

Salary Schedule

Trussville City Schools

2025 - 2026

The Trussville City Schools Board of Education does not discriminate on the basis of race, color, disability, sex, religion, national origin or age in programs, activities, or employment.

Approved: June 9, 2025
Effective Date: July 1, 2025

All salary schedules proposed herein will be effective at start of contract period.

INTRODUCTION

The Salary Schedule provides a uniform and equitable payment of wages for services rendered by certificated and classified employees. Certified employees must possess a valid Alabama Teacher's Certificate or be eligible for a waiver from the State Department of Education. Classified personnel include all support employees who do not work as certificated employees.

Salaries in the Salary Schedule are based on years of experience, degree/certification, and assignment. Certified employees were approved to be paid on their highest degree, regardless of the teaching assignment. Years of experience are categorized as "STEPS" on this schedule. For example, five STEPS indicate four years of experience. Experience is defined as the number of years of service in education or a related field. Credit may be granted for years of experience outside the school system. **It is the responsibility of the employee to verify the accuracy and correctness of his/her compensation and to promptly call questions and discrepancies to the attention of his/her principal/director. In addition, it is the responsibility of the employee to submit appropriate verification of experience, degree/certification, and/or other information offering compensation to the employee's principal/director or to the personnel division of the Board.**

In order to advance steps on the salary schedule, an employee must have worked a minimum of fifty percent of the contract days from the previous year.

Contract Days

Nine Months	187 days
Ten Months	202 days
Twelve Months	240 days

Employees are generally paid in twelve equal monthly installments, regardless of the term of the appointment.

The payroll period normally extends from the first Sunday of each month thru the last Saturday of each month (some payroll cut-off days are adjusted due to holidays and as needed). Specific period dates are available at each school/location site. Payroll checks are issued the last working day of the month.

Participation in the Retirement Systems of Alabama is mandatory if an individual is employed in a position that is eligible for coverage and is employed on at least a one-half time basis.

Trussville City Schools

2025 - 2026

Salary Schedules

CERTIFIED STAFF

Exp	Step	BACHELORS		MASTERS		ED SP - AA		DOCTORAL	
		Annual	Daily	Annual	Daily	Annual	Daily	Annual	Daily
0	1	52,688	281.75	55,823	298.52	60,193	321.89	64,561	345.25
1	2	53,321	285.14	56,029	299.62	60,780	325.03	65,339	349.41
2	3	53,960	288.56	56,386	301.53	60,973	326.06	66,120	353.58
3	4	54,605	292.01	62,377	333.57	66,578	356.03	71,017	379.77
4	5	55,429	296.41	63,200	337.97	67,405	360.45	71,337	381.48
5	6	56,116	300.09	63,885	341.63	68,090	364.12	72,015	385.11
6	7	58,482	312.74	66,482	355.52	70,811	378.67	74,860	400.32
7	8	59,184	316.49	67,186	359.28	71,511	382.41	75,562	404.07
8	9	59,855	320.08	67,889	363.04	72,215	386.18	76,263	407.82
9	10	60,839	325.34	68,840	368.13	73,169	391.28	77,218	412.93
10	11	61,540	329.09	69,540	371.87	73,867	395.01	79,110	423.05
11	12	61,690	329.89	69,808	373.30	73,925	395.32	79,310	424.12
12	13	62,197	332.60	70,315	376.02	74,239	397.00	79,510	425.19
13	14	62,704	335.32	70,822	378.73	74,503	398.41	79,710	426.26
14	15	63,211	338.03	71,329	381.44	74,766	399.82	79,910	427.33
15	16	63,882	341.61	72,080	385.45	76,513	409.16	81,884	437.88
16	17	64,225	343.45	72,587	388.17	76,815	410.78	82,084	438.95
17	18	64,732	346.16	73,094	390.88	77,015	411.84	82,284	440.02
18	19	65,239	348.87	73,601	393.59	77,215	412.91	82,484	441.09
19	20	65,746	351.58	74,108	396.30	77,415	413.98	82,684	442.16
20	21	66,253	354.29	74,615	399.01	77,615	415.05	82,884	443.23
21	22	66,760	357.01	75,122	401.72	77,815	416.12	83,084	444.30
22	23	67,267	359.72	75,629	404.43	78,062	417.44	83,284	445.37
23	24	67,774	362.43	76,136	407.14	78,335	418.90	83,484	446.44
24	25	68,281	365.14	76,643	409.86	78,971	422.30	83,684	447.51
25	26	68,788	367.85	77,150	412.57	79,244	423.76	83,884	448.58
26	27	69,295	370.56	77,657	415.28	79,518	425.23	84,084	449.65
27	28	69,802	373.27	78,164	417.99	80,154	428.63	84,879	453.90
28	29	70,309	375.98	78,671	420.70	80,725	431.68	85,728	458.44
29	30	70,816	378.70	79,178	423.41	81,369	435.13	86,586	463.03
30	31	71,323	381.41	79,685	426.12	82,017	438.59	87,452	467.66
31	32	71,830	384.12	80,192	428.83	82,669	442.08	88,325	472.33
32	33	72,337	386.83	80,699	431.55	83,324	445.58	89,208	477.05
33	34	72,844	389.54	81,206	434.26	84,127	449.88	90,102	481.83
34	35	73,351	392.25	81,713	436.97	84,966	454.36	91,002	486.64
35	36	73,858	394.96	82,220	439.68	85,815	458.90	91,911	491.50

Annual shown above is based upon 187 day contract.
 Actual work days are specified by calendar.
 All certified staff salary annualized and equally divided by twelve.

Nine month positions are 187 days
 Ten month positions are 202 days
 Twelve month positions are 240 days

Certified Staff Schedule includes Teachers, Librarians,
 Counselors, Band Directors

Trussville City Schools

2025 - 2026

Salary Schedules

CERTIFIED TEAMS STAFF

Exp	Step	BACHELORS		MASTERS		ED SP - AA		DOCTORAL	
		Annual	Daily	Annual	Daily	Annual	Daily	Annual	Daily
0	1	50,521	267.30	57,284	303.09	61,346	324.58	65,404	346.06
1	2	54,081	286.14	62,193	329.07	67,061	354.82	71,931	380.59
2	3	56,971	301.43	65,514	346.63	70,661	373.87	75,769	400.89
3	4	58,638	310.25	67,432	356.78	72,729	384.81	77,987	412.63
4	5	60,349	319.31	69,401	367.20	74,851	396.04	80,263	424.67
5	6	62,104	328.60	71,419	377.88	77,029	407.56	82,600	437.03
6	7	63,908	338.14	73,492	388.85	79,266	419.40	84,997	449.72
7	8	65,758	347.93	75,622	400.12	81,560	431.54	87,458	462.74
8	9	67,073	354.88	77,131	408.10	83,192	440.17	89,207	472.00
9	10	68,414	361.98	78,676	416.27	84,856	448.97	90,992	481.44
10	11	69,439	367.40	79,857	422.52	86,127	455.70	92,355	488.65
11	12	70,482	372.92	81,054	428.86	87,420	462.54	93,740	495.98
12	13	71,540	378.52	82,270	435.29	88,731	469.47	95,148	503.43
13	14	71,540	378.52	82,270	435.29	88,731	469.47	95,148	503.43
14	15	71,540	378.52	82,270	435.29	88,731	469.47	95,148	503.43
15	16	72,616	384.21	83,509	441.85	90,068	476.55	96,581	511.01
16	17	72,616	384.21	83,509	441.85	90,068	476.55	96,581	511.01
17	18	72,616	384.21	83,509	441.85	90,068	476.55	96,581	511.01
18	19	73,716	390.03	84,773	448.54	91,431	483.76	98,043	518.74
19	20	73,716	390.03	84,773	448.54	91,431	483.76	98,043	518.74
20	21	73,716	390.03	84,773	448.54	91,431	483.76	98,043	518.74
21	22	74,837	395.97	86,065	455.37	92,822	491.12	99,535	526.64
22	23	74,837	395.97	86,065	455.37	92,822	491.12	99,535	526.64
23	24	74,837	395.97	86,065	455.37	92,822	491.12	99,535	526.64
24	25	75,981	402.01	87,377	462.31	94,241	498.63	101,055	534.69
25	26	75,981	402.01	87,377	462.31	94,241	498.63	101,055	534.69
26	27	75,981	402.01	87,377	462.31	94,241	498.63	101,055	534.69
27	28	77,148	408.19	88,721	469.42	95,687	506.28	102,606	542.89

Annual shown above is based upon 189 day contract.

Actual work days are specified by calendar.

All certified staff salary annualized and equally divided by twelve.

**Trussville City Schools
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Salary Schedules**

Therapist, Occupational and Physical

Exp	Step	BACHELORS		MASTERS		ED SP - AA	
		Annual	Daily	Annual	Daily	Annual	Daily
0	1	53,361	285.35	60,293	322.42	64,126	342.92
1	2	53,634	286.81	60,820	325.24	64,656	345.75
2	3	54,032	288.94	61,178	327.16	65,010	347.65
3	4	59,397	317.63	67,167	359.18	71,371	381.66
4	5	60,223	322.05	67,995	363.61	72,199	386.09
5	6	60,902	325.68	68,672	367.23	72,878	389.72
6	7	63,416	339.12	71,417	381.91	75,742	405.04
7	8	64,115	342.86	72,117	385.65	76,444	408.79
8	9	64,875	346.92	72,818	389.40	77,145	412.54
9	10	65,771	351.71	73,775	394.52	78,099	417.64
10	11	66,473	355.47	74,474	398.26	78,803	421.41
11	12	66,473	355.47	74,474	398.26	78,803	421.41
12	13	66,794	357.19	74,833	400.18	79,180	423.42
13	14	66,794	357.19	74,833	400.18	79,180	423.42
14	15	66,794	357.19	74,833	400.18	79,180	423.42
15	16	67,432	360.60	75,549	404.00	79,939	427.48
16	17	67,432	360.60	75,549	404.00	79,939	427.48
17	18	67,432	360.60	75,549	404.00	79,939	427.48
18	19	67,432	360.60	75,549	404.00	79,939	427.48
19	20	67,432	360.60	75,549	404.00	79,939	427.48
20	21	67,432	360.60	75,549	404.00	79,939	427.48

Annual shown above is based upon 187 day contract.
Actual work days are specified by calendar.

**Trussville City Schools
2025 - 2026
Salary Schedules**

PUBLIC SCHOOL NURSE

Exp	Step	LPN		RN-ASSN		RN-BSN		RN-MSN		RN-DNP	
		Annual	Daily	Annual	Daily	Annual	Daily	Annual	Daily	Annual	Daily
0	1	33,929	181.44	44,764	239.38	48,268	258.12	52,049	278.33	56,123	300.13
1	2	33,929	181.44	44,764	239.38	48,268	258.12	52,049	278.33	56,123	300.13
2	3	33,929	181.44	44,764	239.38	48,268	258.12	52,049	278.33	56,123	300.13
3	4	37,319	199.57	49,235	263.29	53,090	283.90	57,248	306.14	61,729	330.10
4	5	37,319	199.57	49,235	263.29	53,090	283.90	57,248	306.14	61,729	330.10
5	6	37,319	199.57	49,235	263.29	53,090	283.90	57,248	306.14	61,729	330.10
6	7	38,955	208.31	51,394	274.83	55,418	296.35	59,758	319.56	64,436	344.58
7	8	38,955	208.31	51,394	274.83	55,418	296.35	59,758	319.56	64,436	344.58
8	9	38,955	208.31	51,394	274.83	55,418	296.35	59,758	319.56	64,436	344.58
9	10	40,131	214.60	52,945	283.13	57,091	305.30	61,561	329.20	66,382	354.98
10	11	40,532	216.75	53,475	285.96	57,662	308.35	62,176	332.49	67,045	358.53
11	12	40,937	218.91	54,009	288.82	58,238	311.43	62,798	335.82	67,715	362.11
12	13	41,347	221.11	54,550	291.71	58,821	314.55	63,427	339.18	68,393	365.74
13	14	41,760	223.31	55,095	294.63	59,409	317.69	64,061	342.57	69,076	369.39
14	15	42,178	225.55	55,646	297.57	60,004	320.87	64,702	346.00	69,768	373.09
15	16	42,600	227.81	56,203	300.55	60,603	324.08	65,349	349.46	70,466	376.82
16	17	43,026	230.08	56,764	303.55	61,209	327.32	66,002	352.95	71,169	380.59
17	18	43,456	232.39	57,332	306.59	61,821	330.59	66,662	356.48	71,881	384.39
18	19	43,891	234.71	57,905	309.65	62,439	333.90	67,328	360.04	72,601	388.24
19	20	44,329	237.05	58,485	312.75	63,064	337.24	68,001	363.64	73,327	392.12
20	21	44,772	239.42	59,069	315.88	63,694	340.61	68,682	367.28	74,059	396.04
21	22	45,221	241.82	59,661	319.04	64,331	344.02	69,369	370.96	74,801	400.00
22	23	45,673	244.24	60,257	322.23	64,974	347.45	70,062	374.66	75,547	404.00
23	24	46,130	246.68	60,859	325.45	65,625	350.93	70,763	378.41	75,569	404.11
24	25	46,591	249.15	61,468	328.71	66,282	354.45	71,471	382.20	77,067	412.12
25	26	47,057	251.64	62,082	331.99	66,944	357.99	72,185	386.02	77,837	416.24
26	27	47,527	254.15	62,702	335.31	67,613	361.57	72,907	389.87	78,615	420.40
27	28	48,002	256.70	63,331	338.67	68,290	365.19	73,637	393.78	79,403	424.61
28	29	48,483	259.27	63,963	342.05	68,972	368.84	74,372	397.71	80,195	428.85
29	30	48,967	261.86	64,604	345.47	69,662	372.52	75,117	401.69	80,998	433.15
30	31	49,457	264.47	65,249	348.93	70,358	376.24	75,867	405.70	81,807	437.47
31	32	49,951	267.12	65,901	352.41	71,061	380.01	76,625	409.76	82,625	441.85
32	33	50,451	269.79	66,561	355.94	71,773	383.81	77,393	413.86	83,452	446.27
33	34	50,955	272.49	67,226	359.50	72,489	387.64	78,166	418.00	84,287	450.73
34	35	51,464	275.21	67,898	363.09	73,215	391.52	78,947	422.18	85,129	455.24
35	36	51,979	277.96	68,578	366.73	73,947	395.44	79,737	426.40	85,981	459.79

Annual shown above is based upon 187 day contract.
Actual work days are specified by calendar.

Nurse Substitutes are paid \$175.00 per day, \$25.00 an hour.

**Trussville City Schools
2025 - 2026
Salary Schedules**

JOB DEVELOPMENT COACH

Exp	Step		
		Annual	Daily
0	1	52,688	281.75
1	2	53,321	285.14
2	3	53,960	288.56
3	4	54,605	292.01
4	5	55,429	296.41
5	6	56,116	300.09
6	7	58,482	312.74
7	8	59,184	316.49
8	9	59,855	320.08
9	10	60,839	325.34
10	11	61,540	329.09
11	12	61,540	329.09
12	13	61,836	330.67
13	14	61,836	330.67
14	15	61,836	330.67
15	16	63,882	341.61
16	17	63,882	341.61
17	18	63,882	341.61
18	19	63,882	341.61
19	20	63,882	341.61
20	21	63,882	341.61
21	22	63,882	341.61
22	23	63,882	341.61
23	24	63,882	341.61
24	25	64,607	345.49
25	26	64,607	345.49
26	27	64,607	345.49
27	28	65,333	349.37

Annual shown above is based upon 187 day contract.
Actual work days are specified by calendar.
All certified staff salary annualized and equally divided by twelve.

Nine month positions are 187 days

**Trussville City Schools
2025 - 2026
Salary Schedules**

SCHOOL PSYCHOLOGIST

Exp	Step	MASTERS		ED SP - AA		DOCTORAL	
		Annual	Daily	Annual	Daily	Annual	Daily
0	1	70,438	348.70	76,405	378.24	82,485	408.34
1	2	70,863	350.81	76,832	380.36	82,909	410.44
2	3	71,295	352.95	77,258	382.47	83,340	412.57
3	4	71,721	355.06	77,683	384.57	83,762	414.66
4	5	72,539	359.11	78,500	388.62	84,579	418.71
5	6	75,604	374.28	81,752	404.71	88,007	435.68
6	7	76,451	378.47	82,591	408.87	88,854	439.87
7	8	77,327	382.81	83,470	413.22	89,727	444.19
8	9	78,244	387.35	84,386	417.75	90,644	448.73
9	10	79,088	391.52	85,228	421.92	91,488	452.91
10	11	79,965	395.87	86,111	426.29	92,366	457.26
11	12	80,349	397.77	86,524	428.34	92,809	459.45
12	13	80,349	397.77	86,524	428.34	92,809	459.45
13	14	80,349	397.77	86,524	428.34	92,809	459.45
14	15	81,119	401.58	87,351	432.43	93,699	463.86
15	16	81,119	401.58	87,351	432.43	93,699	463.86
16	17	81,119	401.58	87,351	432.43	93,699	463.86
17	18	81,119	401.58	87,351	432.43	93,699	463.86
18	19	81,119	401.58	87,351	432.43	93,699	463.86
19	20	81,119	401.58	87,351	432.43	93,699	463.86
20	21	81,119	401.58	87,351	432.43	93,699	463.86
21	22	81,119	401.58	87,351	432.43	93,699	463.86
22	23	81,119	401.58	87,351	432.43	93,699	463.86
23	24	81,852	405.21	88,085	436.06	94,434	467.50
24	25	81,852	405.21	88,085	436.06	94,434	467.50
25	26	81,852	405.21	88,085	436.06	94,434	467.50
26	27	82,586	408.84	88,819	439.70	95,167	471.12
27	28	82,586	408.84	88,819	439.70	95,167	471.12

Annual shown above is based upon 202 day contract.
Actual work days are specified by calendar.
All certified staff salary annualized and equally divided by twelve.

Trussville City Schools

Salary Schedules

Administrative Personnel

Salaries are prorated over a twelve month period regardless of whether assignments are 9, 10, or 12 month positions.

Salary for principals is determined by their contract.

Salary for Assistant Principals is determined by their contract.

The following Conversion Table may need to be utilized to convert teaching or administrative experience to administrative steps:

Conversion Table

<u>Experience (in years)</u>	<u>Step Level</u>
0-2 years	1
3-5 years	2
6-8 years	3
9-11 years	4
12-14 years	5
15-17 years	6
18-20 years	7
21-23 years	8
24-26 years	9
27+ years	10

Trussville City Schools
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DIRECTOR

Exp	Step	Salary
0	1	120,055
1	2	120,873
2	3	121,682
3	4	122,636
4	5	123,445
5	6	124,258
6	7	128,903
7	8	129,664
8	9	130,506
9	10	131,339
10	11	132,174
11	12	132,174
12	13	132,802
13	14	132,802
14	15	132,802
15	16	134,917

PROGRAM SUPERVISOR

Exp	Step	Salary
0	1	106,238
1	2	106,961
2	3	107,678
3	4	108,522
4	5	109,238
5	6	109,956
6	7	114,068
7	8	114,740
8	9	115,485
9	10	116,223
10	11	116,963
11	12	116,963
12	13	117,518
13	14	117,518
14	15	117,518
15	16	119,390

Trussville City Schools

Salary Schedules

Duty Hours for Classified Personnel

Classified personnel shifts will be determined by director/principal in accordance with appropriate salary schedule duty hours and approved by superintendent.

Classified Personnel

Experience Credit:

- a. Credit may be awarded for verifiable related work experience in other school systems. If submitted after the date of hire, it will be credited on the payroll following the submission and approval.
- b. Credit for military experience (maximum of two years) may be awarded with documentation provided. If submitted after the date of hire, it will be credited on the payroll following the submission and approval.
- c. Salary steps may be awarded for verifiable outside experience related to assigned duties. If submitted after the date of hire, it will be credited on the payroll following the submission and approval. The following experience steps conversion table is utilized to convert work experience to steps on the salary schedule. Once placed in a management position, the following conversion table may need to be utilized to convert initial management experience to steps on an advanced management position.

Conversion Table

<u>Experience (in years)</u>	<u>Step Level</u>
0-2 years	1
3-5 years	2
6-8 years	3
9-11 years	4
12-14 years	5
15-17 years	6
18-20 years	7
21-23 years	8
24-26 years	9
27+ years	10

**Trussville City Schools
2025 - 2026
Salary Schedules**

School Support

Exp	Step	A		B		C		D		E		F		G	
		Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
0	1	21,414	16.36	23,410	17.88	30,911	22.04	33,391	22.04	39,672	22.04	41,490	23.05	42,480	23.60
1	2	21,717	16.59	23,710	18.11	31,697	22.60	34,239	22.60	40,680	22.60	42,498	23.61	43,596	24.22
2	3	22,023	16.82	24,015	18.35	32,496	23.17	35,103	23.17	41,706	23.17	43,524	24.18	44,712	24.84
3	4	22,323	17.05	24,318	18.58	33,281	23.73	35,951	23.73	42,714	23.73	44,532	24.74	45,846	25.47
4	5	22,624	17.28	24,618	18.81	34,081	24.30	36,815	24.30	43,740	24.30	45,540	25.30	46,962	26.09
5	6	22,929	17.52	24,924	19.04	34,866	24.86	37,663	24.86	44,748	24.86	46,566	25.87	48,078	26.71
6	7	23,229	17.75	25,223	19.27	35,624	25.40	38,481	25.40	45,720	25.40	47,574	26.43	49,212	27.34
7	8	23,534	17.98	25,528	19.50	36,451	25.99	39,375	25.99	46,782	25.99	48,582	26.99	50,328	27.96
8	9	23,838	18.21	25,832	19.73	37,236	26.55	40,223	26.55	47,790	26.55	49,608	27.56	51,444	28.58
9	10	24,138	18.44	26,132	19.96	38,036	27.12	41,087	27.12	48,816	27.12	50,616	28.12	52,578	29.21
10	11	24,439	18.67	26,434	20.19	38,821	27.68	41,935	27.68	49,824	27.68	51,642	28.69	53,694	29.83
11	12	24,946	19.06	26,941	20.58	39,326	28.04	42,481	28.04	50,472	28.04	52,146	28.97	54,198	30.11
12	13	25,453	19.44	27,448	20.97	39,831	28.40	43,026	28.40	51,120	28.40	52,650	29.25	54,702	30.39
13	14	25,960	19.83	27,955	21.36	40,336	28.76	43,571	28.76	51,768	28.76	53,154	29.53	55,206	30.67
14	15	26,467	20.22	28,462	21.74	40,855	29.13	44,132	29.13	52,434	29.13	53,658	29.81	55,728	30.96
15	16	26,974	20.61	28,969	22.13	41,360	29.49	44,677	29.49	53,082	29.49	54,180	30.10	56,232	31.24

- A - Instructional Assistant, 187 days, 7 hours
- B - Exceptional Education Assistant, 187 days, 7 hours
- C - Office Assistant and Registrar, 187 days, 7.5 hours
- D - Office Assistant and Registrar, 202 days, 7.5 hours
- E - Office Assistant and Registrar, 240 days, 7.5 hours
- F - Office Coordinator, Elementary School, 240 days, 7.5 hours
- G - Office Coordinator, High/Jr/Middle School, 240 days, 7.5 hours

Classified Interpreter, Therapy Assistant

Exp	Step	A		B		C		D
		Annual	Hourly	Annual	Hourly	Annual	Hourly	Hourly
0	1	28,768	20.51	34,264	24.43	37,135	26.48	25.01
1	2	29,427	20.98	34,945	24.92	37,665	26.86	25.35
2	3	30,084	21.45	35,354	25.21	38,343	27.34	25.75
3	4	30,742	21.92	36,032	25.69	39,026	27.83	26.08
4	5	31,405	22.39	36,712	26.18	39,704	28.31	26.43
5	6	32,062	22.86	37,391	26.66	40,385	28.79	26.76
6	7	32,718	23.33	38,073	27.15	41,062	29.28	27.07
7	8	33,376	23.80	38,751	27.63	41,746	29.77	27.55
8	9	34,033	24.27	39,433	28.12	42,423	30.25	27.88
9	10	34,695	24.74	40,108	28.60	43,103	30.73	28.18
10	11	35,354	25.21	40,792	29.08	43,783	31.22	28.35

- Sign Language Interpreter, 187 days, 7.5 days a day,
- A - Skill Level I as defined in job description
- B - Skill Level II as defined in job description
- C - Skill Level III as defined in job description

- D - PT or Cota Therapy Assistant, hourly rate

**Trussville City Schools
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Central Support

Exp	Step	A		B		C		D		E
		Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
0	1	46,664	24.30	49,164	25.61	51,664	26.91	57,581	29.99	92,486
1	2	47,914	24.96	50,414	26.26	52,914	27.56	59,174	30.82	93,254
2	3	49,137	25.59	51,637	26.89	54,137	28.20	60,787	31.66	94,042
3	4	50,357	26.23	52,857	27.53	55,357	28.83	62,381	32.49	94,810
4	5	51,606	26.88	54,106	28.18	56,606	29.48	63,974	33.32	95,597
5	6	52,827	27.51	55,327	28.82	57,827	30.12	65,568	34.15	96,384
6	7	54,048	28.15	56,548	29.45	59,048	30.75	67,181	34.99	99,898
7	8	55,298	28.80	57,798	30.10	60,298	31.41	68,774	35.82	100,704
8	9	56,518	29.44	59,018	30.74	61,518	32.04	70,368	36.65	101,510
9	10	57,767	30.09	60,267	31.39	62,767	32.69	71,981	37.49	102,298
10	11	58,989	30.72	61,489	32.03	63,989	33.33	73,574	38.32	103,104
11	12	60,197	31.35	62,697	32.65	65,197	33.96	74,285	38.69	103,622
12	13	60,663	31.60	63,163	32.90	65,663	34.20	74,861	38.99	104,851
13	14	61,130	31.84	63,630	33.14	66,130	34.44	75,437	39.29	105,427
14	15	61,596	32.08	64,096	33.38	66,596	34.69	76,013	39.59	108,653
15	16	62,063	32.32	64,563	33.63	67,063	34.93	76,589	39.89	108,979

- A Secretary to Director/Bookkeeper, 240 days, 8 hours
- B Payroll Clerk, 240 days, 8 hours
- C Accountant, 240 days, 8 hours
- D Administrative Assistant to Superintendent, 240 days, 8 hours
- E Coordinator/Program Specialist

**Trussville City Schools
2025 - 2026
Salary Schedules**

CUSTODIAL, MAINTENANCE, TRANSPORTATION

Exp	Step	A		B		C		D		E		F	
		Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
0	1	24,113	15.30	29,376	15.30	33,925	17.67	51,458	26.80	60,651	31.59	74,082	38.58
1	2	26,010	16.50	31,687	16.50	34,959	18.21	51,984	27.08	62,022	32.30	75,452	39.30
2	3	26,348	16.72	32,098	16.72	35,993	18.75	52,505	27.35	63,394	33.02	76,824	40.01
3	4	27,344	17.35	33,312	17.35	37,027	19.29	53,074	27.64	64,765	33.73	78,196	40.73
4	5	28,067	17.81	34,193	17.81	38,063	19.82	53,591	27.91	66,134	34.44	79,565	41.44
5	6	28,743	18.24	35,017	18.24	39,099	20.36	54,135	28.20	67,506	35.16	80,936	42.15
6	7	29,434	18.68	35,858	18.68	40,133	20.90	54,655	28.47	68,878	35.87	82,308	42.87
7	8	30,108	19.10	36,681	19.10	41,167	21.44	55,063	28.68	70,248	36.59	83,679	43.58
8	9	30,784	19.53	37,503	19.53	42,201	21.98	55,714	29.02	71,619	37.30	85,049	44.30
9	10	31,475	19.97	38,346	19.97	43,236	22.52	56,203	29.27	72,989	38.02	86,419	45.01
10	11	32,183	20.42	39,207	20.42	45,031	23.45	56,804	29.59	74,360	38.73	87,791	45.72
11	12	32,690	20.74	39,821	20.74	45,538	23.72	57,311	29.85	74,610	38.86	88,298	45.99
12	13	33,197	21.06	40,435	21.06	46,045	23.98	57,818	30.11	75,117	39.12	88,805	46.25
13	14	33,704	21.39	41,069	21.39	46,552	24.25	58,325	30.38	75,624	39.39	89,312	46.52
14	15	34,211	21.71	41,683	21.71	47,059	24.51	58,832	30.64	76,131	39.65	89,819	46.78
15	16	34,718	22.03	42,298	22.03	47,566	24.77	59,339	30.91	76,638	39.92	90,326	47.04

A - Regular School Custodian

Annual shown to be calculated as hourly rate x 197 days x 8 hours.

All custodians less than 8 hours to be calculated as hourly rate x 197 days x hours per day.

B - Regular School Custodian, 240 days, 8 hours a day.

C - Head Custodian, 240 days, 8 hours a day.

D - Technician, 240 days, 8 hours a day.

E - Certified Technician, 240 days, 8 hours a day.

F - Lead Technician, 240 days, 8 hours a day.

**Trussville City Schools
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TECHNOLOGY

Exp	Step	A		B		C		D
		Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
0	1	38,082	19.83	60,651	31.59	74,082	38.58	92,486
1	2	41,128	21.42	62,022	32.30	75,452	39.30	93,254
2	3	44,175	23.01	63,394	33.02	76,824	40.01	94,042
3	4	45,045	23.46	64,765	33.73	78,196	40.73	94,810
4	5	45,916	23.91	66,134	34.45	79,565	41.44	95,597
5	6	46,787	24.37	67,506	35.16	80,936	42.15	96,384
6	7	47,658	24.82	68,878	35.87	82,308	42.87	99,898
7	8	48,529	25.28	70,248	36.59	83,679	43.58	100,704
8	9	49,400	25.73	71,619	37.30	85,049	44.30	101,510
9	10	50,271	26.18	72,989	38.02	86,419	45.01	102,298
10	11	51,098	26.61	74,360	38.73	87,791	45.72	103,104
11	12	51,969	27.07	74,610	38.86	88,298	45.99	103,622
12	13	52,826	27.51	75,117	39.12	88,805	46.25	104,851
13	14	53,684	27.96	75,624	39.39	89,312	46.52	105,427
14	15	54,542	28.41	76,131	39.65	89,819	46.78	108,653
15	16	55,400	28.85	76,638	39.92	90,326	47.04	108,979

All Technology positions listed: Twelve month, 240 days, 8 hours

- A - PC Technician
- B - Senior Support Technician
- C - Network Administrator/Data Specialist
- D - Network Manager

College Degree Supplement

- BS in technology field \$1,500
- MS in technology field \$2,500

**Trussville City Schools
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Salary Schedules**

CHILD NUTRITION PROGRAM

		A		B		C	
Exp	Step	Annual	Hourly	Annual	Hourly	Annual	Hourly
0	1	39,181	27.35	30,669	21.64	21,164	19.17
1	2	39,649	27.68	31,019	21.88	21,340	19.33
2	3	40,114	28.00	31,384	22.14	21,495	19.47
3	4	40,583	28.33	31,750	22.40	21,649	19.61
4	5	41,048	28.65	32,113	22.65	21,837	19.78
5	6	41,519	28.98	32,480	22.91	22,014	19.94
6	7	42,214	29.47	32,846	23.17	22,279	20.18
7	8	42,680	29.79	33,212	23.43	22,466	20.35
8	9	43,145	30.12	33,574	23.69	22,654	20.52
9	10	43,613	30.45	33,943	23.95	22,842	20.69
10	11	44,080	30.77	34,306	24.20	23,294	21.10
11	12	44,548	31.10	34,669	24.46	24,178	21.90
12	13	45,015	31.42	35,034	24.72	25,149	22.78
13	14	45,483	31.75	35,399	24.97	25,513	23.11
14	15	45,950	32.08	36,301	25.61	26,121	23.66
15	16	46,418	32.40	37,203	26.25	26,308	23.83

- A - Café Mgr, 191 days, 7.5 hours
- B - Asst Café Mgr, 189 days, 7.5 hours
- C - Café Assistant, 184 days, 6 hours

All Café employees will be provided uniforms at no cost and lunch at no cost.

Supplements for Child Nutrition employees are based on American School Food Service Association certification as follows:

Level 1 Certification	\$510
Level 2 Certification	\$1,020
Level 3 Certification	\$1,530
Level 4 Certification	\$2,040

The supplements as outlined are not paid as a part of any contractual obligation and may be terminated or modified at any time by the Board of Education with or without cause.

CNP substitute pay to \$15.00 an hour.

**Trussville City Schools
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BUS DRIVER, BUS AIDE

Exp	Step	A		B	
		Annual	Daily	Annual	Daily
0	1	17,027	91.54	14,931	80.27
1	2	17,327	93.16	15,146	81.43
2	3	17,627	94.77	15,378	82.68
3	4	17,927	96.38	15,583	83.78
4	5	18,227	97.99	15,775	84.81
5	6	18,527	99.61	15,990	85.97
6	7	18,827	101.22	16,195	87.07
7	8	19,127	102.83	16,427	88.32
8	9	19,427	104.45	16,643	89.48
9	10	19,727	106.06	16,847	90.58
10	11	20,027	107.67	17,049	91.66
11	12	20,327	109.28	17,349	93.27
12	13	20,627	110.90	17,649	94.89
13	14	20,927	112.51	17,949	96.50
14	15	21,227	114.12	18,249	98.11
15	16	21,527	115.74	18,549	99.73

A - Bus Driver, Regular Route, 186 days
 B - Bus Aide, Exceptional Education, 186 days

FIELD TRIPS - Pay is \$25.00 per hour. Two Hour Minimum

The Transportation Department will assign School to School Trips to bus drivers on an annual basis.

Substitute Bus Drivers - daily rate - \$77.00

Substitute Bus Aides - daily rate - \$63.00

**Trussville City Schools
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Substitute Personnel

Substitute teacher pay is based on a 7 hour work day. Less than 7 hours work day will receive the appropriate hourly rate based on the rates given below.

*Daily rates are effective date transcripts or certifications are RECEIVED at board office.
Rate adjustments will not be made retroactive.*

Definition - Substitute Teacher - a person employed on a temporary basis to fill-in for a regular teacher who is out on paid or unpaid leave status.

Education	Daily Rate	Hourly Rate
High School (less than 4 years Academic College)	\$ 84.00	\$ 12.00
Academic College (4 years) or expired certificate or out of state teaching certificate	\$ 88.00	\$ 12.57
Current/Valid Alabama Teacher's Certificate or RSA Retired with expired or current teaching certificate	\$ 95.00	\$ 13.57

Substitute teachers are paid for days actually worked in accordance with the pay scale established by the Trussville City Schools. Substitute teachers are not eligible for employee benefits (insurance and leave). However, a substitute teacher working more than 20 consecutive days for the same teacher will be paid an extended rate of pay starting on the 21st day. To receive the extended rate of pay, the long-term substitute must be 4th year student intern enrolled in approve teacher education program or hold an Alabama Teacher Certificate. Extended rate of pay will be from the certified salary schedule, Bachelor degree, Step one.

Classified Substitutes	
Hourly Rate - Custodians, Clerical, Aides	\$ 11.00
Hourly Rate - Child Nutrition Program Workers	\$ 15.00
Daily Rate - Bus Drivers	\$ 77.00
Daily Rate - Bus Aides	\$ 63.00

Current Pay Reduction Daily Rate for Personal Leave
Days Three, Four, and Five \$ 50.00