

FY2023

**Dothan City Schools
 Certified Salary Schedule (NON TEAMS)
 Public School Experience - 187 Day Contract**

Step	Bachelor	Master	6-Year	Doctoral	Non-Degree
0	44,442	51,105	55,107	59,106	44,442
1	44,442	51,105	55,107	59,106	44,442
2	44,442	51,105	55,107	59,106	44,442
3	48,881	56,213	60,612	65,019	48,881
4	48,881	56,213	60,612	65,019	48,881
5	48,881	56,213	60,612	65,019	48,881
6	51,025	58,676	63,286	67,860	51,025
7	51,025	58,676	63,286	67,860	51,025
8	51,025	58,676	63,286	67,860	51,025
9	52,565	60,448	65,196	69,910	52,565
10	53,090	61,052	65,848	70,609	53,090
11	53,621	61,663	66,506	71,314	53,621
12	54,158	62,280	67,171	72,028	54,158
13	54,699	62,902	67,844	72,748	54,699
14	55,246	63,532	68,521	73,476	55,246
15	55,799	64,167	69,207	74,211	55,799
16	56,357	64,809	69,899	74,953	56,357
17	56,920	65,457	70,598	75,702	56,920
18	57,489	66,111	71,304	76,459	57,489
19	58,064	66,773	72,018	77,224	58,064
20	58,644	67,440	72,737	77,996	58,644
21	59,232	68,114	73,465	78,776	59,232
22	59,823	68,796	74,199	79,564	59,823
23	60,422	69,484	74,941	80,359	60,422
24	61,026	70,179	75,691	81,163	61,026
25	61,636	70,880	76,448	81,974	61,636
26	62,252	71,589	77,212	82,794	62,252
27	62,876	72,305	77,984	83,623	62,876
28	63,504	73,028	78,764	84,459	63,504
29	64,139	73,758	79,551	85,304	64,139
30	64,780	74,496	80,347	86,156	64,780
31	65,428	75,240	81,150	87,017	65,428
32	66,083	75,994	81,962	87,888	66,083
33	66,743	76,753	82,782	88,767	66,743
34	67,410	77,521	83,609	89,655	67,410
35	68,085	78,296	84,446	90,551	68,085

This salary schedule is based on a 187 day contract.
 10 and 11 month employees will receive a prorata amount based on their contract days.
 12 month employees will receive a prorata share based upon 242 day work calendar.

The anniversary date of experience shall be used to determine appropriate step for 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 new contract. The advanced degree must be earned from a regionally accredited institution.

FY2023 TEAMS Program

Dothan City Schools Salary Schedule Classroom Teachers Public School Experience - 189 Day Contract

Step	Bachelor	Maseter	AA/EDS	Doctoral
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

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 contract. The advanced degree must be earned from a regionally accredited institution.

An annual supplement of \$5,000 will be paid to those teaching in Alabama State Department of Education-identified hard-to-staff schools, and teachers remain eligible for state National Board Certified Teachers stipends.

**Dothan City Schools
School Nurse State Salary Matrix
2022-2023**

LEVEL STEP	N00Y					N01Y					N02Y				
	LPN					RN					RN/MS				
	State 182 days	State 187 days	Local 187 days	Difference	% > State	State 182 days	State 187 days	Local 187 days	Difference	% > State	State 182 days	State 187 days	Local 187 days	Difference	% > State
0	22,181	22,790	25,009	2,219	9.7%	42,198	43,357	44,467	1,110	2.6%	48,531	49,864	51,110	1,246	2.5%
1	22,181	22,790	25,135	2,344	10.3%	42,198	43,357	44,576	1,219	2.8%	48,531	49,864	51,110	1,246	2.5%
2	22,181	22,790	25,259	2,468	10.8%	42,198	43,357	44,689	1,332	3.1%	48,531	49,864	51,110	1,246	2.5%
3	24,379	25,049	25,665	616	2.5%	46,415	47,690	48,863	1,173	2.5%	53,372	54,838	56,193	1,355	2.5%
4	24,379	25,049	25,665	616	2.5%	46,415	47,690	48,863	1,173	2.5%	53,372	54,838	56,193	1,355	2.5%
5	24,379	25,049	25,665	616	2.5%	46,415	47,690	48,863	1,173	2.5%	53,372	54,838	56,193	1,355	2.5%
6	25,427	26,126	26,769	643	2.5%	48,447	49,778	51,003	1,225	2.5%	55,714	57,245	58,653	1,408	2.5%
7	25,427	26,126	26,769	643	2.5%	48,447	49,778	51,003	1,225	2.5%	55,714	57,245	58,653	1,408	2.5%
8	25,427	26,126	26,769	643	2.5%	48,447	49,778	51,003	1,225	2.5%	55,714	57,245	58,653	1,408	2.5%
9	25,758	26,466	27,116	650	2.5%	49,096	50,445	51,687	1,242	2.5%	56,462	58,013	59,441	1,427	2.5%
10	25,758	26,466	27,116	650	2.5%	49,096	50,445	51,687	1,242	2.5%	56,462	58,013	59,441	1,427	2.5%
11	25,758	26,466	27,116	650	2.5%	49,096	50,445	51,687	1,242	2.5%	56,462	58,013	59,441	1,427	2.5%
12	26,222	26,942	27,604	661	2.5%	49,989	51,362	52,626	1,264	2.5%	57,485	59,064	60,518	1,454	2.5%
13	26,222	26,942	27,604	661	2.5%	49,989	51,362	52,626	1,264	2.5%	57,485	59,064	60,518	1,454	2.5%
15	26,797	27,533	28,211	678	2.5%	51,128	52,533	53,827	1,294	2.5%	58,801	60,416	61,901	1,485	2.5%
18	27,119	27,864	28,551	687	2.5%	51,789	53,212	54,522	1,310	2.5%	59,557	61,193	62,698	1,504	2.5%
21	27,444	28,198	28,892	694	2.5%	52,450	53,891	55,218	1,327	2.5%	60,320	61,977	63,501	1,524	2.5%
24	28,027	28,797	29,506	709	2.5%	53,074	54,532	55,875	1,343	2.5%	60,944	62,618	64,159	1,541	2.5%
27	28,611	29,397	30,121	724	2.5%	53,699	55,174	56,534	1,360	2.5%	61,569	63,260	64,818	1,558	2.5%

NOTE: The Local column reflects the DCS School Nurse Salary Matrix based on 187 day contract. Compared to the State Salary Matrix of 182 day contract converted to 187 day contract, DCS pays 2.5-10.8% more than the State.

**DOTHAN CITY SCHOOLS
SUPPORT SALARY SCHEDULE
2022-2023**

LEVEL STEP	Contract Days	0	1	2	3	4	5	6	7	8	9	10	11	12	13	15	20	24	27
1	242	79,844	79,986	80,133	80,268	80,413	80,554	80,698	80,836	80,981	81,123	81,266	81,406	81,548	81,860	82,178	82,497	83,154	83,813
2	242	74,173	74,314	74,460	74,597	74,742	74,884	75,027	75,167	75,311	75,451	75,593	75,732	75,876	76,190	76,507	76,823	77,481	78,137
3	242	69,922	70,062	70,205	70,347	70,488	70,631	70,772	70,914	71,056	71,196	71,340	71,480	71,623	71,938	72,255	72,571	73,230	73,886
4	242	65,669	65,812	65,951	66,091	66,238	66,375	66,519	66,661	66,803	66,943	67,086	67,227	67,370	67,688	68,000	68,316	68,974	69,629
5	242	57,544	57,687	57,830	57,972	58,113	58,255	58,398	58,542	58,682	58,822	58,962	59,105	59,249	59,566	59,881	60,196	60,854	61,512
5-1	187	44,467	44,576	44,689	44,798	44,908	45,013	45,124	45,237	45,345	45,453	45,560	45,673	45,782	46,028	46,272	46,513	47,020	47,529
6	242	55,602	55,744	55,885	56,027	56,169	56,312	56,452	56,594	56,734	56,881	57,019	57,159	57,301	57,621	57,935	58,248	58,905	59,562
7	242	53,714	53,857	53,996	54,136	54,281	54,425	54,564	54,708	54,845	54,990	55,129	55,272	55,412	55,728	56,044	56,363	57,019	57,677
8	242	51,208	51,349	51,489	51,630	51,777	51,914	52,057	52,198	52,343	52,480	52,625	52,768	52,909	53,225	53,539	53,857	54,517	55,174
8-1	187	39,568	39,679	39,788	39,895	40,010	40,116	40,225	40,332	40,446	40,555	40,663	40,772	40,882	41,124	41,368	41,615	42,122	42,632
9	242	49,362	49,506	49,648	49,788	49,934	50,073	50,213	50,354	50,495	50,641	50,780	50,920	51,064	51,380	51,696	52,008	52,668	53,325
10	242	47,519	47,613	47,806	47,945	48,089	48,228	48,374	48,512	48,655	48,797	48,938	49,081	49,221	49,538	49,853	50,166	50,825	51,483
11	242	45,820	45,957	46,103	46,249	46,389	46,524	46,671	46,815	46,956	47,093	47,237	47,381	47,519	47,835	48,153	48,467	49,123	49,783
11-1	187	35,407	35,512	35,624	35,733	35,845	35,948	36,060	36,171	36,280	36,385	36,498	36,606	36,714	36,957	37,201	37,444	37,952	38,461
12	242	44,130	44,272	44,413	44,557	44,695	44,840	44,979	45,122	45,266	45,405	45,545	45,689	45,834	46,146	46,462	46,776	47,434	48,092
13	242	41,623	41,762	41,908	42,050	42,195	42,331	42,475	42,615	42,759	42,898	43,039	43,185	43,323	43,637	43,957	44,270	44,927	45,585
14	242	39,705	39,848	39,991	40,127	40,268	40,415	40,557	40,698	40,841	40,983	41,122	41,269	41,403	41,721	42,036	42,352	43,011	43,669
15	242	37,200	37,342	37,482	37,623	37,764	37,909	38,050	38,190	38,331	38,477	38,619	38,758	38,901	39,214	39,528	39,848	40,505	41,161
16	242	35,280	35,426	35,565	35,709	35,848	35,990	36,131	36,273	36,416	36,561	36,698	36,843	36,981	37,300	37,614	37,929	38,588	39,245
17	242	33,366	33,504	33,647	33,792	33,932	34,072	34,218	34,356	34,500	34,640	34,783	34,926	35,068	35,380	35,698	36,012	36,669	37,328
18	242	32,516	32,684	32,857	33,017	33,187	33,356	33,524	33,692	33,859	34,027	34,196	34,364	34,529	34,846	35,158	35,478	36,134	36,791
18-1	202	27,166	27,298	27,434	27,564	27,705	27,843	27,984	28,127	28,264	28,406	28,549	28,688	28,825	29,088	29,351	29,614	30,162	30,713
19	207	30,338	30,483	30,623	30,765	30,905	31,049	31,190	31,334	31,474	31,617	31,758	31,903	32,039	32,355	32,675	32,991	33,554	34,114
20	242	28,289	28,496	28,636	28,778	28,918	29,060	29,200	29,348	29,489	29,626	29,767	29,914	30,055	30,371	30,688	31,000	31,658	32,317
21	242	27,538	27,668	27,798	27,928	28,060	28,193	28,326	28,461	28,601	28,741	28,885	29,028	29,169	29,486	29,800	30,113	30,768	31,427
21-1	187	21,613	21,712	21,808	21,903	21,999	22,099	22,195	22,294	22,396	22,500	22,606	22,714	22,814	23,047	23,279	23,508	24,016	24,524
22	187	25,009	25,134	25,258	25,385	25,515	25,636	25,761	25,887	26,017	26,138	26,262	26,390	26,515	26,816	27,117	27,415	27,924	28,434
23	187	24,008	24,133	24,258	24,385	24,510	24,633	24,760	24,882	25,009	25,134	25,258	25,385	25,515	25,813	26,112	26,414	26,920	27,430
24	182	23,666	23,789	23,921	24,046	24,176	24,307	24,435	24,566	24,693	24,822	24,952	25,082	25,211	25,520	25,829	26,139	26,634	27,127
25	187	21,688	21,830	21,971	22,110	22,252	22,393	22,535	22,673	22,812	22,954	23,097	23,236	23,375	23,666	23,968	24,277	24,786	25,296
25-1	242	27,636	27,827	28,019	28,206	28,402	28,596	28,786	28,972	29,164	29,354	29,551	29,739	29,929	30,319	30,732	31,152	31,810	32,468
26	187	19,965	20,081	20,192	20,311	20,424	20,539	20,654	20,771	20,885	21,000	21,118	21,234	21,347	21,624	21,900	22,180	22,688	23,196
27	187	19,037	19,156	19,272	19,385	19,499	19,616	19,731	19,846	19,965	20,081	20,192	20,311	20,424	20,700	20,980	21,257	21,763	22,273
28	187	18,144	18,255	18,363	18,470	18,578	18,686	18,792	18,911	19,027	19,140	19,256	19,371	19,488	19,764	20,042	20,321	20,826	21,335
29	183	14,796	14,906	15,016	15,129	15,236	15,352	15,462	15,571	15,683	15,794	15,905	16,018	16,125	16,396	16,661	16,927	17,391	17,858

ITEM : 9.G. 2022-2023 Salary and Supplement Schedules**Recommendation**

Recommend the Board approve the following salary schedule attachments, effective with the beginning of each employee's contract year. These reflect a pay increase of 4%, based on HB136:

- FY-2023 DCS Certified Salary Schedule (NON TEAMS) which reflects the locally paid 2.5% more than the FY 2023 Foundation Program State Minimum Salary Schedule from HB135.
- FY-2023 DCS TEAMS Salary Schedule based on the FY2023 Teams Program State Minimum Salary Schedule from HB135.
- FY-2023 DCS School Nurses Salary Schedule attached which reflects the locally paid 2.5% or more than the State Minimum Salary Schedule for School Nurses for FY2023 from HB135.
- FY-2023 DCS Support Schedule
- Recommend the Board approve the following supplement schedule attachments, effective with the beginning of each employee's contract year.
 - FY-2023 DCS Administrative Supplement Schedules
 - FY-2023 DCS Sports Supplement Schedules

Summary

State law requires that Board's of Education annually approve salary and supplement schedules for its various employee groups. For the 2022-2023 year the Legislature approved a 4% increase with additional percentages allocated to adjust step increases. The attached reflects the 2.5% or more paid by the District above the State Minimum Salary Schedule.

The schedules will be effective with each employee's beginning contract month. **For 12 month employees that will be July, for 10 month that will be August, and for all 9 month employees that will be September.**

Financial Impact

The estimated additional cost related to the 4% or more raises will be offset by the reduction of 5 local units for the 2022-2023 school year and reallocation of portions of temporary federal funds. A reduction in force was not needed, because the 5 local units were absorbed through transfers, retirements, and resignations.

Goals

✓ 3-Resources: Finance



Goal 1-Dothan City Schools will practice responsible financial management and maintain appropriate financial reserves to support the critical instructional and operational needs of the system.

✓ Objective 1-Ensure that money is appropriated to schools based on state and federal guidelines.

✓ Objective 2-Establish transparency among all schools as to how funds and resources are appropriated.



Objective 3-Implement processes, controls and support systems to maximize operational efficiency and effectiveness.



Objective 4-Seek additional financial resources to support the successful implementation of all strategic plan initiatives.

Supporting Documents

[FY-2023 DCS Certified Salary Matrix](#)

[FY-2023 DCS TEAMS Salary Schedule](#)

[FY-2023 DCS School Nurses Salary Schedule](#)

[FY-2023 DCS Support Salary Schedule](#)

[FY2023 Administrative Supplement Schedule](#)

[FY2023 Sports Supplement Schedules](#)

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