

**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 27, 2022, at approximately 6:21 p.m. The meeting followed a work session held at 5:30 p.m. The secretary called the roll with the following results:

Present: Celia Rudolph

Marilyn Davis

Sonya Allman

Cory King

Clayton Wood

Absent: None

Also present were Chad Holden, Superintendent and ex-officio Secretary to the Board and custodian of its minutes and records, Kelli Nichols, Assistant Superintendent, and Chief School Financial Officer, Sherry Langley. Administrators present included Sheneta Smith, Jason Simmons, Kevin Davis, and Jeff Madden. Also present were Supervisors Todd Meckes and Richard Templeton. Alabama Education Association representative, Tracy Moore, and Muscle Shoals Education Foundation Director, Karran Sasser, were also in attendance.

Board President, Dr. Rudolph, declared a quorum present and the meeting duly and legally constituted and open for the transaction of business.

Superintendent Holden welcomed new board member, Cory King.

Superintendent Holden stated each board member was provided with a Certificate of Affirmation of School Board Member which is a code of conduct document required annually by the State Department of Education. After board member signature, the signed documents will be entered into the minutes of tonight's meeting.

A motion to approve the June 27, 2022, agenda was made by Dr. Davis and seconded by Mrs. Allman. No discussion followed and the motion was subsequently approved with five yes votes.

Dr. Rudolph asked Dr. Holden if any correspondence had been received that he would like to share with the Board. Superintendent Holden stated he had no correspondence to share.

Dr. Rudolph 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 23, 2022 (Regular Meeting)*
2. *Minutes – June 8, 2022 (Special Meeting)*
3. *Bills & Accounts for May*
4. *May Financial Report (May bank statements have been reconciled)*
5. *Declaration of Surplus Items*
6. *2022-2023 Salary Schedules*
7. *Appoint Board Representative to Sick Leave Committee (Wimberly Springer)*
8. *Meal Per Diem Reimbursement Increase*

A motion to approve the superintendent's recommendation was made by Mrs. Allman and seconded by Mr. Wood. No discussion followed and the superintendent's recommendation was approved by five yes votes. 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 Mr. Wood and seconded by Mr. King. 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.

President Rudolph commended board members, Dr. Davis and Mrs. Allman, for their work in completion of the evaluation process for the superintendent and chief school financial officer. The results were presented at the work session. Dr. Rudolph expressed thanks to Dr. Holden and Mrs. Langley for their commitment to Muscle Shoals City Schools.

## **II. Superintendent's Report/Academic Update/Announcements**

- Dr. Holden stated the summer months are going by quickly and he, Mrs. Nichols, along with three board members, just returned from the annual school board and superintendent state conferences. State Superintendent Mackey and many others discussed issues facing schools in the upcoming year.

- The Muscle Shoals administrators will all gather for their annual retreat July 12-14. Plans are being made for the reopening of school on August 1 (staff) and August 4 (students).
- Coach Maggie Finley Thomas was recently inducted into the Winston County Sports Hall of Fame for her years as a high school athlete.
- Another school resource officer will be added for next school year. Frank Echols, will serve Highland Park and Webster Elementary Schools. There are now four SROs, each officer being responsible for two campuses. Dr. Holden expressed his gratefulness to the City for making this investment in the safety of students and staff.
- The Muscle Shoals Police Department spent time in the schools last week conducting training for an emergency response. The police and fire chiefs will both be at the upcoming Administrative Retreat so they will be involved in the safety planning process. Their commitment to Muscle Shoals City Schools is appreciated.
- Dr. Holden stated he would be attending a planning meeting next month with EMA, other first responders, and other school officials for an active shooter drill and training session. There is a measure under consideration in Washington that will pour billions of dollars into the nation’s schools to improve security. If and when that passes, updates on what will be done do make Muscle Shoals schools safer will be announced.
- A substitute teacher hiring event will be held at the Central Office on Wednesday, June 29. This is a “come and go” event from 10:00 a.m.-12:00 p.m. and 1:30 p.m.-2:30 p.m. This event includes cafeteria subs, paraprofessionals, and clerical positions. Hopefully, this will help combat the sub shortage experienced the past two years. We are appreciative to Johnny Deaton, Kelly Services, for hosting this event. The sub pay was increased earlier tonight so hopefully that will help recruit more people to these important jobs.
- Congratulations to State Representative Andrew Sorrell for being nominated by the Republican Party to be the next State Auditor of Alabama. Andrew is a graduate of Muscle Shoals High School and his family still lives in Muscle Shoals. Being elected statewide is quite an accomplishment, and he deserves our congratulations.
- Thank you to Mrs. Langley and her office staff for working so diligently with me on the 2022-2023 Salary Schedules. The new schedules required a lot more work and consideration than usual.
- Dr. Holden recognized and presented Muscle Shoals Education Foundation Director Karran Sasser with a resolution thanking her for eight years of service to the Foundation. Mrs. Sasser has accepted a job with the Helen Keller Hospital Foundation. The resolution is shown at the end of these minutes.

***III. Adjournment***

Dr. Rudolph asked if there was any other business to be addressed or any comments from the Board. There being no remarks, Dr. Rudolph declared the meeting adjourned at 6:37 p.m.

Minutes approved:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Attest:

\_\_\_\_\_  
Chad Holden

SEAL

**Personnel Report****I. Employment****1. Brooke Beck**

Auxiliary Teacher assigned to Muscle Shoals Pre-K at HGPS. Mrs. Beck earned a Bachelor's degree from the University of Alabama in Human Development and Family Studies and has worked in various day care and early intervention therapy settings for approximately 10 years. 187 day assignment, effective August 1, 2022, (to be paid from ARPA IDEA and/or Collaborative Special Ed Pre-K grant funds)

**2. Bridgett Corble**

Auxiliary Teacher assigned to Muscle Shoals Pre-K at HGPS. Ms. Corble earned a Bachelor's degree from Athens State University and worked previously through Kelly Services for MSCS in a comparable capacity for three years. 187 day assignment, effective August 1, 2022, (to be paid from ARPA IDEA and/or Collaborative Special Ed Pre-K grant funds)

**3. Daisy Lambert**

System-wide CNP Assistant and System-wide custodian assigned to Howell Graves Preschool/ELC. Ms. Lambert has worked in various school support positions for approximately ten years. 182 day assignment, effective August 1, 2022

**4. Becky Puckett**

System-wide CNP Assistant assigned to Highland Park Elementary. Ms. Puckett has worked approximately 12 years in medical and childcare environments . 182 day assignment, effective August 1, 2022

**II. Other/Part-time/Special Appointments/Supplemental Assignments/Nurse Substitutes****1. Ashley Irons**

Community Education/Extended Day Program; Site Lead/system-wide assigned to Muscle Shoals Early Learning Center; \$25.00/hourly, to be paid from 6921, effective July 1, 2022

**2. Additional Band help for MSMS Summer Instruction 2022** (to be paid from Band or Band Booster Funds)

- Sinclair Eledge, \$20.00/hourly (pending background clearance results)

**3. Deborah (Debi) Romine Taylor (retiree)**

Part-time, contract Music Instruction at Howell Graves Preschool. Schedule TBD, Not to exceed \$3,000.00, no benefits. Effective for 2022-2023 school year

**4. David Wiseman**

Contract band teacher to cover FMLA leave at MSHS/MSMS. To be paid a daily rate of \$210.00 and an additional supplement of \$500.00 for after school and weekend activities. Schedule TBD, effective approximately September 22, 2022, through January 3, 2023, but flexible with medical needs of the teacher on leave.

**5. Rebecca Paden**

SLP testing services, summer 2022, \$50.00/hourly, to be paid from IDEA/General fund

**6. Caroline Lindsey**

Part-time, contract Speech Language Pathologist at Muscle Shoals Early Learning Center. Schedule TBD, approximately 7.5 hours/week, not to exceed \$10,000.00, no benefits, to be paid from special Pre-k grant funds, Effective for 2022-2023 school year (certification pending)

**7. 8 teachers, O-gap training Math 7-12, summer learning stipend of \$200 per day for two full days, (June 15 and 16, 2022) (\$400 total per teacher), to be paid from ESSER State Reserves**

MSMS:	<b>Cathy Belote</b>	<b>Jenny Lee Cottrell</b>	<b>Tina Mitchum</b>
	<b>Chris Porter</b>	<b>Mary Frances Rye</b>	
MSHS:	<b>Tamra Counts</b>	<b>Kerry Johnson</b>	<b>Karen Posey</b>

**8. Radio Broadcast Crew for 2022 Football Season** (to be paid from athletic group funds)

- **Tony Word** – Producer/Stats - \$120.00/game not to exceed \$1,200.00 (season and playoffs)
- **Brian Lindsey** – Color Analyst – \$120.00/game not to exceed \$1,200.00 (season and playoffs)
- **Clint Reck** – Sideline commentary – Volunteer/zero compensation
- **Tim Underwood** – Point of contact with WLAY and Play-by-play commentator, \$200.00/game not to exceed \$2,000.00 (season and playoffs), AND additional compensation 15% of total advertising sales

9. **Live Stream Crew for 2022 Football Season** (to be paid from athletic group funds)
- **Rea Phyfer** – Color Analyst – \$120.00/game not to exceed \$1,200.00
  - **Ben Owen** – Play-by-play commentator, \$120.00/game not to exceed \$1,200.00
  - **Thomas Martin** – Camera – \$120.00/game (home games only) not to exceed \$600.00

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**Information Only - Not for board action:**

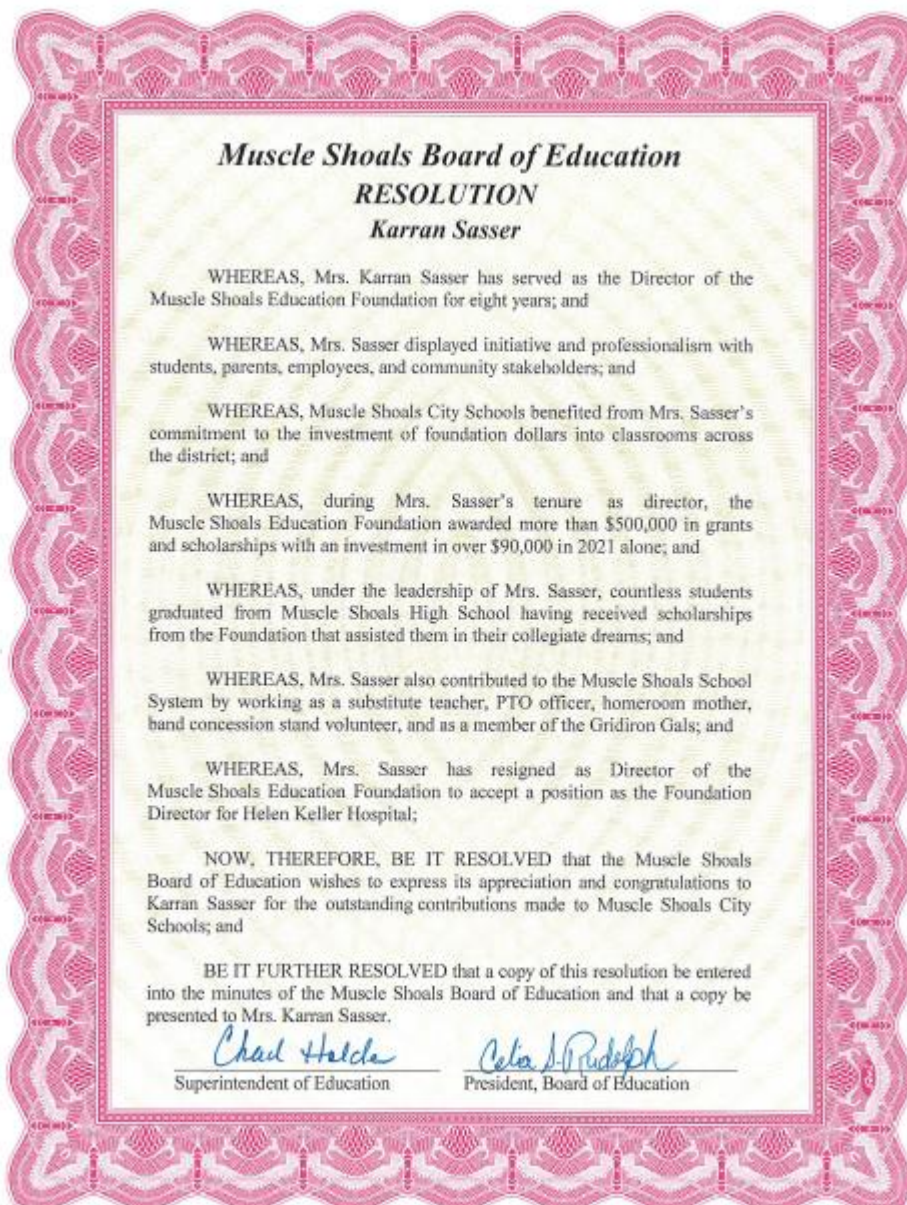
**Leave**

1. **Doris Carter**  
System-wide custodian. Effective approximately July 5 through September 5, 2022, but flexible with medical needs.
2. **Jessica Hood**  
Band Director (MSHS). Effective approximately September 22, 2022, through January 3, 2023, but flexible with medical needs.
3. MSCS welcomes Officer **Frank Echols** to serve as a School Resource Officer in 2022-2023. This will increase our security from 3 SROs to 4 SROs. Officer Echols will be assigned to Highland Park and Webster. Reminder of other SRO assignments:
  - Officer **Gerald Smith**-MSHS/MSCA
  - Officer **Lee Nesbitt**-MSMS/MES
  - Officer **Thomas Marshall**-HGP/ELC

**Kelly Staffing Update**

Maleah Hildreth will move from SpEd aide at Webster to Library/Media aide split assignment between Webster and Highland Park.

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**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 27<sup>th</sup> day of June, 2022

By: Celia S. Rudolph (Signature)

CELIA S. RUDOLPH (Print Name)

Muscle Shoals City Board of Education

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By: Marlyn Granville Davis (Signature)

Marlyn Granville Davis (Print Name)

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Affirmed on this 27<sup>th</sup> day of June, 2022

By: Sonya M Allman (Signature)

Sonya M Allman (Print Name)

Muscle Shoals City Board of Education

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Affirmed on this 27<sup>th</sup> day of June, 2022

By: [Signature] (Signature)

Cory King (Print Name)

Muscle Shoals City Board of Education

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Affirmed on this 27<sup>th</sup> day of June, 2022

By:  (Signature)

Clayton Wood (Print Name)

Muscle Shoals City Board of Education



**MUSCLE SHOALS CITY SCHOOLS**  
**2022 - 2023 TEACHERS SALARY SCHEDULE (MSCS MATRIX)**  
**187 DAYS**

Years of Completed Experience	Bachelor's Degree			Masters Degree			Ed. Specialist Degree/AA			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	245.77	3,830	45,959	282.62	4,404	52,851	304.75	4,749	56,989	326.87	5,094	61,124
1	245.77	3,830	45,959	282.62	4,404	52,851	304.75	4,749	56,989	326.87	5,094	61,124
2	245.77	3,830	45,959	282.62	4,404	52,851	304.75	4,749	56,989	326.87	5,094	61,124
3	270.32	4,213	50,550	310.87	4,844	58,133	335.20	5,224	62,682	359.57	5,603	67,239
4	270.32	4,213	50,550	310.87	4,844	58,133	335.20	5,224	62,682	359.57	5,603	67,239
5	270.32	4,213	50,550	310.87	4,844	58,133	335.20	5,224	62,682	359.57	5,603	67,239
6	282.18	4,397	52,767	324.49	5,057	60,680	349.98	5,454	65,447	375.28	5,848	70,177
7	282.18	4,397	52,767	324.49	5,057	60,680	349.98	5,454	65,447	375.28	5,848	70,177
8	282.18	4,397	52,767	324.49	5,057	60,680	349.98	5,454	65,447	375.28	5,848	70,177
9	285.21	4,445	53,334	327.98	5,111	61,333	353.74	5,513	66,150	379.32	5,911	70,933
10	288.06	4,489	53,867	331.26	5,162	61,946	357.28	5,568	66,812	383.11	5,970	71,642
11	290.94	4,534	54,406	334.57	5,214	62,565	360.85	5,623	67,479	386.94	6,030	72,358
12	293.85	4,579	54,950	337.92	5,266	63,191	364.46	5,680	68,154	390.81	6,090	73,082
13	296.79	4,625	55,500	341.30	5,319	63,823	368.11	5,736	68,837	394.72	6,151	73,813
14	299.76	4,671	56,055	344.71	5,372	64,461	371.79	5,794	69,524	398.67	6,213	74,551
15	302.76	4,718	56,616	348.16	5,426	65,106	375.51	5,852	70,220	402.66	6,275	75,297
16	305.78	4,765	57,181	351.64	5,480	65,757	379.26	5,910	70,922	406.68	6,338	76,050
17	308.84	4,813	57,753	355.16	5,535	66,414	383.05	5,969	71,631	410.75	6,401	76,810
18	311.93	4,861	58,330	358.71	5,590	67,079	386.89	6,029	72,348	414.85	6,465	77,578
19	315.05	4,909	58,914	362.30	5,646	67,750	390.76	6,089	73,071	419.00	6,529	78,354
20	318.20	4,959	59,503	365.92	5,702	68,427	394.66	6,150	73,802	423.20	6,595	79,138
21	321.38	5,008	60,098	369.58	5,759	69,111	398.61	6,212	74,540	427.43	6,661	79,929
22	324.59	5,058	60,699	373.28	5,817	69,803	402.59	6,274	75,285	431.70	6,727	80,728
23	327.84	5,109	61,306	377.01	5,875	70,501	406.62	6,336	76,038	436.02	6,795	81,535
24	331.12	5,160	61,920	380.78	5,934	71,206	410.69	6,400	76,799	440.38	6,863	82,350
25	334.43	5,212	62,538	384.58	5,993	71,917	414.79	6,464	77,566	444.78	6,931	83,174
26	337.77	5,264	63,163	388.43	6,053	72,637	418.94	6,529	78,342	449.23	7,001	84,006
27	341.15	5,316	63,796	392.31	6,114	73,363	423.13	6,594	79,125	453.72	7,071	84,846
28	341.25	5,318	63,814	392.43	6,115	73,384	423.25	6,596	79,148	453.86	7,073	84,871
29	344.66	5,371	64,452	396.35	6,176	74,118	427.48	6,662	79,939	458.39	7,143	85,720
30	348.11	5,425	65,096	400.32	6,238	74,859	431.76	6,728	80,739	462.98	7,215	86,577
31	351.59	5,479	65,747	404.32	6,301	75,607	436.08	6,796	81,546	467.60	7,287	87,442
32	355.11	5,534	66,405	408.36	6,364	76,364	440.44	6,863	82,362	472.28	7,360	88,316
33	358.65	5,589	67,068	412.45	6,427	77,127	444.84	6,932	83,186	477.01	7,433	89,200
34	362.24	5,645	67,739	416.57	6,492	77,899	449.29	7,001	84,017	481.78	7,508	90,092
35	365.86	5,701	68,417	420.74	6,556	78,678	453.78	7,071	84,858	486.59	7,583	90,992

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  
 $\$ 52,851 / 187 = \$ 282.62 \times 208 \text{ days} = \$ 58,784.96$

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**  
**2022 - 2023 TEACHERS SALARY SCHEDULE (STATE MATRIX)**  
**187 DAYS**

Years of Completed Experience	Bachelor's Degree			Masters Degree			Ed. Specialist Degree/AA			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	231.86	3,613	43,358	266.63	4,155	49,859	287.50	4,480	53,763	308.36	4,805	57,664
1	231.86	3,613	43,358	266.63	4,155	49,859	287.50	4,480	53,763	308.36	4,805	57,664
2	231.86	3,613	43,358	266.63	4,155	49,859	287.50	4,480	53,763	308.36	4,805	57,664
3	255.02	3,974	47,689	293.27	4,570	54,842	316.22	4,928	59,134	339.21	5,286	63,433
4	255.02	3,974	47,689	293.27	4,570	54,842	316.22	4,928	59,134	339.21	5,286	63,433
5	255.02	3,974	47,689	293.27	4,570	54,842	316.22	4,928	59,134	339.21	5,286	63,433
6	266.20	4,148	49,780	306.12	4,770	57,245	330.17	5,145	61,742	354.04	5,517	66,205
7	266.20	4,148	49,780	306.12	4,770	57,245	330.17	5,145	61,742	354.04	5,517	66,205
8	266.20	4,148	49,780	306.12	4,770	57,245	330.17	5,145	61,742	354.04	5,517	66,205
9	274.24	4,274	51,283	315.37	4,915	58,974	340.14	5,301	63,606	364.73	5,684	68,205
10	276.98	4,316	51,795	318.52	4,964	59,563	343.54	5,354	64,242	368.38	5,741	68,887
11	279.75	4,359	52,313	321.71	5,013	60,159	346.97	5,407	64,884	372.06	5,798	69,575
12	282.55	4,403	52,837	324.93	5,063	60,761	350.44	5,461	65,533	375.78	5,856	70,271
13	285.37	4,447	53,365	328.17	5,114	61,368	353.95	5,516	66,189	379.54	5,915	70,974
14	288.23	4,492	53,899	331.45	5,165	61,982	357.49	5,571	66,850	383.34	5,974	71,684
15	291.11	4,537	54,438	334.77	5,217	62,602	361.06	5,627	67,519	387.17	6,033	72,401
16	294.02	4,582	54,982	338.12	5,269	63,228	364.67	5,683	68,194	391.04	6,094	73,125
17	296.96	4,628	55,532	341.50	5,322	63,860	368.32	5,740	68,876	394.95	6,155	73,856
18	299.93	4,674	56,087	344.91	5,375	64,499	372.01	5,797	69,565	398.90	6,216	74,594
19	302.93	4,721	56,648	348.36	5,429	65,144	375.73	5,855	70,261	402.89	6,278	75,340
20	305.96	4,768	57,214	351.84	5,483	65,795	379.48	5,914	70,963	406.92	6,341	76,094
21	309.02	4,816	57,787	355.36	5,538	66,453	383.28	5,973	71,673	410.99	6,405	76,855
22	312.11	4,864	58,364	358.92	5,593	67,118	387.11	6,032	72,389	415.10	6,469	77,623
23	315.23	4,912	58,948	362.51	5,649	67,789	390.98	6,093	73,113	419.25	6,533	78,399
24	318.39	4,962	59,538	366.13	5,706	68,467	394.89	6,154	73,845	423.44	6,599	79,183
25	321.57	5,011	60,133	369.79	5,763	69,151	398.84	6,215	74,583	427.67	6,665	79,975
26	324.78	5,061	60,734	373.49	5,820	69,843	402.83	6,277	75,329	431.95	6,731	80,775
27	328.03	5,112	61,342	377.22	5,878	70,541	406.86	6,340	76,082	436.27	6,799	81,583
28	331.31	5,163	61,955	381.00	5,937	71,247	410.93	6,404	76,843	440.64	6,867	82,399
29	334.63	5,215	62,575	384.81	5,997	71,959	415.03	6,468	77,611	445.04	6,935	83,223
30	337.97	5,267	63,200	388.66	6,057	72,679	419.18	6,532	78,387	449.49	7,005	84,055
31	341.35	5,319	63,832	392.54	6,117	73,405	423.37	6,598	79,171	453.98	7,075	84,895
32	344.76	5,373	64,471	396.47	6,178	74,140	427.61	6,664	79,963	458.52	7,145	85,744
33	348.21	5,426	65,115	400.43	6,240	74,881	431.89	6,730	80,763	463.11	7,217	86,602
34	351.69	5,481	65,766	404.44	6,303	75,630	436.20	6,798	81,570	467.74	7,289	87,468
35	355.21	5,535	66,424	408.48	6,366	76,386	440.57	6,866	82,386	472.42	7,362	88,342

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**  
**2022 - 2023 MATH & SCIENCE TEACHER PROGRAM**  
**SALARY SCHEDULE**  
**189 DAYS**  
INCLUDES STATE MANDATED 4% RAISE

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	256.92	4,046	48,558	291.32	4,588	55,059	311.97	4,914	58,963	332.61	5,239	62,864
1	275.03	4,332	51,981	316.29	4,982	59,778	341.04	5,371	64,456	365.81	5,762	69,138
2	289.73	4,563	54,758	333.17	5,247	62,969	359.34	5,660	67,916	385.32	6,069	72,826
3	298.20	4,697	56,360	342.92	5,401	64,813	369.86	5,825	69,904	396.60	6,247	74,958
4	306.90	4,834	58,005	352.93	5,559	66,705	380.66	5,995	71,944	408.18	6,429	77,146
5	315.84	4,974	59,693	363.21	5,721	68,646	391.73	6,170	74,038	420.06	6,616	79,392
6	325.00	5,119	61,426	373.75	5,886	70,638	403.11	6,349	76,188	432.25	6,808	81,696
7	334.41	5,267	63,204	384.57	6,057	72,685	414.78	6,533	78,393	444.77	7,005	84,061
8	341.10	5,372	64,468	392.26	6,178	74,136	423.08	6,663	79,961	453.67	7,145	85,743
9	347.92	5,480	65,757	400.11	6,302	75,620	431.53	6,797	81,560	462.74	7,288	87,458
10	353.14	5,562	66,743	406.11	6,396	76,755	438.01	6,899	82,783	469.68	7,397	88,769
11	358.44	5,645	67,745	412.20	6,492	77,906	444.58	7,002	84,025	476.72	7,508	90,100
12-14	363.81	5,730	68,761	418.39	6,590	79,075	451.24	7,107	85,285	483.88	7,621	91,452
15-17	369.29	5,816	69,796	424.69	6,689	80,266	458.04	7,214	86,570	491.17	7,736	92,830
18-20	374.88	5,904	70,853	431.12	6,790	81,481	464.98	7,323	87,881	498.60	7,853	94,235
21-23	380.58	5,994	71,931	437.68	6,893	82,722	472.05	7,435	89,217	506.18	7,972	95,669
24-26	386.40	6,086	73,030	444.36	6,999	83,984	479.26	7,548	90,581	513.92	8,094	97,131
27+	392.33	6,179	74,151	451.19	7,106	85,275	486.62	7,664	91,971	521.81	8,219	98,622

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.

**Employment Terms:**

- The local superintendent confirms eligibility once a teacher submits an application. A teacher can only become a TEAMS teacher with the recommendation of the local superintendent and approval of the local Board. Teachers are hired by local school systems, not assigned by the State Department of Education. Not all math and science will necessarily receive TEAMS contracts.
- Participating teachers will be on contract for 189 days.
- A teacher who has attained continuing service status with his or her local education agency (LEA), and elects participation in the program under the same LEA, shall be deemed to have voluntarily relinquished his or her status and protections under the Students First Act. Any teacher who has attained continuing service status can revert to previous service status, if they do not pass their advanced credentials test.
- First contract would be PRELIMINARY one-year, unless the teacher already has one of the specialized credentials—then the teacher can obtain an ADVANCED three-year contract immediately. PRELIMINARY contracts must have provision to ensure a teacher's adequate progress to ADVANCED contract qualification.
- Teachers with over 20 years of service have to agree to participation for a term of at least five years.
- Subject to limited waivers, a participating teacher shall only qualify for PRELIMINARY contracts for his or her maximum three- or six-year period.
- At end of PRELIMINARY or ADVANCED contract, the LEA may:
  - Offer the participating teacher a new, ADVANCED three-year contract;
  - Terminate the teacher's employment by not nonrenewing or approving a new contract; or
  - Reemploy the teacher in any position outside of the program.
- LEA may cancel contract for any reason, and pay salary and benefits for remainder of contract.
- LEA may cancel contract for cause, and teacher could request hearing and appeal from said hearing would be to hearing officer through department.

**Muscle Shoals City Schools**  
**2022 - 2023 Nurses Salary Schedule**  
**187 Contract Days**  
*Includes State Mandated 4% 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	129.17	2,013	24,154	245.71	3,829	45,948	282.56	4,403	52,838
3-5	141.96	2,212	26,546	270.27	4,212	50,540	310.80	4,843	58,120
6-8	148.06	2,307	27,687	282.10	4,396	52,753	324.41	5,055	60,665
9-11	149.98	2,337	28,047	285.88	4,455	53,459	328.77	5,123	61,481
12-14	152.69	2,379	28,552	291.08	4,536	54,433	334.72	5,216	62,593
15-17	156.04	2,432	29,179	297.71	4,639	55,672	342.38	5,335	64,024
18-20	157.91	2,461	29,530	301.57	4,699	56,393	346.78	5,404	64,848
21-23	159.80	2,490	29,883	305.40	4,759	57,111	351.23	5,473	65,679
24-26	163.21	2,543	30,520	309.05	4,816	57,792	354.86	5,530	66,359
27+	166.61	2,596	31,155	312.68	4,873	58,472	358.51	5,587	67,040

\* Add \$ 5,000 supplement for Lead Nurse

Monthly Rates and Annual Salaries are rounded to the nearest dollar for presentation purposes.

**Muscle Shoals City Schools**  
**2022 - 2023 Child Nutrition Program Salary Schedule**  
**(184 Day Contract)**  
**Full - Time Employees**  
*Includes State Mandated 4% Raise*

Years of Experience	Daily Rate	Monthly Rate	Annual Salary
0-2	102.38	1,570	18,839
3-4	103.46	1,586	19,036
5-6	104.55	1,603	19,237
7-8	105.82	1,623	19,471
9-10	106.61	1,635	19,616
11-12	107.56	1,649	19,791
13-15	108.50	1,664	19,964
16-18	109.72	1,682	20,188
19-22	111.94	1,716	20,597
23-26	114.16	1,750	21,006
27+	117.55	1,802	21,630

Monthly rates and annual salaries are rounded for presentation purposes.

**Manager Supplement Schedule**

Howell Graves	3,882
Webster	3,882
Highland Park	3,882
MSMS/MES	8,038
MSHS	8,038

\*Monthly salary based on 12 checks

**Muscle Shoals City Schools**  
**2022 - 2023 School Administrator Salary Schedule**  
 Salary Schedule reflects 240 day contract

*Includes State Mandated 8% Raise*

Step	Position	High School		Middle School		Elementary School		MSA Director of Career and Technical Education		Assistant Superintendent		Superintendent of Student Services		Supervisor of Student Services Assistant		Non-Resident/Attendance & Instruction Support Coordinator		Director of Career and Technical Education		
		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	
0-1	Principal																			
1-2	Principal																			
3-4	Principal	81,070	87,726	79,707	86,618	78,510	85,084													
4-5	Principal	101,028	106,768	97,562	103,523	89,458	94,939	84,058	89,459	84,070	104,551	89,027	95,177	78,135	80,084	79,510	80,884	84,358	86,037	
5-6	Principal	83,835	89,011	81,070	86,544	81,782	86,239													
6-7	Principal	102,884	108,010	94,109	100,128	88,348	93,006	86,340	91,006	100,468	106,837	91,592	97,487	81,782	86,239	81,840	87,155	86,349	91,862	
7-8	Principal	84,418	88,117	84,296	87,625	83,815	87,168													
8-9	Principal	107,688	114,532	97,223	103,704	89,382	95,399	89,562	95,160	105,204	112,298	95,982	102,495	83,815	91,268	81,852	86,427	89,714	96,743	
9-10	Principal	87,184	91,272	85,272	89,564	84,827	89,692													
10-11	Principal	109,494	116,411	98,882	105,576	90,937	97,290	86,037	92,150	107,000	114,078	97,853	104,194	84,227	92,602	83,123	89,487	91,089	98,578	
11-12	Principal	80,572	84,216	80,216	84,034	80,934	84,538													
12-13	Principal	131,824	138,126	109,216	115,920	92,924	100,305	82,924	89,305	103,128	112,292	98,918	107,488	86,910	94,508	84,394	91,168	93,076	100,582	
13-14	Principal	91,143	96,491	89,981	95,313	87,219	92,057	84,672												
14-15	Principal	114,836	121,487	103,864	110,762	96,215	103,041	85,215	92,001	112,005	120,885	102,845	109,032	86,957	94,823	85,865	92,438	95,360	103,208	
15-16	Principal	92,208	97,573	90,945	96,340	90,046	94,360													
16-17	Principal	114,638	121,285	103,467	110,496	96,791	103,890	86,791	93,890	114,028	123,627	104,843	112,000	90,046	98,146	89,198	95,710	98,543	106,440	
17-18	Principal	90,080	95,352	87,825	93,004	89,703	94,004													
18-19	Principal	117,298	123,278	104,246	111,467	97,470	104,576	87,470	94,576	104,576	112,278	105,141	112,480	90,786	99,084	88,209	94,981	97,623	105,126	
19-20	Principal	81,261	85,393	81,704	85,919	81,520	85,832													
20-21	Principal	117,980	123,329	104,825	114,127	94,151	101,267	86,151	93,257	115,388	124,218	105,322	112,361	90,520	99,432	89,481	96,252	98,393	107,468	

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 \$5,000 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, Class A

\$ 90,017 / 240 days = \$ 375.07 per day x 222 days = \$ 83,265.54

**Muscle Shoals City Schools  
2022 - 2023 Administrative Salary Schedule**

CONTRACT DAYS IDENTIFIED BY JOB TITLE

Includes State Mandated 4% Raise

Years of Experience	Chief Technology Officer (240 Contract Days) *			Technology Specialist Supervisor (240 Contract Days)			Maintenance & Custodial Supervisor (260 Contract Days)			Technology Specialist (240 Contract Days)			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	342.21	6,844	82,130	276.29	5,526	66,310	255.04	5,126	66,310	225.83	4,517	54,200	293.33	5,864	61,012	214.52	4,290	51,485
3-4	364.95	7,299	87,588	293.33	5,867	70,399	270.76	5,867	70,399	242.86	4,857	58,287	318.80	6,384	66,310	217.17	4,343	52,122
5-7	381.84	7,637	91,642	309.73	6,195	74,335	285.90	6,195	74,335	259.26	5,185	62,223	335.64	6,716	69,791	219.82	4,396	52,756
8-10	387.69	7,754	93,047	315.41	6,308	75,697	291.14	6,308	75,697	264.91	5,299	63,586	352.28	7,049	73,273	222.46	4,449	53,392
11-13	392.89	7,858	94,293	320.45	6,409	76,907	295.80	6,409	76,907	269.98	5,400	64,796	368.30	7,366	76,605	225.12	4,502	54,028
14-16	398.73	7,975	95,696	326.12	6,522	78,268	301.03	6,522	78,268	275.66	5,513	66,159	385.04	7,701	80,087	227.76	4,555	54,663
17-19	403.28	8,066	96,788	330.54	6,611	79,330	305.12	6,611	79,330	280.09	5,602	67,220	400.32	8,007	83,266	234.18	4,684	56,204
20-23	409.12	8,182	98,188	336.22	6,724	80,693	310.36	6,724	80,693	285.76	5,715	68,583	413.24	8,271	85,954	244.47	4,889	58,674
24-26	411.95	8,239	98,869	339.05	6,781	81,373	312.97	6,781	81,373	288.59	5,772	69,262	416.51	8,330	86,634	247.30	4,946	59,352
27+	414.79	8,296	99,550	341.88	6,838	82,051	315.58	6,838	82,051	291.43	5,829	69,942	419.78	8,396	87,314	250.14	5,003	60,033

Salaries are rounded to the nearest dollar for presentation purposes.

\* \$5,000 will be added to the Chief Technology Officer salary for obtaining and maintaining an Alabama Chief Technology Officer (CTO) Certification.

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  
 $\$ 60,387 / 240 \text{ days} = \$ 251.61 \text{ per day} \times 189 \text{ days} = \$ 47,564.19$

**Muscle Shoals City Schools  
2022 -2023 Support Staff Salary Schedule**

CONTRACT DAYS VARY

Includes State Mandated 4% Raise

Years of Experience	Alde	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	118.56	156.00	180.96	199.68	118.56	178.88	162.24
3-5	122.72	166.40	190.32	210.08	126.88	187.20	169.52
6-8	127.92	171.60	196.56	217.36	131.04	193.44	174.72
9-11	132.08	176.80	200.72	224.64	135.20	199.68	180.96
12-14	137.28	182.00	210.08	232.96	140.40	204.88	186.16
15-17	140.40	187.20	217.36	239.20	144.56	214.24	192.40
18-20	144.56	192.40	224.64	251.68	148.72	221.52	199.68
21-23	147.68	195.52	227.76	254.80	151.84	224.64	202.80
24-26	150.80	197.60	230.88	257.92	154.96	227.76	204.88
27+	152.88	200.72	232.96	260.00	158.08	230.88	208.00

\* 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.

**Muscle Shoals City Schools  
2022 -2023 Substitute Salary Schedule**

All Substitutes paid through Kelly Services

Substitute Type	Daily Rate	Hourly Rate
Certified Teacher*	90.00	-
Non-Certified Teacher	80.00	-
Long-Term Certified Teacher	210.00	-
Paraprofessional	-	10.00
Paraprofessional - Certified	-	11.00
Paraprofessional - Permanent	-	15.80
Child Nutrition	-	11.00
Clerical	-	10.00
Clerical - Certified	-	11.00
Librarian - Certified	-	12.00
Librarian - Non-Certified	-	10.67
Nurse**		
LPN	-	15.00
RN	-	25.00
Long-Term Nurse**		
LPN	-	17.00
RN	-	32.00
Bus Driver***	75.00 min	15.00

\* Includes MSCS Retirees formerly certified

\*\* Paid through the Board of Education or Kelly Services to be determined by the Superintendent

\*\*\* Paid through the Board of Education