



SALARY SCHEDULES

2023-2024

i3 Academy
1 55th Place, South | Birmingham, AL 35212
Phone: 205.403.5777 | Fax: 205.598.5920

All salary schedules meet or exceed 100% of the Alabama State Salary Matrix.

The salaries reflect a 2% increase of last school year's salary schedule.

Effective July 1, 2023

Note: i3 Academy pays one month in arrears on the last work day of the month.

i3 Academy does not discriminate on the basis of race, color, disability, sex, religion, national origin or age in programs, activities, or employment.

i3 Academy

9-Month (190 Days) Teacher Salary Schedule, 2023-2024

	Bachelor, Class B	Master, Class A	Ed S, Class AA	Doctorate
Step 0	\$47,397.36	\$53,726.46	\$57,931.92	\$62,137.38
Step 1	\$48,679.50	\$55,256.46	\$59,493.54	\$63,785.70
Step 2	\$49,919.82	\$56,729.34	\$60,998.04	\$65,363.64
Step 3	\$51,118.32	\$58,142.04	\$62,444.40	\$66,871.20
Step 4	\$52,273.98	\$59,497.62	\$63,834.66	\$68,307.36
Step 5	\$53,387.82	\$60,794.04	\$65,167.80	\$69,674.16
Step 6	\$54,458.82	\$62,032.32	\$66,444.84	\$70,970.58
Step 7	\$55,486.98	\$63,210.42	\$67,662.72	\$72,196.62
Step 8	\$56,472.30	\$64,331.40	\$68,825.52	\$73,350.24
Step 9	\$57,415.80	\$65,393.22	\$69,932.22	\$74,434.50
Step 10	\$58,316.46	\$66,396.90	\$70,981.80	\$75,448.38
Step 11	\$59,175.30	\$67,341.42	\$71,972.22	\$76,391.88
Step 12	\$59,990.28	\$68,228.82	\$72,908.58	\$77,263.98
Step 13	\$60,764.46	\$69,055.02	\$73,786.80	\$78,065.70
Step 14	\$61,495.80	\$69,825.12	\$74,607.90	\$78,798.06
Step 15	\$62,183.28	\$70,534.02	\$75,372.90	\$79,459.02
Step 16	\$62,830.98	\$71,186.82	\$76,080.78	\$80,048.58
Step 17	\$63,433.80	\$71,778.42	\$76,732.56	\$80,567.76
Step 18	\$63,995.82	\$72,313.92	\$77,325.18	\$81,016.56
Step 19	\$64,513.98	\$72,790.26	\$77,862.72	\$81,397.02
Step 20	\$64,990.32	\$73,207.44	\$78,343.14	\$81,704.04
Step 21	\$65,424.84	\$73,567.50	\$78,766.44	\$81,941.70
Step 22	\$65,815.50	\$73,867.38	\$79,134.66	\$82,108.98
Step 23	\$66,165.36	\$74,108.10	\$79,443.72	\$82,205.88
Step 24	\$66,471.36	\$74,291.70	\$79,696.68	\$82,231.38
Step 25	\$66,736.56	\$74,416.14	\$79,892.52	\$82,406.82
Step 26	\$67,403.64	\$75,159.72	\$80,692.20	\$83,229.96
Step 27	\$68,077.86	\$75,911.46	\$81,499.02	\$84,062.28
Step 28	\$68,759.22	\$76,670.34	\$82,314.00	\$84,903.78
Step 29	\$69,446.70	\$77,437.38	\$83,137.14	\$85,752.42
Step 30	\$70,141.32	\$78,211.56	\$83,968.44	\$86,610.24

Step 31	\$70,804.32	\$78,884.56	\$84,651.44	\$87,303.24
Step 32	\$71,467.32	\$79,557.56	\$85,334.44	\$87,996.24
Step 33	\$72,130.32	\$80,230.56	\$86,017.44	\$88,689.24
Step 34	\$72,793.32	\$80,903.56	\$867,000.44	\$89,382.24
Step 35	\$73,456.32	\$81,576.56	\$87,383.44	\$90,075.24

i3 Academy

10-Month (210 Days) Teacher Salary Schedule, 2023-2024

	Bachelor, Class B	Master, Class A	Ed S, Class AA	Doctorate
Step 0	\$52,387.20	\$53,262.36	\$64,030.50	\$68,677.62
Step 1	\$53,803.98	\$61,073.52	\$65,756.34	\$70,499.34
Step 2	\$55,173.84	\$62,700.42	\$67,417.92	\$72,243.54
Step 3	\$56,499.84	\$64,262.04	\$69,017.28	\$73,909.20
Step 4	\$57,776.88	\$65,760.42	\$70,554.42	\$75,497.34
Step 5	\$59,008.02	\$67,193.52	\$72,027.30	\$77,007.96
Step 6	\$60,191.22	\$68,562.36	\$73,438.98	\$77,421.06
Step 7	\$61,327.50	\$69,863.88	\$74,785.38	\$79,796.64
Step 8	\$62,416.86	\$71,102.16	\$76,071.60	\$81,071.64
Step 9	\$63,460.32	\$72,276.18	\$77,292.54	\$82,269.12
Step 10	\$64,454.82	\$73,385.94	\$78,452.28	\$83,390.10
Step 11	\$65,404.44	\$74,429.40	\$79,548.78	\$84,432.54
Step 12	\$66,305.10	\$75,410.64	\$80,583.06	\$85,397.46
Step 13	\$67,160.88	\$76,324.56	\$81,554.10	\$86,282.82
Step 14	\$67,968.72	\$77,175.24	\$82,461.90	\$87,092.70
Step 15	\$68,728.62	\$77,959.62	\$83,307.48	\$87,823.02
Step 16	\$69,443.64	\$78,679.74	\$84,088.80	\$88,473.78
Step 17	\$70,111.74	\$79,334.58	\$84,809.94	\$89,049.06
Step 18	\$70,732.92	\$79,926.18	\$85,464.78	\$89,545.80
Step 19	\$71,305.14	\$80,452.50	\$86,059.44	\$89,965.02
Step 20	\$71,831.46	\$80,913.54	\$86,590.86	\$90,304.68
Step 21	\$72,311.88	\$81,311.34	\$87,058.02	\$90,567.84
Step 22	\$72,744.36	\$81,642.84	\$87,465.00	\$90,751.44
Step 23	\$73,129.92	\$81,910.08	\$87,806.70	\$90,858.54
Step 24	\$73,468.56	\$82,111.02	\$88,086.18	\$90,887.10
Step 25	\$73,761.30	\$82,248.72	\$88,302.42	\$91,607.22
Step 26	\$74,498.76	\$83,070.84	\$89,185.74	\$92,524.20
Step 27	\$75,243.36	\$83,901.12	\$90,077.22	\$93,449.34
Step 28	\$75,996.12	\$84,740.58	\$90,977.88	\$94,384.68
Step 29	\$76,756.02	\$85,588.20	\$91,887.72	\$95,328.18

Step 30	\$77,524.08	\$86,443.98	\$92,806.74	\$96,280.86
Step 31	\$78,187.08	\$87,116.98	\$93,489.74	\$96,973.86
Step 32	\$78,850.01	\$87,789.98	\$94,172.74	\$97,666.86
Step 33	\$79,513.08	\$88,462.98	\$94,855.74	\$98,359.86
Step 34	\$80,176.08	\$89,135.98	\$95,538.74	\$99,052.86
Step 35	\$80,839.08	\$89,808.98	\$96,221.74	\$99,745.86

i3 Academy

12-Month (240 Days) Teacher Salary Schedule, 2023-2024

	Bachelor, Class B	Master, Class A	Ed S, Class AA	Doctorate
Step 0	\$59,870.94	\$67,864.68	\$73,177.86	\$78,487.98
Step 1	\$61,489.68	\$69,797.58	\$75,149.52	\$80,570.82
Step 2	\$63,056.40	\$71,658.06	\$77,049.78	\$82,563.90
Step 3	\$64,571.10	\$73,443.06	\$78,876.60	\$84,468.24
Step 4	\$66,030.72	\$75,155.64	\$80,633.04	\$86,282.82
Step 5	\$67,436.28	\$76,792.74	\$82,316.04	\$88,009.68
Step 6	\$68,789.82	\$78,356.40	\$83,929.68	\$89,646.78
Step 7	\$70,088.28	\$79,844.58	\$85,468.86	\$91,195.14
Step 8	\$71,333.70	\$81,260.34	\$86,937.66	\$92,651.70
Step 9	\$72,525.06	\$82,600.62	\$88,335.06	\$94,021.56
Step 10	\$73,662.36	\$83,869.50	\$89,660.04	\$95,302.68
Step 11	\$74,747.64	\$85,062.90	\$90,911.58	\$96,494.04
Step 12	\$75,776.82	\$86,183.88	\$92,094.78	\$97,595.64
Step 13	\$76,756.02	\$87,227.34	\$93,204.54	\$98,608.50
Step 14	\$77,678.10	\$88,199.40	\$94,242.90	\$99,533.64
Step 15	\$78,548.16	\$89,095.98	\$95,208.84	\$100,369.02
Step 16	\$79,365.18	\$89,920.14	\$96,102.36	\$101,114.64
Step 17	\$80,127.12	\$90,667.80	\$96,924.48	\$101,770.50
Step 18	\$80,836.02	\$91,345.08	\$97,673.16	\$102,336.60
Step 19	\$81,491.88	\$91,945.86	\$98,353.50	\$102,817.02
Step 20	\$82,092.66	\$92,472.18	\$98,960.40	\$103,204.62
Step 21	\$82,642.44	\$92,927.10	\$99,494.88	\$103,505.52
Step 22	\$83,136.12	\$93,305.52	\$99,958.98	\$103,716.66
Step 23	\$83,576.76	\$93,610.50	\$100,350.66	\$103,839.06
Step 24	\$83,964.36	\$93,841.02	\$100,669.92	\$103,870.68
Step 25	\$84,298.92	\$93,999.12	\$100,917.78	\$104,694.84
Step 26	\$85,141.44	\$94,938.54	\$101,926.56	\$105,741.36
Step 27	\$85,993.14	\$95,888.16	\$102,945.54	\$106,799.10
Step 28	\$86,853.00	\$96,846.96	\$103,975.74	\$107,868.06
Step 29	\$87,722.04	\$97,815.96	\$105,015.12	\$108,946.20

Step 30	\$88,599.24	\$98,794.14	\$106,065.72	\$110,035.56
Step 31	\$89,262.24	\$99,467.14	\$106,748.72	\$110,728.56
Step 32	\$89,925.24	\$100,140.14	\$107,431.72	\$111,421.56
Step 33	\$90,588.24	\$100,813.14	\$108,114.72	\$112,114.56
Step 34	\$91,251.24	\$101,486.14	\$108,797.72	\$112,807.56
Step 35	\$91,914.24	\$102,159.14	\$109,480.72	\$113,500.56

i3 Academy

9-Month (190 Days) Paraeducator Schedule, 2023-2024 Non-Certified

	Schedule A (Non-Degree)	Schedule B (4-Year Degree)
Step 0	\$21,919.80	\$25,502.04
Step 1	\$22,613.40	\$26,316.00
Step 2	\$23,304.96	\$27,126.90
Step 3	\$23,999.58	\$27,938.82
Step 4	\$24,755.40	\$28,753.80
Step 5	\$25,509.18	\$29,561.64
Step 6	\$26,265.00	\$30,392.94
Step 7	\$27,018.78	\$31,268.10
Step 8	\$27,776.64	\$32,143.26
Step 9	\$28,544.70	\$33,022.50
Step 10	\$29,334.18	\$33,898.68
Step 11	\$30,171.60	\$34,775.88
Step 12	\$31,025.34	\$35,656.14
Step 13	\$31,884.18	\$36,529.26
Step 14	\$32,737.92	\$37,407.48
Step 15	\$33,597.78	\$38,281.62
Step 16	\$33,899.70	\$38,626.38
Step 17	\$34,204.68	\$38,974.20
Step 18	\$34,512.72	\$39,325.08
Step 19	\$34,823.82	\$39,679.02
Step 20	\$35,136.96	\$40,036.02
Step 21	\$35,453.16	\$40,396.08
Step 22	\$35,772.42	\$40,759.20
Step 23	\$36,094.74	\$41,126.40
Step 24	\$36,419.10	\$41,496.66
Step 25+	\$36,746.52	\$41,869.98

i3 Academy

12-Month (240 Days) Paraeducator Schedule, 2023-2024 Non-Certified

	Schedule E	Schedule F	Schedule G	Schedule H	Schedule I
Step 0	\$32,212.62	\$36,941.34	\$40,841.82	\$44,650.50	\$49,470.00
Step 1	\$33,240.78	\$39,095.58	\$44,122.14	\$45,679.68	\$55,004.52
Step 2	\$34,264.86	\$40,093.14	\$45,096.24	\$46,700.70	\$55,927.62
Step 3	\$35,290.98	\$41,094.78	\$46,072.38	\$47,729.88	\$56,851.74
Step 4	\$36,320.16	\$42,095.40	\$47,048.52	\$48,758.04	\$57,774.84
Step 5	\$37,341.18	\$43,095.00	\$48,020.58	\$49,782.12	\$58,699.98
Step 6	\$38,390.76	\$44,111.94	\$49,007.94	\$50,828.64	\$59,625.12
Step 7	\$39,496.44	\$45,170.70	\$50,021.82	\$51,934.32	\$60,546.18
Step 8	\$40,603.14	\$46,231.50	\$51,035.70	\$53,040.00	\$61,469.28
Step 9	\$41,711.88	\$47,294.34	\$52,051.62	\$54,148.74	\$62,393.40
Step 10	\$42,819.60	\$48,355.14	\$53,066.52	\$55,257.48	\$63,314.46
Step 11	\$43,927.32	\$49,419.00	\$54,082.44	\$56,366.22	\$64,238.58
Step 12	\$45,039.12	\$50,481.84	\$55,100.40	\$57,478.02	\$65,160.66
Step 13	\$46,141.74	\$51,539.58	\$56,113.26	\$58,579.62	\$66,084.78
Step 14	\$47,251.50	\$52,604.46	\$57,132.24	\$59,689.38	\$67,012.98
Step 15	\$48,356.16	\$53,663.22	\$58,144.08	\$60,796.08	\$67,930.98
Step 16	\$48,791.70	\$54,146.70	\$58,667.34	\$61,343.82	\$68,542.98
Step 17	\$49,230.30	\$54,634.26	\$59,195.70	\$61,895.64	\$69,159.06
Step 18	\$49,674.00	\$55,125.90	\$59,728.14	\$62,452.56	\$69,782.28
Step 19	\$50,120.76	\$55,621.62	\$60,265.68	\$63,014.58	\$70,409.58
Step 20	\$50,571.60	\$56,122.44	\$60,808.32	\$63,581.70	\$71,044.02
Step 21	\$51,027.54	\$56,627.34	\$61,356.06	\$64,153.92	\$71,682.54
Step 22	\$51,486.54	\$57,137.34	\$61,907.88	\$64,731.24	\$72,328.20

i3 Academy

12-Month (240 Days) Paraeducator Schedule, 2023-2024

Nurse

and

Speech Language Pathologist

	190 Days LPN	190 Days Bachelor, RN-BSN,	190 Days Master, RN-MSN/SLP	210 Days Lead Nurse
Step 0	\$33,442	\$47,575	\$54,537	\$65,621
Step 1	\$33,442	\$47,575	\$54,537	\$66,298
Step 2	\$33,442	\$47,575	\$54,537	\$66,977
Step 3	\$36,783	\$52,327	\$59,991	\$67,657
Step 4	\$36,783	\$52,327	\$59,991	\$68,333
Step 5	\$36,783	\$52,327	\$59,991	\$69,011
Step 6	\$38,395	\$54,622	\$62,616	\$69,689
Step 7	\$38,395	\$54,622	\$62,616	\$70,369
Step 8	\$38,395	\$54,622	\$62,616	\$71,046
Step 9	\$39,554	\$56,271	\$63,456	\$71,725
Step 10	\$39,949	\$56,833	\$63,456	\$72,403
Step 11	\$40,349	\$57,401	\$63,456	\$73,081
Step 12	\$40,753	\$57,976	\$64,606	\$73,758
Step 13	\$41,160	\$58,555	\$64,606	\$74,438
Step 14	\$41,572	\$59,142	\$64,606	\$75,115
Step 15	\$41,988	\$59,733	\$66,083	\$76,120
Step 16	\$42,408	\$60,330	\$66,083	\$76,473
Step 17	\$42,832	\$60,933	\$66,083	\$77,149
Step 18	\$43,260	\$61,542	\$66,933	\$77,829
Step 19	\$43,692	\$62,158	\$67,025	\$78,506
Step 20	\$44,129	\$62,779	\$67,695	\$79,185
Step 21	\$44,571	\$63,407	\$68,373	\$79,862
Step 22	\$45,016	\$64,041	\$69,055	\$80,542
Step 23	\$45,467	\$64,682	\$69,746	\$81,219
Step 24	\$45,921	\$65,329	\$70,445	\$81,897
Step 25	\$46,381	\$65,982	\$71,148	\$82,510
Step 26	\$46,844	\$66,641	\$71,859	\$82,810

Step 27	\$47,313	\$67,309	\$72,579	\$83,110
Step 28	\$47,786	\$67,982	\$73,304	\$83,410
Step 29	\$48,264	\$68,661	\$74,038	\$83,710
Step 30	\$48,746	\$69,347	\$74,777	\$84,010
Step 31	\$49,234	\$70,041	\$75,525	\$84,310
Step 32	\$49,727	\$70,742	\$76,281	\$84,660
Step 33	\$50,223	\$71,448	\$77,043	\$85,010
Step 34	\$80,725	\$72,163	\$77,813	\$85,310
Step 35	\$51,233	\$72,885	\$78,592	\$85,610

i3 Academy

Employee Work Calendar 2023-2024

	9 months	10 months	12 months	Days Worked			
Contract Year Start Date	7/20/2023	7/17/2023	7/1/2023	July	8	11	20
July 1-July 19	Will Not Work	Will Not Work	Will Work	August	23	23	23
July 4 Fourth of July Holiday	Will Not Work	Will Not Work	Will Not Work	September	20	20	20
July 17-19 (New Hire PD)	Will Not Work	Will Work	Will Work	October	17	19	22
July 20-21 (All Staff PD)	Will Work	Will Work	Will Work	November	16	16	19
July 24-26 (Work Days)	Will Work	Will Work	Will Work	December	11	11	16
September 1, PD Day	Will Work	Will Work	Will Work	January	17	20	21
September 4th Labor Day Holiday	Will Not Work	Will Not Work	Will Not Work	February	20	20	20
October 9-13 Fall Break	Will Not Work	Will Work 10/9, 10/10	Will Work 10/9, 10/10, 10/11, 10/12	March	11	13	16
October 27 Parent Conference Day	Will Work	Will Work	Will Work	April	21	21	22
November 10 (Fri) - Veterans' Day	Will Not Work	Will Not Work	Will Not Work	May	21	21	22
November 20-25 Thanksgiving Break	Will Not Work	Will Not Work	Will Work 11/20, 11/21, 11/22	June	5	15	19
December 18-January 5 Winter Break	Will Not Work	Will Work 1/3, 1/4, 1/5	Will Work 12/18, 12/19, 12/20, 12/21, 12/22, 1/2, 1/3, 1/4, 1/5		190	210	240
January 8 Teacher Work Day	Will Work	Will Work	Will Work				
January 15 MLK Day	Will Not Work	Will Not Work	Will Not Work				
February 16 PD Day	Will Work	Will Work	Will Work				
February 19 President's Day Holiday	Will Not Work	Will Not Work	Will Not Work				
March 18- 29 Spring Break	Will Not Work	Will work 3/18, 3/19	Will Work 3/18, 3/19, 3/20, 3/21, 3/22				
April 19 No School	Will Not Work	Will Not Work	Will Work				
May 24-27 Memorial Day Holiday Weekend	Will Not Work	Will Not Work	Will Work 5/24				
June 7 Last Day for Teachers (1/2 Day)	Will Work	Will Work	Will Work				
June 10-30	Will Not Work	Will Work 10 Days during the 14-day window	Will Work				
June 19 Juneteenth Holiday	Will Not Work	Will Not Work	Will Not Work				