

MORGAN COUNTY BOARD OF EDUCATION



2025-2026 SALARY SCHEDULE

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2025-26 CERTIFIED EMPLOYEE SALARY SCHEDULE

EXPERIENCE	Rank I		Rank II		Rank III	
	Annual	Daily Rate	Annual	Daily Rate	Annual	Daily Rate
0	\$50,583	\$273.42	\$46,269	\$250.10	\$43,000	\$232.43
1	\$50,583	\$273.42	\$46,269	\$250.10	\$43,000	\$232.43
2	\$50,583	\$273.42	\$46,269	\$250.10	\$43,000	\$232.43
3	\$50,583	\$273.42	\$46,269	\$250.10	\$43,000	\$232.43
4	\$50,583	\$273.42	\$46,269	\$250.10	\$43,000	\$232.43
5	\$54,898	\$296.75	\$50,583	\$273.42	\$46,269	\$250.10
6	\$54,898	\$296.75	\$50,583	\$273.42	\$46,269	\$250.10
7	\$54,898	\$296.75	\$50,583	\$273.42	\$46,269	\$250.10
8	\$54,898	\$296.75	\$50,583	\$273.42	\$46,269	\$250.10
9	\$54,898	\$296.75	\$50,583	\$273.42	\$46,269	\$250.10
10	\$60,498	\$327.02	\$56,145	\$303.49	\$50,228	\$271.50
11	\$60,498	\$327.02	\$56,145	\$303.49	\$50,228	\$271.50
12	\$60,498	\$327.02	\$56,145	\$303.49	\$50,228	\$271.50
13	\$60,498	\$327.02	\$56,145	\$303.49	\$50,228	\$271.50
14	\$60,498	\$327.02	\$56,145	\$303.49	\$50,228	\$271.50
15	\$62,143	\$335.91	\$57,813	\$312.50	\$53,379	\$288.54
16	\$62,143	\$335.91	\$57,813	\$312.50	\$53,379	\$288.54
17	\$62,143	\$335.91	\$57,813	\$312.50	\$53,379	\$288.54
18	\$62,143	\$335.91	\$57,813	\$312.50	\$53,379	\$288.54
19	\$62,143	\$335.91	\$57,813	\$312.50	\$53,379	\$288.54
20	\$63,499	\$343.24	\$59,167	\$319.82	\$54,955	\$297.05
21	\$63,499	\$343.24	\$59,167	\$319.82	\$54,955	\$297.05
22	\$63,499	\$343.24	\$59,167	\$319.82	\$54,955	\$297.05
23	\$63,499	\$343.24	\$59,167	\$319.82	\$54,955	\$297.05
24	\$63,499	\$343.24	\$59,167	\$319.82	\$54,955	\$297.05
25	\$68,141	\$368.33	\$61,259	\$331.13	\$56,006	\$302.74
26	\$68,141	\$368.33	\$61,259	\$331.13	\$56,006	\$302.74
27	\$68,141	\$368.33	\$61,259	\$331.13	\$56,006	\$302.74
28	\$69,717	\$376.85	\$62,835	\$339.65	\$57,582	\$311.25
29	\$69,717	\$376.85	\$62,835	\$339.65	\$57,582	\$311.25
30	\$69,717	\$376.85	\$62,835	\$339.65	\$57,582	\$311.25

Rank IV	\$30,000.00
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Rank	DAILY RATE
I	\$130.00
II	\$120.00
III	\$110.00
IV	\$100.00
64 + HRS	\$90.00

*Certified Substitute Teachers will receive regular teacher pay after 20 consecutive days teaching in certification field. Retroactive back to first day of substituting.

*Non-Teaching Certified Speech Pathologists paid from Rank II.

CLASSIFIED SALARY SCHEDULE**2025-2026****MORGAN COUNTY BOARD OF EDUCATION**

AIII	STTS	SECI/SECI	INST	IAEX	COAD	LCT	HR
Acct.	Sec. to	RECEPT/	INSTR	INSTR	COMPUTER	Lead	Human
Clerk III	Supt.	STAFF SUPP/	ASST I	ASST I	ADMN.	Computer	Resources
		SCHOOL SEC	Stu. Emp. Coord./ jobc	Stu. Emp. Coord./ jobc		Tech	Mngr

EXP.

0	12.00	11.00	11.00	12.00	13.00	17.60	16.00	27.27
1	17.50	16.50	13.86	12.36	13.36	26.13	19.52	27.27
2	17.50	16.50	13.86	12.36	13.36	26.13	19.52	27.27
3	17.50	16.50	13.86	12.36	13.36	26.13	19.52	27.27
4	17.50	16.50	13.86	12.36	13.36	26.13	19.52	27.27
5	17.50	16.50	13.86	12.36	13.36	26.13	19.52	29.56
6	19.00	18.00	14.75	14.20	15.20	26.97	20.51	29.56
7	19.00	18.00	14.75	14.20	15.20	26.97	20.51	29.56
8	19.00	18.00	14.75	14.20	15.20	26.97	20.51	29.56
9	19.00	18.00	14.75	14.20	15.20	26.97	20.51	29.56
10	19.00	18.00	14.75	14.20	15.20	26.97	20.51	32.23
11	21.00	20.00	16.18	15.28	16.28	28.26	21.46	32.23
12	21.00	20.00	16.18	15.28	16.28	28.26	21.46	32.23
13	21.00	20.00	16.18	15.28	16.28	28.26	21.46	32.23
14	21.00	20.00	16.18	15.28	16.28	28.26	21.46	32.23
15	21.00	20.00	16.18	15.28	16.28	28.26	21.46	34.36
16	23.00	22.00	18.25	16.90	17.90	30.26	23.57	34.36
17	23.00	22.00	18.25	16.90	17.90	30.26	23.57	34.36
18	23.00	22.00	18.25	16.90	17.90	30.26	23.57	34.36
19	23.00	22.00	18.25	16.90	17.90	30.26	23.57	34.36
20	23.00	22.00	18.25	16.90	17.90	30.26	23.57	35.43
21	25.50	24.50	19.25	17.53	18.53	31.57	24.63	35.43
22	25.50	24.50	19.25	17.53	18.53	31.57	24.63	35.43
23	25.50	24.50	19.25	17.53	18.53	31.57	24.63	35.43
24	25.50	24.50	19.25	17.53	18.53	31.57	24.63	35.43
25	25.50	24.50	19.25	17.53	18.53	31.57	24.63	36.14
26	28.00	27.00	19.61	18.36	19.36	33.02	25.64	36.14
27	28.00	27.00	19.61	18.36	19.36	33.02	25.64	36.14
28	28.00	27.00	19.61	18.36	19.36	33.02	25.64	37.20
29	28.00	27.00	19.61	18.36	19.36	33.02	25.64	37.20
30	28.00	27.00	19.61	18.36	19.36	33.02	25.64	37.20

Paraeducators that have an equivalent Associate's or higher degree are to be paid from the IAEX INSTR ASST I pay scale.

Classified Substitutes are paid (\$10.00) per hour except custodians and bus drivers.

Chief Finance Officer to be paid off the Rank II Certified Schedule beginning FY 22.

Director of School Food & Nutrition will be paid from Rank III Certified Schedule beginning FY 24.

CLASSIFIED SALARY SCHEDULE**2025-2026****MORGAN COUNTY BOARD OF EDUCATION**

HVAC **	M II	CUST	CAIII	CKBK	MNGR	Level 2/3 Dir/FR/ YSC Coor.	NURSE Registered	CLERK Clerical Asst. for Nurse	OTPT Occ & Phy Thpt & Mntl Hlth Couns
HVAC TECH MAINT		CUSTODIAN	Clerical	COOK	SFS				
TECH II			Asst. III	BAKER	MANAGER I				

EXP.

0	22.50	16.00	14.00	11.00	11.76	13.19	21.00	21.37	13.76	51,579
1	24.00	16.92	14.27	13.09	12.22	13.29	21.20	21.37	13.76	53,632
2	24.00	16.92	14.27	14.11	12.27	13.55	21.40	21.37	13.76	53,632
3	24.00	16.92	14.27	15.15	12.32	13.75	21.61	21.37	13.76	53,632
4	24.00	16.92	14.27	16.17	12.37	14.01	21.81	21.37	13.76	53,632
5	24.00	16.92	14.27	16.45	12.42	14.16	22.02	22.42	14.71	53,632
6	26.50	17.63	16.01	16.77	12.48	14.41	22.23	22.42	14.71	56,529
7	26.50	17.63	16.01	17.06	12.53	14.67	22.44	22.42	14.71	56,529
8	26.50	17.63	16.01	17.33	12.63	15.48	22.66	22.42	14.71	56,529
9	26.50	17.63	16.01	17.63	12.88	15.79	22.87	22.42	14.71	56,529
10	26.50	17.63	16.01	17.91	13.19	16.05	23.09	23.48	15.76	56,529
11	28.00	18.32	16.73	18.19	13.44	16.76	23.31	23.48	15.76	59,284
12	28.00	18.32	16.73	18.48	13.70	16.96	23.54	23.48	15.76	59,284
13	28.00	18.32	16.73	18.80	13.95	17.12	23.76	23.48	15.76	59,284
14	28.00	18.32	16.73	19.06	14.26	17.27	23.99	23.48	15.76	59,284
15	28.00	18.32	16.73	19.55	14.52	17.37	24.22	24.54	16.81	59,284
16	33.00	20.29	17.52	19.96	14.77	17.58	24.45	24.54	16.81	61,095
17	33.00	20.29	17.52	20.25	15.08	17.68	24.69	24.54	16.81	61,095
18	33.00	20.29	17.52	20.62	15.38	17.83	24.92	24.54	16.81	61,095
19	33.00	20.29	17.52	21.00	15.59	17.98	25.16	24.54	16.81	61,095
20	33.00	20.29	17.52	21.89	15.84	18.34	25.40	25.60	17.86	61,095
21	38.00	21.00	18.35	22.52	16.15	18.65	25.65	25.60	17.86	64,100
22	38.00	21.00	18.35	23.23	16.40	18.85	25.89	25.60	17.86	64,100
23	38.00	21.00	18.35	23.56	16.50	19.00	26.14	25.60	17.86	64,100
24	38.00	21.00	18.35	23.88	16.61	19.16	26.39	25.60	17.86	64,100
25	38.00	21.00	18.35	24.25	16.81	19.36	26.65	26.66	18.91	64,100
26	43.00	22.00	19.22	24.72	17.01	19.56	26.91	26.66	18.91	68,140
27	43.00	22.00	19.22	25.17	17.21	19.76	27.16	26.66	18.91	68,140
28	43.00	22.00	19.22	25.62	17.41	19.96	27.43	29.00	19.00	68,800
29	43.00	22.00	19.22	26.07	17.61	20.16	27.69	29.00	19.00	69,480
30	43.00	22.00	19.22	26.45	17.81	20.36	27.96	29.00	19.00	70,165

Custodial Substitutes \$12.00 per hour

CLASSIFIED SALARY SCHEDULE**2025-2026****MORGAN COUNTY BOARD OF EDUCATION**

EXP.	Bus Dr/BD1/ Bus Mechanic Assist.			
	TRIPS= TO HRLY RATE	MECH LEAD**** Mechanic *ASE Certified-- Add \$1,000	BMON Bus Monitor / Dispatcher	TRMG TRANS. MNGR
0	21.00	21.00	11.50	32.25
1	21.50	21.50	12.00	33.00
2	21.50	21.50	12.00	33.00
3	21.50	21.50	12.00	33.00
4	21.50	21.50	12.00	33.00
5	21.50	21.50	12.00	33.00
6	22.00	22.00	12.50	34.00
7	22.00	22.00	12.50	34.00
8	22.00	22.00	12.50	34.00
9	22.00	22.00	12.50	34.00
10	22.00	22.00	12.50	34.00
11	22.50	22.50	14.50	35.00
12	22.50	22.50	14.50	35.00
13	22.50	22.50	14.50	35.00
14	22.50	22.50	14.50	35.00
15	22.50	22.50	14.50	35.00
16	23.00	23.00	16.00	36.00
17	23.00	23.00	16.00	36.00
18	23.00	23.00	16.00	36.00
19	23.00	23.00	16.00	36.00
20	23.00	23.00	16.00	36.00
21	23.50	23.50	17.00	37.00
22	23.50	23.50	17.00	37.00
23	23.50	23.50	17.00	37.00
24	23.50	23.50	17.00	37.00
25	23.50	23.50	17.00	37.00
26	24.00	24.00	18.00	38.00
27	24.00	24.00	18.00	38.00
28	24.00	24.00	18.00	38.00
29	24.00	25.90	18.00	38.00
30	24.00	26.35	18.00	38.00

Substitute Driver Pay = years of verified experience

Bus Driver Trainer Pay = to current hourly rate

**Morgan County Board of Education
2025-2026 Extra Duty Pay**

Principals		Fund
High School		\$14,000
Middle School		\$9,500
Elementaries	250 + Students	\$6,600
	250 - Students	\$5,600
Administrative Contact		\$4,000
RISE Academy		\$4,000
Assistant Principals		
High School		\$3,050
High School		\$3,050
Middle School		\$5,000
Elementary School	250 + Students	\$2,000
Deputy Superintendent		\$12,000
Chief Financial Officer		\$8,000
Director of Food and Nutrition		\$8,000
Director of Student Services		\$8,000
Chief Academic Officer		\$8,000
Director of District Personnel		\$8,000
Director of Buildings and Grounds		\$8,000
Director of Special Education		\$8,000
Director of Technology		\$8,000
Director of Student Transportation		\$8,000

Administrators holding more than one position will receive compensation for the higher paid position only, but may have other duties.

2025-2026**Other Stipends and Extra Duty**

District Teacher Mentor	\$2,000	F2
ESS Instructor--Certified (Extended School Services)	\$25 / HR	F2
ESS School Coordinator	\$1,000	F2
National Board Certification (One time upon certification)	\$1,000	GF
National Board Certification (State reimbursed)	\$2,000	GF
School Health Coordinator	\$1,000	GF
School Psychologist	\$6,000	F 2 (IDEA B)
School Technology Coordinator	\$1,500	GF
Speech Therapists		
Teaching Certification	\$7,613	GF
Licensure	\$5,613	GF
Summer Feeding Cook/Baker	\$15 / HR	F51
Summer Feeding Manager	\$18 / HR	F51
TEDS/CTE Coordinator (Technical Education Database System) (Career and Technical Education)	\$3,000	F 2

Morgan County Board of Education
2025-2026
Standard Contract Days

Account Clerk, Secretary to Superintendent	240
Bus Driver	180
Bus Mechanic Assistant	up to 220
Bus Mechanics	240
Bus Monitor/Dispatcher	180
Clerical Assistant III	240
Custodian	240/260 *
Elementary School Secretary	192
Food Service Personnel	180
FR/YSC Coordinator	240
High School/Middle School Attendance / Secretary	187
High School Bookkeeper	225
Instructional Assistant	180
Lead Computer Maintenance Technician	240
Maintenance Personnel	240
Mental Health Counselor	210
Middle School Bookkeeper/Transitional Asisstant	207
Network Administrator	240
Nurse	190
Nurse Clerk	190
Receptionist/ Staff Support	225
Transportation Manager	240

* Employees hired or transferred into these positions will receive 240 day contracts.

Morgan County Board of Education
2025-2026 Extended Days

POSITION	#Days Recom.	Funding Source
Assistant Principal - High School	25	GF
Assistant Principal - High School	25	GF
Assistant Principal - Middle School	45	GF
Assitant Principal - Elementary School	35	GF
Counselor - High School	55	GF
Counselor - Middle School	35	GF
Director of Special Education	55	GF
Director of Food & Nutrition	55	F 51 / GF
Chief Finance Officer	55	GF
Deputy Superintendent	55	GF
Director of Student Services	55	GF
Director of Technology	55	GF
Director of Student Transportation	55	GF
Director of Building and Grounds	55	GF
Director of District Personnel	55	GF
Gifted & Talented Coordinator/Community Ed/Media Specialist-Elem	55	F 2 / GF
Grant Writer *	Up to 43	GF
Chief Academic Officer	55	GF
Media Specialists - High School/Middle School	10	GF
Principal - East Valley	55	GF
Principal - Ezel Elementary	55	GF
Principal - Morgan Central	55	GF
Principal - Wrigley	55	GF
Principal - MCHS	55	GF
Principal - MCMS	55	GF
Principal - RISE Academy	35	GF
Speech Therapist	10	GF
Teacher - Agriculture	55	GF
Teacher - Family & Consumer Science	5	GF
Teachers - Woodsbend	35	F 2/ GF
Occupational Therapist	10	GF

If employee holds more than one position with extended days, the total number of extended days cannot exceed 55.

* If job is performed by retired certified employee, pay will equal their daily wage threshold.

**MORGAN COUNTY BOARD OF EDUCATION
EXTRA DUTY SALARY SCHEDULE
2025-2026**

ACTIVITY		# OF POSITIONS	ANNUAL SALARY
ACADEMIC TEAM	HIGH SCHOOL - HEAD COACH	1	\$ 2,000.00
	ASSISTANT COACH	1	\$ 500.00
	MIDDLE SCHOOL - HEAD COACH	1	\$ 2,000.00
	ASSISTANT COACH	1	\$ 500.00
ARCHERY	HEAD COACH	1	\$ 3,500.00
	ASST. COACH	1	\$ 1,000.00
	MIDDLE SCHOOL HEAD COACH	1	\$ 1,250.00
	MIDDLE SCHOOL ASST. COACH	1	\$ 500.00
ATHLETICS	ATHLETIC DIRECTOR	1	\$ 7,000.00
BAND DIRECTOR	HIGH SCHOOL	1	\$ 2,000.00
	MIDDLE SCHOOL	1	\$ 2,000.00
BASEBALL	HIGH SCHOOL HEAD COACH	1	\$ 3,500.00
	HIGH SCHOOL ASSISTANT COACH	2	\$ 1,000.00
	MIDDLE SCHOOL HEAD COACH	1	\$ 1,250.00
	MIDDLE SCHOOL ASSISTANT COACH	1	\$ 500.00
	BASEBALL/SOFTBALL FIELD MNTC	1	\$ 7,200.00
BASKETBALL - BOYS	HIGH SCHOOL HEAD COACH	1	\$ 5,000.00
	HIGH SCHOOL ASST. COACH	2	\$ 1,000.00
BASKETBALL - GIRLS	HIGH SCHOOL HEAD COACH	1	\$ 5,000.00
	HIGH SCHOOL ASST. COACH	2	\$ 1,000.00
BASKETBALL - BOYS	MIDDLE SCHOOL HEAD COACH	1	\$ 4,000.00
	MIDDLE SCHOOL ASST. COACH	1	\$ 500.00
BASKETBALL - GIRLS	MIDDLE SCHOOL HEAD COACH	1	\$ 4,000.00
	MIDDLE SCHOOL ASST. COACH	1	\$ 500.00
BASS FISHING	HEAD COACH	1	\$ 3,500.00
	ASST. COACH	1	\$ 1,000.00
CHEERLEADING	HIGH SCHOOL HEAD COACH	1	\$ 5,000.00
	HIGH SCHOOL ASSISTANT COACH	1	\$ 1,000.00
	MIDDLE SCHOOL HEAD COACH	1	\$ 4,000.00
	MIDDLE SCHOOL ASST. COACH	1	\$ 500.00
CHESS TEAM	HIGH SCHOOL HEAD COACH	1	\$ 1,250.00
	MIDDLE SCHOOL HEAD COACH	1	\$ 1,250.00
DRAMA COACH		2	\$ 400.00
FOOTBALL	HIGH SCHOOL HEAD COACH	1	\$ 5,000.00
	HIGH SCHOOL ASST. COACH	5	\$ 1,000.00
	MIDDLE SCHOOL HEAD COACH	1	\$ 4,000.00
	MIDDLE SCHOOL ASST. COACH	3	\$ 500.00

MORGAN COUNTY BOARD OF EDUCATION**(Continued)**

ACTIVITY		POSITIONS	SALARY
GOLF - BOYS	HEAD COACH	1	\$ 3,500.00
	ASSISTANT COACH	1	\$ 1,000.00
GOLF - GIRLS	HEAD COACH	1	\$ 3,500.00
	ASSISTANT COACH	1	\$ 1,000.00
HONOR SOCIETY SPONSORS		2	\$ 250.00
SOFTBALL	HIGH SCHOOL HEAD COACH	1	\$ 3,500.00
	HIGH SCHOOL ASSISTANT COACH	2	\$ 1,000.00
	MIDDLE SCHOOL HEAD COACH	1	\$ 1,250.00
	MIDDLE SCHOOL ASSISTANT COACH	1	\$ 500.00
SOCCER - BOYS	HIGH SCHOOL HEAD COACH	1	\$ 3,500.00
	HIGH SCHOOL ASST. COACH	1	\$ 1,000.00
SOCCER - GIRLS	HIGH SCHOOL HEAD COACH	1	\$ 3,500.00
	HIGH SCHOOL ASST. COACH	1	\$ 1,000.00
SOCCER - BOYS	MIDDLE SCHOOL HEAD COACH	1	\$ 1,250.00
	MIDDLE SCHOOL ASST. COACH	1	\$ 500.00
SOCCER - GIRLS	MIDDLE SCHOOL HEAD COACH	1	\$ 1,250.00
	MIDDLE SCHOOL ASST. COACH	1	\$ 500.00
STLP	HEAD COACH	1	\$ 1,250.00
	ASSISTANT COACH	1	\$ 500.00
TENNIS - BOYS	HEAD COACH	1	\$ 3,500.00
	ASSISTANT COACH	1	\$ 1,000.00
TENNIS - GIRLS	HEAD COACH	1	\$ 3,500.00
	ASSISTANT COACH	1	\$ 1,000.00
TRACK - BOYS	HEAD COACH	1	\$ 3,500.00
	ASSISTANT COACH	1	\$ 1,000.00
TRACK - GIRLS	HEAD COACH	1	\$ 3,500.00
	ASSISTANT COACH	1	\$ 1,000.00
CROSS COUNTRY	HEAD COACH	1	\$ 3,500.00
	ASSISTANT COACH	1	\$ 1,000.00
VOLLEYBALL	HIGH SCHOOL HEAD COACH	1	\$ 3,500.00
	ASSISTANT COACH	2	\$ 1,000.00
SCIENCE OLYMPIAD	HIGH SCHOOL HEAD COACH	1	\$ 1,250.00
	HIGH SCHOOL ASST. COACH	1	\$ 500.00
	MIDDLE SCHOOL HEAD COACH	1	\$ 1,250.00
	MIDDLE SCHOOL ASST. COACH	1	\$ 500.00
YEARBOOK	HIGH SCHOOL SPONSOR	1	\$ 1,000.00
	MIDDLE SCHOOL SPONSOR	1	\$ 500.00

NOTE: If "1 POSITION" is indicated, there is one salary allotted for that position.

When two or more persons share that responsibility, the salary will be equally divided.

*** NOTE: If athletic head coach / Athletic Director position is filled by a Morgan County Board employee whose primary contract is that of a teacher, add \$1,000 to extra duty pay.**

*** NOTE: If Assistant Coach position is filled by a Morgan County Board employee whose primary contract is that of a teacher, add \$1,000 to extra duty pay in High School Basketball and High School Football. For all other athletic assistant coaching positions, if filled by a certified individual whose primary contract is that of teacher, add an additional \$500 to extra duty pay.**

*** NOTE: If High School or Middle School Band Director position is filled by a Morgan County Board employee whose primary contract is that of a teacher, add \$1,000 to extra duty pay.**

NOTE: All Positions are Funded by GF.