

**MINUTES
CITY BOARD OF EDUCATION
CITY OF MUSCLE SHOALS, ALABAMA**

The City Board of Education of the City of Muscle Shoals, Alabama, met for the Board's regular meeting in the office of the City Superintendent of Education of the City of Muscle Shoals, Alabama, on June 28, 2021, at approximately 6:40 p.m. The meeting followed a work session held at 5:30 p.m. The secretary called the roll with the following results:

Present: Clayton Wood
Celia Rudolph
Sonya Allman
Marilyn Davis
Jamie Stoddard

Absent: None

Also, present were Chad Holden, Superintendent and ex-officio Secretary to the Board and custodian of its minutes and records, Denise Woods, Assistant Superintendent, and Sherry Langley, Chief School Financial Officer. Administrators present included Jason Simmons, Britney Schneider, Dianna Ritter, and Kevin Davis. Also present was Supervisor of Student Services, Richard Templeton, and Muscle Shoals Education Association representative, Alicia Whitehead. President Wood declared a quorum present and the meeting duly and legally constituted and open for the transaction of business.

Superintendent Holden stated the first item of business was to the obtain board member signatures for compliance with the School Board Governance Improvement Act of 2012. Every board member signs documentation at the beginning of each new school board term, the Board Member Code of Conduct and the Certificate of Affirmation of School Board Member. The affirmations are shown at the end of these minutes.

Superintendent Holden welcomed new board member, Mrs. Sonya Allman. Mrs. Allman brings a great deal of experience to the Board having previously served as a teacher and school counselor in the Muscle Shoals system.

A motion to approve the June 28, 2021, agenda was made by Dr. Rudolph and seconded by Dr. Davis. No discussion followed and the motion was subsequently approved with five yes votes.

Superintendent Holden stated he did not have any correspondence to share.

President Wood proceeded with the meeting agenda.

I. Business Action Items

Superintendent Holden read the following resolution regarding Consent Agenda action items:

Consent Agenda Resolution

For the consent agenda, the Board has been furnished with background material on each item or has discussed the item at a previous meeting. Consent Agenda items will be acted upon with one vote without discussion. If a Board member wants to discuss any item, it will be pulled from the Consent Agenda and voted on separately.

A. Dr. Holden recommended approval of the following Consent Agenda items:

1. *Minutes – May 17, 2021 (Regular Meeting)*
2. *Minutes – June 9, 2021 (Special Meeting)*
3. *Bills & Accounts for May*
4. *May Financial Report (May bank statements have been reconciled)*
5. *Declaration of Surplus Items*
6. *2021-2022 Salary Schedules and Supplement Schedules*

A motion to approve the superintendent's recommendation was made by Dr. Davis and seconded by Dr. Rudolph. No discussion followed and the superintendent's recommendation was approved by five yes votes.

The salary schedules are shown at the end of these minutes.

B. Personnel Report

Superintendent Holden recommended approval of the Personnel Report. A motion to approve the superintendent's recommendation was made by Mrs. Allman and seconded by Dr. Davis. No discussion followed and the superintendent's recommendation was approved by five yes votes.

For the benefit of the audience, the Personnel Report was read by Dr. Holden.

The Personnel Report is shown at the end of these minutes.

C. Probationary Principal Contract – Dianna Ritter, Muscle Shoals Middle School

Superintendent Holden recommended approval of the probationary principal contract for Dianna Ritter, new principal at Muscle Shoals Middle School. A motion to approve the superintendent's recommendation was made by Dr. Stoddard and seconded by Dr. Rudolph. No discussion followed and the superintendent's recommendation was approved by five yes votes.

II. Superintendent's Report/Announcements

- The custodial and maintenance teams were thanked for doing a great job preparing the buildings for the new school year. Construction is going on at Highland Park and Webster so the teams are currently working at the other campuses.

- Dr. Holden stated that he and the elementary principals were very appreciative for the efforts Dr. Woods, Cheryl Lockhart, and the summer literacy teachers are doing to ensure the Summer Literacy Camp is a huge success.
- Schools are busy places even in the summer months. Summer Camp, organized by the Community Education Department, and Reading Camp are going strong at McBride. Summer learning is also taking place at the middle school and high school.
- **Recognitions/Congratulations**
 - ✓ Sara Puckett - recent graduate of Muscle Shoals High School and standout basketball player, was named the Gatorade 6A Player of the Year for the State of Alabama. Sara is already making her mark in Knoxville as a player for the Lady Vols.
 - ✓ Drake Woodard, tennis player, and golfer, Riya Key, were named TimesDaily players of the year. Sara Puckett also took home a TimesDaily player of the year award.
 - ✓ Congratulations to McBride science teacher, Bryon Green, for being awarded a \$1,500 robotics grant funded through the ALSDE. Even though Coach Green is moving on to the middle school, his classroom will still benefit from this grant.
 - ✓ Congratulations to Mrs. Stonecipher and the Work-Based Learning Program. For the first time in program history, the economic impact of these students and the work they are doing in the workforce exceeded \$1,000,000.00!

• **Upcoming Dates of Interest**

- ✓ July 4 Holiday
School/Central offices will be closed July 1-July 5. July 4 (Sunday) will be observed July 5 (Monday). At this time, the offices are currently closed on Fridays (summer break schedule). The offices will be closed on July 1 (Thursday) in exchange for July 30 (Friday) so that offices can be open the entire week prior to school starting.

III. Adjournment

Board President Wood thanked Dr. Rudolph and Dr. Davis for the superintendent and CSFO evaluation reports that were presented during the work session. He also expressed appreciation to Superintendent, Chad Holden, and CSFO Sherry Langley, for a job well done and their engagement in the evaluation process. There being no further remarks, President Wood declared the meeting adjourned.

Minutes approved:

Attest:

 Chad Holden SEAL

June 28, 2021

Personnel Report

I. Transfer/Administrative Assignment

1. Bryon Green

From Teacher (187-day assignment) at McBride Elementary School to Assistant Principal at Muscle Shoals Middle School (222-day assignment), effective July 19, 2021

II. Reassignment

1. Laura Opsteen

From System-wide Child Nutrition Program Assistant assigned to McBride/MSMS to System-wide Child Nutrition Program Assistant assigned to Howell Graves Preschool, (remains on 180 day assignment) effective August 2, 2021

2. Stacy Craft

System-wide Child Nutrition Program Assistant assigned to McBride/MSMS from 180 day assignment to 184 day assignment, effective August 2, 2021

III. Employment

1. Whitney Gilley

System-wide Child Nutrition Program Assistant assigned to McBride/MSMS. Ms. Gilley has performed previous CNP duties as an employee of Kelly Temporary Services. Regular 180 day assignment, effective August 2, 2021

2. Brittany King

System-wide Child Nutrition Program Assistant assigned to McBride/MSMS. Ms. King has 14 years of previous food service experience. Regular 184 day assignment, effective August 2, 2021

3. Jennifer Quintana

System-wide Child Nutrition Program Assistant assigned to McBride/MSMS. Regular 180 day assignment, effective August 2, 2021

4. Kadi Smith

System-wide Child Nutrition Program Assistant assigned to McBride/MSMS. Ms. Smith has 14 years of previous CNP experience with Sheffield City Schools. Regular 180 day assignment, effective August 2, 2021

5. Hannah Vincent

Elementary teacher at McBride Elementary. Ms. Vincent holds Master’s level certification and has five years of teaching experience in Franklin County. Regular 180 day assignment, effective August 2, 2021

VI. Other/Special Appointments or Supplemental Assignment

1. Emily Lankford Cooper

Part-time, contract Art Instruction at Howell Graves Preschool. Schedule TBD, \$25.00 per hour, no benefits. Effective for 2021-2022 school year

2. Tara Greenhill

Part-time, contract Music Instruction at Howell Graves Preschool. Schedule TBD, \$3,000.00 total, no benefits. Effective for 2021-2022 school year

3. SpEd training – 1 day- summer 2021 (to be paid \$200.00 from HLP Grant or Title II)

Nicole Henderson
Rachel Lawrimore

Personnel Report (continued)

4. SpEd training – 1 day- summer 2021 (to be paid \$200.00 from IDEA funds or Title II)

Nicole Henderson
Rachel Lawrimore

5. (2 counselors) PowerSchool Training - Counselor Stipend, (training completed June 15, 2021

\$200.00, to be paid from district Title II funds
Robyn Garrett
Tonya Peoples

6. (15 teachers) PowerSchool Training - Lead Teacher Stipend, (training completed June 14, 2021, \$200.00, to be paid from district Title II funds

Stacey Aday	Cathy Belote	Holly Brooks	Teresa Burden
Kaydee Chandler	Rachel Chapman	Jenny Lee Cottrell	Katie Hagle
Danyelle Hillman	Erica Johnson	Emily Lawler	Ladeedra McCaulley
Chris Porter	Amy Willingham	Ashley Condra Moore	

Information only – Not a Board Action Item

Temporary position(s) will be employed through Kelly services

- **Blair Johnson (previously worked as an aide through Kelly Staffing)**
Will fill art teacher maternity leave at Webster, Highland Park and McBride, approximately August 18 through November 10, 2021, but flexible with medical needs
- **Gracie Stanfield**
Will fill teacher maternity leave (7th grade, ELA) at Muscle Shoals Middle School, approximately August 3 through October 29, 2021, but flexible with medical needs

2021-2022 Salary Schedules

**MUSCLE SHOALS CITY SCHOOLS
2021 - 2022 TEACHERS SALARY SCHEDULE
187 DAYS**

6% above State Salary Matrix

Years of Completed Experience	Bachelor's Degree			Masters Degree			Ed. Specialist Degree/ Class AA			Doctoral Degree		
	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary
0-2	236.32	3,683	44,191	271.75	4,235	50,817	293.03	4,566	54,797	314.29	4,898	58,773
3-5	259.93	4,051	48,606	298.91	4,658	55,897	322.31	5,023	60,272	345.72	5,387	64,649
6-8	271.32	4,228	50,737	312.01	4,862	58,346	336.52	5,244	62,929	360.85	5,623	67,479
9-11	276.75	4,313	51,751	318.25	4,959	59,513	343.25	5,349	64,187	368.06	5,736	68,828
12-14	282.28	4,399	52,786	324.62	5,059	60,703	350.11	5,456	65,471	375.43	5,850	70,205
15-17	287.92	4,487	53,842	331.11	5,160	61,917	357.11	5,565	66,780	382.94	5,967	71,609
18-20	293.68	4,577	54,919	337.73	5,263	63,155	364.26	5,676	68,117	390.60	6,087	73,041
21-23	299.55	4,668	56,017	344.49	5,368	64,419	371.54	5,790	69,479	398.41	6,209	74,502
24-26	305.55	4,761	57,137	351.37	5,476	65,706	378.98	5,906	70,868	406.38	6,333	75,992
27+	311.66	4,857	58,280	358.40	5,585	67,022	386.55	6,024	72,286	414.51	6,459	77,513

Salaries are rounded to the nearest dollar for presentation purposes.

All extended contracts will be computed by using the appropriate daily rates multiplied by the number of contract days as illustrated below:

Class A, 0 experience, 208 days
 $\$ 50,817 / 187 = \$ 271.75 \times 208 \text{ days} = \$ 56,524$

A teacher's placement on the salary matrix is based on verifiable public and/or private classroom experience in conjunction with the higher degree level identified on the Teacher's Certification.

A teacher is entitled to be paid at the higher degree level with the monthly pay period that begins after the State Superintendent recognizes the advanced degree per SDE Administrative Code. If the school year has ended, the increase pay will become effective at the beginning of the next school year unless a teacher's contract exceeds nine months. It is the practice of the Muscle Shoals City Board of Education to recognize the advanced degree in the monthly payroll following the recognition of the degree based on the number of days left in the employee's current contract.

MUSCLE SHOALS CITY SCHOOLS
2021 - 2022 MATH & SCIENCE TEACHER PROGRAM
SALARY SCHEDULE
189 DAYS
New Salary Matrix for 2021-2022

Years of Completed Experience	Bachelor's Degree			Masters Degree			Ed. Specialist Degree/			Doctoral Degree		
	Class B			Class A			Class AA					
	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary
0	247.04	3,891	46,690	280.11	4,412	52,941	299.97	4,725	56,695	319.82	5,037	60,446
1	264.46	4,165	49,982	304.12	4,790	57,479	327.92	5,165	61,977	351.74	5,540	66,479
2	278.58	4,388	52,652	320.35	5,046	60,547	345.52	5,442	65,304	370.50	5,835	70,025
3	286.73	4,516	54,192	329.74	5,193	62,320	355.63	5,601	67,215	381.35	6,006	72,075
4	295.10	4,648	55,774	339.36	5,345	64,139	366.02	5,765	69,177	392.48	6,182	74,179
5	303.69	4,783	57,397	349.24	5,501	66,006	376.67	5,933	71,190	403.90	6,362	76,338
6	312.50	4,922	59,063	359.37	5,660	67,921	387.61	6,105	73,258	415.63	6,546	78,554
7	321.55	5,064	60,773	369.78	5,824	69,889	398.83	6,282	75,378	427.66	6,736	80,828
8	327.98	5,166	61,988	377.17	5,940	71,285	406.80	6,407	76,886	436.22	6,870	82,445
9	334.54	5,269	63,228	384.72	6,059	72,712	414.94	6,535	78,423	444.94	7,008	84,094
10	339.56	5,348	64,176	390.49	6,150	73,803	421.16	6,633	79,599	451.61	7,113	85,355
11	344.65	5,428	65,139	396.35	6,243	74,910	427.48	6,733	80,793	458.39	7,220	86,635
12-14	349.82	5,510	66,116	402.30	6,336	76,034	433.89	6,834	82,005	465.26	7,328	87,935
15-17	355.09	5,593	67,112	408.35	6,432	77,179	440.42	6,937	83,240	472.28	7,438	89,260
18-20	360.47	5,677	68,128	414.53	6,529	78,347	447.10	7,042	84,501	479.42	7,551	90,611
21-23	365.95	5,764	69,164	420.85	6,628	79,540	453.89	7,149	85,786	486.71	7,666	91,989
24-26	371.54	5,852	70,221	427.27	6,730	80,754	460.83	7,258	87,097	494.15	7,783	93,395
27+	377.24	5,942	71,299	433.84	6,833	81,995	467.90	7,370	88,434	501.74	7,902	94,829

Salaries are rounded to the nearest dollar for presentation purposes.

A teacher's placement on the salary matrix is based on verifiable public and/or private classroom experience in conjunction with the higher degree level identified on the Teacher's Certification.

A teacher is entitled to be paid at the higher degree level with the monthly pay period that begins after the State Superintendent recognizes the advanced degree per SDE Administrative Code. If the school year has ended, the increase pay will become effective at the beginning of the next school year unless a teacher's contract exceeds nine months. It is the practice of the Muscle Shoals City Board of Education to recognize the advanced degree in the monthly payroll following the recognition of the degree based on the number of days left in the employee's current contract.

Note: Employment terms for this schedule on file at the Central Office.

Muscle Shoals City Schools
2021 - 2022 Nurses Salary Schedule
187 Contract Days
Includes State Mandated 2% Raise

Years of Experience	LPN			RN			RN (MASTER'S)		
	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary
0-2	124.20	1,935	23,225	236.26	3,682	44,181	271.69	4,234	50,806
3-5	136.50	2,127	25,525	259.87	4,050	48,596	298.85	4,657	55,885
6-8	142.36	2,219	26,622	271.25	4,227	50,724	311.94	4,861	58,332
9-11	144.21	2,247	26,968	274.88	4,284	51,403	316.13	4,926	59,116
12-14	146.81	2,288	27,454	279.89	4,362	52,339	321.85	5,016	60,186
15-17	150.04	2,338	28,057	286.26	4,461	53,531	329.21	5,130	61,562
18-20	151.84	2,366	28,394	289.97	4,519	54,224	333.44	5,196	62,354
21-23	153.66	2,395	28,734	293.66	4,576	54,914	337.72	5,263	63,153
24-26	156.93	2,446	29,346	297.16	4,631	55,569	341.21	5,317	63,807
27+	160.20	2,496	29,957	300.66	4,685	56,223	344.72	5,372	64,462

* Add \$ 3,000 supplement for Lead Nurse

Salaries are rounded to the nearest dollar for presentation purposes.

Muscle Shoals City Schools
2021 2022 School Administrator Salary Schedule
Salary Schedule reflects 240 day contract
Includes State Mandated 2% Raise

Exp	High School		Middle School		*Elementary School		MSCA Principal/Associate Director of Career and Technical Education		Assistant Superintendent		Supervisor of Student Services		Supervisor of Student Services Assistant		Non-Resident/ Attendance & Instructional Support Coordinator		Director Federal Programs and Career and Technical Education		
	Degree		Degree		Degree		Degree		Degree		Degree		Degree		Degree		Degree		
	Class A	AA	Class A	AA	Class A	AA	Class A	AA	Class A	AA	Class A	AA	Class A	AA	Class A	AA	Class A	AA	
Asst. Principal	0-2																		
Principal	3-4	78,529	84,352	76,641	83,094	76,260	82,773												
Asst. Principal	5-7	80,418	86,555	78,529	85,138	78,165	84,837												
Principal	8-10	83,094	89,545	81,048	88,130	80,707	87,854												
Asst. Principal	11-13	84,037	90,646	81,992	89,388	81,661	89,127												
Principal	14-16	86,555	93,635	83,879	91,118	83,567	90,873												
Asst. Principal	17-19	87,657	94,895	85,924	93,480	85,632	93,099												
Principal	20-23	88,758	96,705	86,870	94,769	86,583	94,577												
Asst. Principal	24-26	89,412	97,358	87,524	95,424	87,291	95,283												
Principal	27+	89,674	98,011	88,177	96,076	88,000	95,992												

Salaries are rounded to the nearest dollar for presentation purposes.

Elementary School and Career Academy...Add \$2,136 for Principal if enrollment is greater than 400
Add \$4,047 for earned Doctorate Degree

If an employee is hired at a different number of contract days than specified for the positions listed above, the salary will be calculated using a daily rate of pay.

High School Assistant Principal - Contract 222 days, Experience Level 14-16
\$93,365 / 240 days = \$390.15 per day x 222 days = \$86,613.30

Muscle Shoals City Schools
2021 - 2022 Administrative Salary Schedule

CONTRACT DAYS IDENTIFIED BY JOB TITLE

Includes State Mandated 2% Raise

Years of Experience	Technology Specialist Coordinator (240 Contract Days)			Technology Specialist Supervisor (240 Contract Days)			Maintenance & Custodial Supervisor (260 Contract Days)			Technology Specialist (240 Contract Days) Contract Days Vary			Child Nutrition Director (208 Contract Days)			Business/ Payroll Benefits Supervisor & Community Education Coordinator (240 Contract Days)		
	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary	Daily Rate	Monthly Rate	Annual Salary
0-2	287.38	5,748	68,971	265.67	5,313	63,760	245.23	5,313	63,760	217.15	4,343	52,115	282.04	4,889	58,665	206.27	4,125	49,505
3-4	309.25	6,185	74,219	282.05	5,641	67,691	260.35	5,641	67,691	233.52	4,670	56,045	306.54	5,313	63,760	208.82	4,176	50,117
5-7	325.49	6,510	78,117	297.82	5,956	71,476	274.91	5,956	71,476	249.29	4,986	59,830	322.63	5,592	67,107	211.36	4,227	50,727
8-10	331.12	6,622	79,468	303.28	6,066	72,786	279.95	6,066	72,786	254.75	5,095	61,140	338.73	5,871	70,455	213.91	4,278	51,338
11-13	336.11	6,722	80,666	308.12	6,162	73,949	284.42	6,162	73,949	259.60	5,192	62,304	354.13	6,138	73,659	216.46	4,329	51,950
14-16	341.73	6,835	82,015	313.58	6,272	75,258	289.45	6,272	75,258	265.06	5,301	63,614	370.23	6,417	77,007	219.00	4,380	52,561
17-19	346.10	6,922	83,065	317.83	6,357	76,279	293.38	6,357	76,279	269.31	5,386	64,635	384.92	6,672	80,063	225.18	4,504	54,042
20-23	351.72	7,034	84,412	323.29	6,466	77,589	298.42	6,466	77,589	274.77	5,495	65,945	397.35	6,887	82,648	235.07	4,701	56,417
24-26	354.44	7,089	85,066	326.01	6,520	78,243	300.93	6,520	78,243	277.49	5,550	66,598	400.49	6,942	83,302	237.79	4,756	57,069
27+	357.17	7,143	85,721	328.73	6,575	78,895	303.44	6,575	78,895	280.22	5,604	67,252	403.63	6,996	83,956	240.52	4,810	57,724

Salaries are rounded to the nearest dollar for presentation purposes.

Add \$4,047 for earned doctorate degree

If an employee is hired at a different number of contract days than specified for the positions listed above, the salary will be calculated using a daily rate of pay.

Technology Specialist - Contract 189 days, Experience Level 20-23
\$65,945 / 240 days = \$274.77 per day x 189 days = \$51,931.53

**Muscle Shoals City Schools
2021 -2022 Support Staff Salary Schedule**

CONTRACT DAYS VARY
Includes State Mandated 2% Raise

Years of Experience	Aide	School Secretary, School Secretary/ Bookkeeper, Student Services Secretary	Accounting Clerk I, Accounting Clerk II, Secretary to Asst. Supt., Bookkeeper	Secretary to Superintendent	Custodian or Bus Driver	* Transportation Supervisor, Lead Mechanic & Bus Driver	Maintenance
	Daily Rate	Daily Rate	Daily Rate	Daily Rate	Daily Rate	Daily Rate	Daily Rate
0-2	114.00	150.00	174.00	192.00	114.00	172.00	156.00
3-5	118.00	160.00	183.00	202.00	122.00	180.00	163.00
6-8	123.00	165.00	189.00	209.00	126.00	186.00	168.00
9-11	127.00	170.00	193.00	216.00	130.00	192.00	174.00
12-14	132.00	175.00	202.00	224.00	135.00	197.00	179.00
15-17	135.00	180.00	209.00	230.00	139.00	206.00	185.00
18-20	139.00	185.00	216.00	242.00	143.00	213.00	192.00
21-23	142.00	188.00	219.00	245.00	146.00	216.00	195.00
24-26	145.00	190.00	222.00	248.00	149.00	219.00	197.00
27+	147.00	193.00	224.00	250.00	152.00	222.00	200.00

* Transportation Supervisor, Lead Mechanic and Bus Driver Salary Schedule is based on 8.5 hours per day. Overtime pay is calculated in the daily rate shown.

Salaries are rounded to the nearest dollar for presentation purposes.

**Muscle Shoals City Schools
2021 - 2022 Child Nutrition Program Salary Schedule
(184 Day Contract)**

Full - Time Employees

Includes State Mandated 2% Raise

Years of Experience	Daily Rate	Monthly Rate	Annual Salary
0-2	98.45	1,510	18,114
3-4	99.48	1,525	18,304
5-6	100.53	1,541	18,497
7-8	101.75	1,560	18,722
9-10	102.51	1,572	18,862
11-12	103.42	1,586	19,030
13-15	104.33	1,600	19,196
16-18	105.50	1,618	19,412
19-22	107.64	1,650	19,805
23-26	109.77	1,683	20,198
27+	113.03	1,733	20,798

Salaries are rounded to the nearest dollar for presentation purposes.

Manager Supplement Schedule

Howell Graves	3,733
Webster	3,733
Highland Park	3,733
MSMS/MES	7,729
MSHS	7,729

*Monthly salary based on 12 checks

Muscle Shoals City Schools 2021 – 2022 Substitute Salary Schedule

All subs paid through Kelly Services

SUBSTITUTE TYPE	DAILY RATE
Alabama Certified Teacher or Muscle Shoals' Retired Teacher	\$75
Non-Certified Teacher/Support	\$65
Child Nutrition	\$54

Contracted Bus Driver	
Daily Rate	
**Bus Driver	\$50 (or \$10 per hour whichever is greater)

**See guidelines for payment of bus drivers for specific information.

MUSCLE SHOALS CITY SCHOOLS 2021-2022 Activity Supplement Schedule

Description	# of Positions	Base Amount	Total
High School			
AP Coordinator Honorarium	1	250.00	250.00
Ambassadors	1	500.00	500.00
Anchor Club	1	500.00	500.00
Band Auxiliary, Majorettes & Colorguard	1	3,600.00	3,600.00
Band Auxiliary, Winter Guard	1	1,800.00	1,800.00
Band Director	1	7,000.00	7,000.00
Band Director, Assistant	2	2,000.00	4,000.00
Band, Percussion Ensemble	1	2,000.00	2,000.00
Cheerleader, Junior Varsity	1	2,500.00	2,500.00
Cheerleader, Varsity	1	5,000.00	5,000.00
Choral Director	2	2,000.00	4,000.00
Coronation Committee Chairperson	1	250.00	250.00
Dance Team	1	1,800.00	1,800.00
Foreign Language Club	2	500.00	1,000.00
National Honor Society	1	500.00	500.00
Interclub Council	1	500.00	500.00
Invictus (Yearbook)	1	2,000.00	2,000.00
Junior Optimist International (JOI) Club	1	500.00	500.00
Literary Club	1	500.00	500.00
Math Coaches	3	900.00	2,700.00
Mu Alpha Theta	1	500.00	500.00
Prom Committee Chairperson	1	250.00	250.00
Robotics	1	750.00	750.00
SADD	1	500.00	500.00
Scholars Bowl	1	900.00	900.00
Science Olympiad	3	1,200.00	3,600.00
Science Club	1	500.00	500.00
Student Council	1	2,000.00	2,000.00
Thespians	1	1,200.00	1,200.00
	36	42,400.00	51,100.00
Middle School			
Band Auxiliary, Majorettes & Colorguard	1	1,000.00	1,000.00
Band Director	1	2,000.00	2,000.00
Cheerleader	1	2,500.00	2,500.00
Dance Team	1	1,200.00	1,200.00
Diamond Dolls	1	500.00	500.00
Drama Club	1	500.00	500.00
Math Coaches	3	900.00	2,700.00
Junior National Honor Society	1	500.00	500.00
Robotics	2	375.00	750.00
Scholars Bowl	1	900.00	900.00
Science Fair	3	1,200.00	3,600.00
Student Council	2	500.00	1,000.00
Yearbook	1	1,000.00	1,000.00
	19	13,075.00	18,150.00
Elementary School			
Choral Instructor	1	1,000.00	1,000.00
Robotics, McBride	2	375.00	750.00
Yearbook, Howell Graves Preschool	2	300.00	600.00
Yearbook, McBride	2	500.00	1,000.00
Yearbook, Webster	2	300.00	600.00
	9	2,475.00	3,950.00
District Supplements			
New Teacher Mentors	16	500.00	8,000.00
Tech Innovators - Lead	2	2,500.00	5,000.00
Tech Innovators - School Level	5	1,500.00	7,500.00
	23	4,500.00	20,500.00
TOTAL	87	62,450.00	93,700.00

MUSCLE SHOALS CITY SCHOOLS
2021-2022 Athletic Salary Supplement Schedule

Description	Total #	Base	Bd Pd #	Board	Other	Other	Total
	Positions	Amount	Positions	Paid Amt	Positions	Paid Amt	
High School							
Athl Director/Head Football Coach	1	10,000.00	0.50	5,000.00	0.50	5,000.00	10,000.00
Associate Athletic Director	1	3,800.00	1	3,800.00			3,800.00
Baseball (Head)	1	5,000.00	1	5,000.00	1	5,000.00	10,000.00
Baseball (Assistant)	3	2,000.00	2	4,000.00	1	2,000.00	6,000.00
Basketball, Boys Varsity (Head)	1	5,500.00	1	5,500.00			5,500.00
Basketball, Boys Varsity (Assistant)	2	2,000.00	2	4,000.00			4,000.00
Basketball, Boys Freshman	1	2,000.00	1	2,000.00			2,000.00
Basketball, Girls Varsity (Head)	1	5,500.00	1	5,500.00			5,500.00
Basketball, Girls Varsity (Assistant)	2	2,000.00	2	4,000.00			4,000.00
Basketball, Girls Freshman	1	2,000.00	1	2,000.00			2,000.00
Cross Country (Boys)	1	1,000.00	1	1,000.00			1,000.00
Cross Country (Girls)	1	1,000.00	1	1,000.00			1,000.00
Football Varsity (Assistant)	14	2,500.00	10	25,000.00	4	10,000.00	35,000.00
Football Varsity (Assistant)	1	5,000.00		-	1	5,000.00	5,000.00
Football Audio Visual	7	1,200.00		-	7	8,400.00	8,400.00
Golf (Boys)	1	1,500.00	1	1,500.00			1,500.00
Golf (Girls)	2	1,500.00	2	3,000.00			3,000.00
Soccer (Head)	1	1,500.00	1	1,500.00			1,500.00
Soccer (Coordinator)	2	1,500.00	1	1,500.00	1	1,500.00	3,000.00
Softball (Head)	1	5,000.00	1	5,000.00			5,000.00
Softball (Assistant)	2	2,000.00	2	4,000.00			4,000.00
Swimming	1	500.00	1	500.00			500.00
Tennis, Boys Varsity (Head)	1	1,500.00	1	1,500.00			1,500.00
Tennis, Girls Varsity (Head)	1	1,500.00	1	1,500.00			1,500.00
Tennis (Assistant)	1	1,500.00	-	-	1	1,500.00	1,500.00
Tennis (Assistant)	1	1,200.00	1	1,200.00			1,200.00
Tennis (Assistant)	1	1,000.00	-	-	1	1,000.00	1,000.00
Track, Boys Varsity (Head)	1	2,000.00	1	2,000.00			2,000.00
Track, Girls Varsity (Head)	1	2,000.00	1	2,000.00			2,000.00
Track, Varsity (Assistant)	1	750.00	1	750.00			750.00
Volleyball, Varsity (Head)	1	5,000.00	1	5,000.00			5,000.00
Volleyball, Varsity (Assistant)	2	2,000.00	2	4,000.00			4,000.00
Wrestling, Varsity (Head)	1	2,500.00	1	2,500.00			2,500.00
Wrestling, Varsity (Assistant)	1	1,500.00	1	1,500.00			1,500.00
Middle School							
Athl Director, Middle School	1	3,000.00	1	3,000.00			3,000.00
Baseball, Middle School (Head)	1	1,500.00	1	1,500.00			1,500.00
Baseball, Middle School (Assistant)	1	750.00	1	750.00			750.00
Basketball, Boys Middle School (7th)	1	2,000.00	1	2,000.00			2,000.00
Basketball, Boys Middle School (8th)	1	2,000.00	1	2,000.00			2,000.00
Basketball, Girls Middle School (7th)	1	2,000.00	1	2,000.00			2,000.00
Basketball, Girls Middle School (8th)	1	2,000.00	1	2,000.00			2,000.00
Football, Middle School (Assistant)	13	1,500.00	10	15,000.00	2	3,000.00	18,000.00
Football, Middle School (Assistant)	1	1,000.00		-	1	1,000.00	1,000.00
Soccer, Middle School	1	1,000.00	1	1,000.00			1,000.00
Softball, Middle School (Head)	1	1,500.00	1	1,500.00			1,500.00
Softball, Middle School (Assistant)	1	750.00	1	750.00			750.00
Tennis, Middle School (Head)	1	1,000.00	1	1,000.00			1,000.00
Track, Boys Middle School (Head)	1	1,000.00	1	1,000.00			1,000.00
Track, Girls Middle School (Head)	1	1,000.00	1	1,000.00			1,000.00
Track, Middle (Assistant)	1	750.00	1	750.00			750.00
Volleyball, Middle School (8th)	1	1,500.00	1	1,500.00			1,500.00
Volleyball, Middle School (7th)	1	1,500.00	1	1,500.00			1,500.00
TOTAL BASE SUPPLEMENTS	91	112,200.00	70.50	145,000.00	20.50	43,400.00	188,400.00

CERTIFICATE OF AFFIRMATION OF SCHOOL BOARD MEMBER

As required by the **School Board Governance Improvement Act of 2012**, I do hereby affirm all of the following principles of educational governance:

1. That each decision, action and vote I take or make as a member of the school board shall be based solely on the needs and interests of students or the system.
2. That I will take or make no decision, action or vote to serve or promote my personal, political, or pecuniary interests.
3. That each decision, action and vote I take or make shall be based on the educational interests of the school system as a whole.
4. That I will consider the views of all members of the board and the superintendent before making a decision or taking an action on any measure or proposal before the board.
5. That, except to the extent otherwise provided by law, I shall take formal action only upon the written recommendation of and in consultation with the superintendent, and that I may not individually or jointly attempt to direct or corrupt the operations of the school system in a manner inconsistent with the discharge of the statutory functions and responsibilities of the superintendent.
6. That I shall actively promote public support for the school system and a sound statewide system of public education, and shall endorse ideas, initiatives and programs that are designed to improve the quality of public education for all students.
7. That I shall attend scheduled meetings and actively participate in school system functions, activities and training programs that promote quality boardsmanship unless good cause is shown.

Affirmed on this 28th day of June, 2021

By: Sonya Allman (Signature)

Sonya Allman (Print Name)

Muscle Shoals City Board of Education

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Affirmed on this 28th day of June, 2021

By: Dr. Marilyn Granville Davis (Signature)

Dr. Marilyn Granville Davis (Print Name)

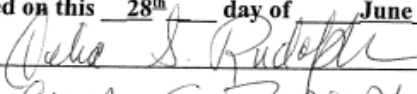
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Affirmed on this 28th day of June, 2021

By:  (Signature)

CELIA S. RUDOLPH (Print Name)

Muscle Shoals City Board of Education

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Affirmed on this 28th day of June, 2021

By:  (Signature)

Jeremiah J. Stoddard (Print Name)

Muscle Shoals City Board of Education

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Affirmed on this 28th day of June, 2021

By:  (Signature)

Clayton Wood (Print Name)

Muscle Shoals City Board of Education