\*\*\*NOTE\*\*\*\*EXPERIENCE IS BASED ON TOTAL PUBLIC SCHOOL  
EXPERIENCE AT THE END OF THE 2018-2019 SCHOOL YEAR**

**Approved: 06/25/2019**

**THOMASVILLE CITY SCHOOLS**  
**2019-2020 SALARY SCHEDULE**  
**CHILD NUTRITION MANAGER (9.5 Months)**

<b>YEARS EXPERIENCE</b>	<b>High School Diploma/GED</b>	<b>AA/48 Semester hrs.</b>			
Less than 3	24,010	27,013			
3 but less than 6	24,252	27,282			
6 but less than 9	24,493	27,555			
9 but less than 12	24,738	27,830			
12 but less than 15	24,985	28,108			
15 but less than 18	25,237	28,390			
18 but less than 21	25,488	28,674			
21 but less than 24	25,743	28,961			
24 but less than 27	26,001	29,250			
27 or more	26,260	29,543			

**FLSA Status: Non-Exempt**

9.5 – Months - 197 Days

**Approved: 06/25/2019**

**THOMASVILLE CITY SCHOOLS**  
**2019-2020 SALARY SCHEDULE**  
**CHILD NUTRITION MANAGER (10 Months)**

<b>YEARS EXPERIENCE</b>	<b>High School Diploma/GED</b>	<b>AA/48 Semester hrs.</b>			
Less than 3	25,229	28,384			
3 but less than 6	25,482	28,667			
6 but less than 9	25,737	28,955			
9 but less than 12	25,995	29,244			
12 but less than 15	26,254	29,536			
15 but less than 18	26,517	29,831			
18 but less than 21	26,782	30,130			
21 but less than 24	27,048	30,431			
24 but less than 27	27,321	30,736			
27 or more	27,593	31,043			

**FLSA Status: Non-Exempt**

10 – Months - 207 Days

**Approved: 06/25/2019**

**THOMASVILLE CITY SCHOOLS**  
**2019-2020 SALARY SCHEDULE**  
**CLERICAL AIDES - TES**

<b>YEARS EXPERIENCE</b>	<b>AA/48 Semester hrs. 9 Months</b>	<b>BS Degree 9 Months</b>	<b>AA/48 Semester hrs. 10 Months</b>	<b>BS Degree 10 Months</b>
Less than 3	20,034	25,042	22,176	27,718
3 but less than 6	20,234	25,292	22,397	27,996
6 but less than 9	20,435	25,546	22,622	28,276
9 but less than 12	20,641	25,800	22,848	28,525
12 but less than 15	20,847	26,058	23,077	28,843
15 but less than 18	21,056	26,320	23,307	29,131
18 but less than 21	21,266	26,581	23,539	29,424
21 but less than 24	21,479	26,849	23,778	29,718
24 but less than 27	21,694	27,117	24,014	30,015
27 or more	21,912	27,387	24,300	30,315

**FLSA Status: Non-Exempt**

**Approved: 06/25/2019**

**THOMASVILLE CITY SCHOOLS**  
**2019-2020 SALARY SCHEDULE**  
**CLERICAL AIDES - THS**

<b>YEARS EXPERIENCE</b>	<b>AA/48 Semester hrs. 9 Months</b>	<b>BS Degree 9 Months</b>	<b>AA/48 Semester hrs. 10 Months</b>	<b>BS Degree 10 Months</b>	<b>AA/48 Semester hrs. 12 Months</b>	<b>BS Degree 12 Months</b>
Less than 3	20,435	25,555	22,621	28,288	26,228	32,786
3 but less than 6	20,641	25,811	22,847	28,571	26,491	33,115
6 but less than 9	20,847	26,069	23,076	28,857	26,754	33,445
9 but less than 12	21,056	26,331	23,306	29,146	27,023	33,779
12 but less than 15	21,266	26,593	23,538	29,437	27,294	34,116
15 but less than 18	21,479	26,859	23,774	29,732	27,567	34,457
18 but less than 21	21,694	27,127	24,013	30,028	27,842	34,804
21 but less than 24	21,912	27,400	24,253	30,328	28,120	35,150
24 but less than 27	22,128	27,671	24,494	30,632	28,401	35,502
27 or more	22,350	27,948	24,741	30,939	28,685	35,857

**FLSA Status: Non-Exempt**

**Approved: 06/25/2019**

**THOMASVILLE CITY SCHOOLS**  
**2019-2020 SALARY SCHEDULE**  
**CLERICAL AIDES - TMS**

<b>YEARS EXPERIENCE</b>	<b>AA/48 Semester hrs. 9 Months</b>	<b>BS Degree 9 Months</b>	<b>AA/48 Semester hrs. 10 Months</b>	<b>BS Degree 10 Months</b>
Less than 3	20,234	25,292	22,396	27,996
3 but less than 6	20,435	25,546	22,621	28,276
6 but less than 9	20,641	25,800	22,847	28,525
9 but less than 12	20,847	26,058	23,076	28,843
12 but less than 15	21,056	26,318	23,306	29,131
15 but less than 18	21,266	26,584	23,538	29,424
18 but less than 21	21,479	26,849	23,774	29,718
21 but less than 24	21,694	27,116	24,126	30,015
24 but less than 27	21,912	27,386	24,253	30,315
27 or more	22,128	27,661	24,495	30,619

**FLSA Status: Non-Exempt**

**Approved: 06/25/2019**

**THOMASVILLE CITY SCHOOLS**  
**2019-2020 SALARY SCHEDULE**  
**FACILITIES MANAGER**

<b>YEARS EXPERIENCE</b>	<b>12 Months</b>				
Less than 3	49,700				
3 but less than 6	50,196				
6 but less than 9	50,698				
9 but less than 12	51,204				
12 but less than 15	51,717				
15 but less than 18	52,234				
18 but less than 21	52,755				
21 but less than 24	53,283				
24 but less than 27	53,817				
27 or more	54,356				

**FLSA Status: Non-Exempt**

12 – Month - 240 Days

**Approved: 06/25/2019**

# **THOMASVILLE CITY SCHOOLS**

## **2019-2020 SALARY SCHEDULE**

### **INSTRUCTIONAL AIDES/ MUSIC AIDES/ LIBRARY-MEDIA AIDES**

<b>YEARS EXPERIENCE</b>	<b>AA/48 Semester hrs. 9 Months</b>	<b>BS Degree 9 Months</b>	<b>AA/48 Semester hrs. 10 Months</b>	<b>BS Degree 10 Months</b>
Less than 3	19,935	24,878	22,067	27,540
3 but less than 6	20,132	25,126	22,287	27,816
6 but less than 9	20,335	25,378	22,510	28,095
9 but less than 12	20,538	25,632	22,734	28,374
12 but less than 15	20,743	25,888	22,962	28,658
15 but less than 18	20,951	26,146	23,192	28,944
18 but less than 21	21,159	26,408	23,424	29,234
21 but less than 24	21,372	26,673	23,659	29,526
24 but less than 27	21,586	26,939	23,895	29,821
27 or more	21,802	27,208	24,134	30,120

**FLSA Status: Non-Exempt**

**Approved: 06/25/2019**

**THOMASVILLE CITY SCHOOLS**  
**2019-2020 SALARY SCHEDULE**  
**INSTRUCTIONAL FACILITATOR (Classified)**

<b>YEARS EXPERIENCE</b>	<b>BS Degree 9 Months</b>				
Less than 3	31,961				
3 but less than 6	32,281				
6 but less than 9	32,604				
9 but less than 12	32,930				
12 but less than 15	33,589				
15 but less than 18	33,925				
18 but less than 21	34,264				
21 but less than 24	34,606				
24 but less than 27	34,952				
27 or more	35,302				

**FLSA Status: Non-Exempt**

9 – Months - 187 Days

**Approved: 06/25/2019**

**THOMASVILLE CITY SCHOOLS**  
**2019-2020 SALARY SCHEDULE**  
**INTERPRETER**

<b>YEARS EXPERIENCE</b>	<b>BS Degree</b>				
Less than 3	42,232				
3 but less than 6	46,461				
6 but less than 9	48,493				
9 but less than 12	49,133				
12 but less than 15	50,033				
15 but less than 18	51,180				
18 but less than 21	51,837				
21 but less than 24	52,491				
24 but less than 27	53,114				
27 or more	53,753				

**FLSA Status: Non-Exempt**

9 – Months - 187 Days

**Approved: 06/25/2019**

**THOMASVILLE CITY SCHOOLS**

**2019-2020 SALARY SCHEDULE**

**MAINTENANCE / TRANSPORTATION UTILITY WORKER**

<b>YEARS EXPERIENCE</b>	<b>12 Months</b>				
Less than 3	43,031				
3 but less than 6	43,461				
6 but less than 9	43,895				
9 but less than 12	44,334				
12 but less than 15	44,777				
15 but less than 18	45,225				
18 but less than 21	45,677				
21 but less than 24	46,134				
24 but less than 27	46,595				
27 or more	47,062				

**FLSA Status: Non-Exempt**

12 – Month - 240 Days

**Approved: 06/25/2019**

**THOMASVILLE CITY SCHOOLS**  
**2019-2020 SALARY SCHEDULE**  
**MARKETING AND COMMUNICATIONS MANAGER**

<b>YEARS EXPERIENCE</b>	<b>12 Months</b>				
Less than 3	41,019				
3 but less than 6	41,425				
6 but less than 9	41,843				
9 but less than 12	42,261				
12 but less than 15	42,684				
15 but less than 18	43,110				
18 but less than 21	43,542				
21 but less than 24	43,977				
24 but less than 27	44,417				
27 or more	44,861				

**FLSA Status: Non-Exempt**

12 – Months - 240 Days

**Approved: 06/25/2019**

**THOMASVILLE CITY SCHOOLS**  
**2019-2020 STATE MINIMUM SALARY SCHEDULE**  
**PUBLIC SCHOOL NURSE**

<b>YEARS EXPERIENCE</b>	<b>LPN</b>	<b>RN</b>	<b>RN/MS</b>
Less than 3	20,910	39,779	45,749
3 but less than 6	22,981	43,755	50,313
6 but less than 9	23,970	45,671	52,521
9 but less than 12	24,281	46,282	53,225
12 but less than 15	24,719	47,124	54,190
15 but less than 18	25,261	48,198	55,430
18 but less than 21	25,565	48,821	56,143
21 but less than 24	25,871	49,444	56,863
24 but less than 27	26,421	50,032	57,451
27 or more	26,972	50,622	58,040

**\*\*Based on a full-time, 182 day contract (7.75 hours per day)**

**FLSA Status: RN and RN/MS – Exempt (202 Day Contract)**  
**LPN – Non-Exempt (182 Day Contract)**

**EXTENDED CONTRACTS**

Calculation for 202 day contract

Above salary category divided by 182 days time 202 days = Annual Salary

**\*\*\*\*NOTE\*\*\*\*EXPERIENCE IS BASED ON TOTAL PUBLIC SCHOOL  
EXPERIENCE AT THE END OF THE 2018-2019 SCHOOL YEAR**

**Approved: 06/25/2019**

**THOMASVILLE CITY SCHOOLS**  
**2019-2020 SALARY SCHEDULE**  
**OSR PRE-K AUXILIARY TEACHER**

<b>YEARS EXPERIENCE</b>	<b>9 Months</b>				
Less than 3	19,992				
3 but less than 6	20,193				
6 but less than 9	20,393				
9 but less than 12	20,597				
12 but less than 15	20,804				
15 but less than 18	21,012				
18 but less than 21	21,222				
21 but less than 24	21,434				
24 but less than 27	21,649				
27 or more	21,865				

**FLSA Status: Non-Exempt**

9 – Months - 187 Days

**Approved: 06/25/2019**

# **THOMASVILLE CITY SCHOOLS**

## **2019-2020 SALARY SCHEDULE**

### **SECRETARY BOOKKEEPER**

### **SECRETARY BOOKKEEPER/PAYROLL CLERK**

### **SECRETARY BOOKKEEPER/LOCAL SCHOOLS/GENERAL ADMINISTRATION**

<b>YEARS EXPERIENCE</b>	<b>AA/48 Semester hrs.</b>	<b>BS Degree</b>	<b>AA/48 Semester hrs. AASBO Cert.</b>	<b>BS Degree AASBO Cert.</b>
Less than 3	32,140	40,176	34,159	42,699
3 but less than 6	32,460	40,578	34,501	43,127
6 but less than 9	32,786	40,983	34,845	43,558
9 but less than 12	33,115	41,393	35,194	43,993
12 but less than 15	33,445	41,806	35,548	44,433
15 but less than 18	33,779	42,224	35,902	44,877
18 but less than 21	34,117	42,647	36,260	45,326
21 but less than 24	34,457	43,074	36,624	45,781
24 but less than 27	34,804	43,504	36,991	46,237
27 or more	35,151	43,938	37,360	46,700

**FLSA Status: Non-Exempt**

12 - Months—240 Days

**Approved: 06/25/2019**

**THOMASVILLE CITY SCHOOLS**  
**2019-2020 SALARY SCHEDULE**  
**TECHNOLOGY HELP DESK MANAGER**

<b>YEARS EXPERIENCE</b>	<b>BS Degree 9 Months</b>				
Less than 3	31,961				
3 but less than 6	32,281				
6 but less than 9	32,604				
9 but less than 12	32,930				
12 but less than 15	33,589				
15 but less than 18	33,925				
18 but less than 21	34,264				
21 but less than 24	34,606				
24 but less than 27	34,952				
27 or more	35,302				

**FLSA Status: Non-Exempt**

**Approved: 06/25/2019**

**THOMASVILLE CITY SCHOOLS**

**2019-2020**

**SUBSTITUTES RATES**

<b>Position</b>	<b>Daily Rate</b>	<b>Hourly Rate</b>
Teacher/Support Staff	\$56.19/ \$66.00*	\$7.25 \$8.52*
Bus Driver	\$ 35.00	N/A
CNP Worker	\$ 50.75	\$7.25 \$8.52*
<u>Extended Leave Substitute:</u> * ** Substitute with Alabama Teacher Certificate	\$ 56.19 \$ 66.00* \$100.00**	\$ 7.25 \$ 8.52* \$12.90**

**Long Term Substitutes**

\* **Any substitute working 20 consecutive days or more for a certified employee \$66.00 per day.**

\*\* **Certified substitute (substitute with a valid Alabama Teacher Certificate) \$56.19 per day for the first 9 consecutive days and \$100.00 per day beginning the 10th day and after.**

**FLSA Status: Non-Exempt**

**Approved: 06/25/2019**

**THOMASVILLE CITY SCHOOLS**  
**2019-2020 STATE MINIMUM SALARY SCHEDULE**  
**ATHLETIC SUPPLEMENTS - DUAL SPORTS**

<b>YEARS EXPERIENCE</b>	<b>BS</b>	<b>MS</b>	<b>6Y (AA)</b>	<b>DO</b>	<b>ND</b>
Less than 3	4,371	5,027	5,420	5,814	4,371
3 but less than 6	4,808	5,529	5,962	6,100	4,808
6 but less than 9	5,019	5,772	6,100	6,100	5,019
9 but less than 12	5,086	5,849	6,100	6,100	5,086
12 but less than 15	5,179	5,955	6,100	6,100	5,179
15 but less than 18	5,297	6,091	6,100	6,100	5,297
18 but less than 21	5,365	6,100	6,100	6,100	5,365
21 but less than 24	5,433	6,100	6,100	6,100	5,433
24 but less than 27	5,498	6,100	6,100	6,100	5,498
27 or more	5,563	6,100	6,100	6,100	5,563

\*\*Above salaries based on 9-months certified personnel salary schedule for 20 days calculated pay, with a maximum rate of \$6,100.\*\*

**FLSA Status: Exempt**

9 – Months - 187 Days

**There is a maximum of 9 dual coaching supplements paid by the board per year. All dual supplements above 9 shall be paid by local schools.**

**Approved: 06/25/2019**

# THOMASVILLE CITY SCHOOLS

## SUPPLEMENTS

**2019-2020**

<b>ACADEMIC SUPPLEMENTS</b>		
Webmaster		\$2,000
Drama \$2,000 \$3,000*		\$5,000
National Board Certification - Classroom Teachers Only - \$50,000 Annual Maximum for all Supplements		\$5,000 per teacher up to 10 teachers (Above 10 teachers, the \$50,000 maximum supplement amount shall be divided equally among all NBCT Classroom Teachers)
Annual Staff /Yearbook		\$2,800
Senior Sponsor *		\$1,000
Junior Sponsor*		\$1,000
Scholars Bowl Sponsor		\$1,000
Robotics Sponsor		\$1,500
Choral Music		\$1,000

<b>SCHOOL ADMINISTRATIVE SUPPLEMENTS</b>		
Assistant Principal – Elementary School		Extended contract plus \$75.00 per teacher unit
Assistant Principal – High School		Extended Contract plus \$100.00 per teacher unit
Attendance Coordinator		\$2,257
Director of Transportation/Bus Safety		\$12,000 (\$1,000 increase each year after Year 1 - max of \$15,000)

<b>JR. VARSITY / MIDDLE SCHOOL ATHLETIC SUPPLEMENTS</b>		
Cheerleader Sponsor Jr. Varsity/Middle		\$1,200
Head Coach Jr. Varsity/Middle		\$1,200
Assistant Coach Jr. Varsity/Middle *Board pays for 1 coach. Local School pays for any additional.		\$1,000

\*Denotes Supplements Paid by Local School

Approved: 08/27/19  
Revised 08/23/19

**THOMASVILLE CITY SCHOOLS****SUPPLEMENTS****2019-2020**

<b>VARSITY ATHLETIC SUPPLEMENTS</b>		
Head Football Coach		Negotiable
Athletic Director		\$5,000
Head Baseball/Dual Sports		Supplement equal to 1 month salary plus \$2, 000
Head Basketball/Dual Sports		Supplement equal to 1 month salary plus \$2, 000
Head Volleyball		\$2, 000
Head Softball		\$2,000
Assistant Coach/Dual Sports-Varsity		Supplement equal to 1 month salary plus \$2,000
Band Director		Supplement equal to 1 month's salary plus \$2, 000
Cheerleader Sponsor – Varsity		Supplement equal to 1 month's salary plus \$2,000
Track		\$1,000
Soccer		\$1,000
Golf		\$1,000
Wrestling		\$1,000
Assistant Coach (Football, Softball, Volleyball, & Basketball)		\$2,000
Drumline/Percussion		\$500
Dance/Choreography*		\$1,200
Color Guard		\$800
Trumpet, High Brass, Low Brass*		\$500
Clarinets and Flutes*		\$400
Majorettes*		\$400
Music Instructor/Band*		\$500

\*Denotes Supplements Paid by Local School

Approved: 08/27/19  
Revised 08/23/19

# THOMASVILLE CITY SCHOOLS

## EXTRA CURRICULAR INCENTIVES

2019-2020

### Athletic Coaches

#### Head Coach

- Regional or Area Champion \$500
- State Playoffs \$500 per round (max \$2,000)
- State Championship
  - Winner \$2,000
  - Runner-Up \$500

#### Assistant Coach

- Regional or Area Champion \$200
- State Playoffs \$200 per round (max \$800)
- State Championship
  - Winner \$1,000
  - Runner-Up \$500

#### Athletic Director

- Regional or Area Champion \$100
- State Playoffs \$100 per round (max \$400)
- State Championship
  - Winner \$300
  - Runner-Up \$100

\*Varsity Sports Athletic incentives are applicable for Alabama High School Athletic Association sanctioned events only and must be documented.

\*\*Area Champion incentive will only be paid for the Area Tournament Champion, if a tournament is played.

\*\*\*State Champion incentive will only be paid for **Team Championships**.

Approved: 06/25/2019

# THOMASVILLE CITY SCHOOLS

## EXTRA CURRICULAR INCENTIVES

2019-2020

### Wrestling/Golf/Track

Head Coach will receive \$250 for an individual state champion. (Max \$500 per season)

### Band

- |   |         |
|---|---------|
| ▪ District Superior Rating                        | \$125   |
| ▪ State Superior Rating                           | \$500   |
| ▪ Grand Champion – Marching or Concert            | \$1,000 |
| ▪ Invitation to Play – Bowl/Major Parade (Macy's) | \$2,000 |
- (Band must perform)

### Scholar Bowl/Robotics

- |                     |         |
|---------------------|---------|
| ▪ Regional Champion | \$250   |
| ▪ State Qualifier   | \$250   |
| ▪ Top 10            | \$250   |
| ▪ State Champion    | \$1,000 |
| ▪ National Title    | \$2,000 |

### Drama

- |                       |         |
|-----------------------|---------|
| ▪ Regional            | \$500   |
| ▪ State Participation | \$500   |
| ▪ State Winner        | \$500   |
| ▪ National Qualifier  | \$1,000 |
| ▪ National Winner     | \$1,000 |

\*Must participate in the National Festival to earn the National Qualifier bonus.

### Alabama Teacher of the Year

- |                  |            |
|------------------|------------|
| ▪ State Finalist | \$1,000.00 |
| ▪ State Winner   | \$2,000.00 |

Approved: 06/25/2019