



ALBERTVILLE

CITY SCHOOL SYSTEM

Salary Schedules
2025-2026 School Year

8379 US Highway 431
Albertville, AL 35950
256-891-1183

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Teacher-Certified Staff Salary Schedule Cover Page

National Board for Professional Teaching Standards (NBPTS) Supplement

- Personnel on this schedule who pass the National Board for Professional Teaching Standards will receive the amount determined annually by the State Department of Education. This is in accordance with Act No. 2010-610 (must work at least 6 months). The payment will be distributed in a lump sum payment at the end of the month upon the Board's receipt of funding from the State Department of Education.

Experience Credit

- New Employees will normally be placed on the schedule at Step 0 in the column corresponding to the degree certified on their teaching certificate; However, an accredited public or private school experience credit of one step per year of experience may be awarded for new employees who provide documentation of such experience as a certified accredited public or private school employee on the elementary, secondary or postsecondary level. To be eligible for experience credit, the employee must have been employed full time for at least 50% of any year for which credit is sought. Experience credit for new employees shall affect placement on the salary schedule only and does not apply as credit toward completion of the employee's probationary period.
- Section 16-23-25 is added to the code of Alabama 1975 to read as follows: A teacher with at least four years of full-time experience as a paraprofessional or classroom teacher's aide in a public school who is issued a teacher certificate pursuant to this chapter and hired into a position requiring such certification, shall receive one year of experience credit on the local teacher salary schedule established pursuant to Section 16-13-31.1 for every two years of full-time experience that he or she earned in a public school as a paraprofessional or classroom teacher's aide prior to being hired as a certified teacher.
- All documentation to determine experience is due to the personnel department no later than 60 days from the date of hire.

Verification of Degree

- If you do not hold a valid Alabama Teacher's certificate at the time you are employed in a certified position, you will be paid from the Bachelor level scale, even if you hold a Master's degree or higher. Once the Alabama Certificate is issued, an employee is entitled to pay for their advanced degree in the monthly pay period that begins after the ALSDE recognizes the advanced degree. If the contract period ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution. Beginning with the 2017-2018 school year, you can earn pay for an advanced degree based on the following per the Marsh Amendment:
 - In the field of study you are teaching
 - In administration
 - In counseling
 - In areas of critical shortage (as defined by the local system)

TEACHER-CERTIFIED STAFF 9 Months- 187 Days (Exempt)

T9 Experience	BS/ND Certificate	A Certificate	AA Certificate	DO Doctorate
0,1,2	\$48,553	\$52,914	\$57,057	\$61,196
3,4,5	\$50,610	\$58,202	\$62,755	\$67,318
6,7,8	\$52,829	\$60,751	\$65,523	\$70,260
9	\$54,424	\$62,587	\$67,501	\$72,382
10	\$54,969	\$63,212	\$68,176	\$73,106
11	\$55,518	\$63,846	\$68,857	\$73,837
12	\$56,072	\$64,483	\$69,547	\$74,574
13	\$56,633	\$65,126	\$70,243	\$75,320
14	\$57,200	\$65,777	\$70,942	\$76,073
15	\$57,772	\$66,437	\$71,655	\$76,835
16	\$58,350	\$67,099	\$72,371	\$77,603
17	\$58,933	\$67,771	\$73,095	\$78,379
18	\$59,524	\$68,448	\$73,828	\$79,161
19	\$60,119	\$69,132	\$74,564	\$79,954
20	\$60,719	\$69,826	\$75,309	\$80,754
21	\$61,325	\$70,523	\$76,062	\$81,562
22	\$61,940	\$71,228	\$76,821	\$82,377
23	\$62,557	\$71,941	\$77,590	\$83,200
24	\$63,185	\$72,659	\$78,366	\$84,032
25	\$63,817	\$73,386	\$79,150	\$84,872
26	\$64,453	\$74,121	\$79,943	\$85,721
27	\$65,098	\$74,860	\$80,741	\$86,579
28	\$65,749	\$75,610	\$81,547	\$87,443
29	\$66,407	\$76,365	\$82,364	\$88,318
30	\$67,071	\$77,130	\$83,189	\$89,203
31	\$67,743	\$77,900	\$84,019	\$90,093
32	\$68,420	\$78,680	\$84,861	\$90,996
33	\$69,104	\$79,468	\$85,710	\$91,905
34	\$69,794	\$80,260	\$86,566	\$92,825
35	\$70,493	\$81,063	\$87,430	\$93,751

TEACHER-CERTIFIED STAFF 10 Months- 202 Days (Exempt)

T0 Experience	BS/ND Certificate	A Certificate	AA Certificate	DO Doctorate
0,1,2	\$52,447	\$57,158	\$61,634	\$66,105
3,4,5	\$54,669	\$62,870	\$67,789	\$72,718
6,7,8	\$57,067	\$65,624	\$70,779	\$75,895
9	\$58,790	\$67,607	\$72,916	\$78,188
10	\$59,378	\$68,282	\$73,645	\$78,970
11	\$59,972	\$68,967	\$74,380	\$79,760
12	\$60,570	\$69,656	\$75,126	\$80,556
13	\$61,176	\$70,351	\$75,877	\$81,362
14	\$61,788	\$71,054	\$76,633	\$82,176
15	\$62,406	\$71,767	\$77,402	\$82,998
16	\$63,030	\$72,482	\$78,176	\$83,828
17	\$63,660	\$73,207	\$78,958	\$84,666
18	\$64,299	\$73,938	\$79,750	\$85,511
19	\$64,941	\$74,677	\$80,545	\$86,367
20	\$65,589	\$75,427	\$81,349	\$87,232
21	\$66,244	\$76,180	\$82,164	\$88,104
22	\$66,908	\$76,942	\$82,984	\$88,985
23	\$67,575	\$77,711	\$83,814	\$89,874
24	\$68,254	\$78,487	\$84,652	\$90,773
25	\$68,937	\$79,273	\$85,499	\$91,680
26	\$69,623	\$80,067	\$86,355	\$92,597
27	\$70,320	\$80,865	\$87,218	\$93,524
28	\$71,023	\$81,675	\$88,088	\$94,457
29	\$71,734	\$82,491	\$88,971	\$95,403
30	\$72,451	\$83,317	\$89,862	\$96,358
31	\$73,177	\$84,149	\$90,759	\$97,320
32	\$73,908	\$84,992	\$91,668	\$98,295
33	\$74,647	\$85,842	\$92,585	\$99,277
34	\$75,392	\$86,698	\$93,510	\$100,271
35	\$76,148	\$87,565	\$94,443	\$101,271

TEACHER-CERTIFIED STAFF 11 Months- 222 Days (Exempt)

T1 Experience	BS/ND Certificate	A Certificate	AA Certificate	DO Doctorate
0,1,2	\$57,640	\$62,817	\$67,737	\$72,650
3,4,5	\$60,082	\$69,095	\$74,501	\$79,918
6,7,8	\$62,717	\$72,121	\$77,787	\$83,410
9	\$64,611	\$74,301	\$80,135	\$85,930
10	\$65,257	\$75,043	\$80,937	\$86,789
11	\$65,910	\$75,795	\$81,745	\$87,657
12	\$66,567	\$76,552	\$82,564	\$88,531
13	\$67,233	\$77,316	\$83,390	\$89,417
14	\$67,905	\$78,089	\$84,220	\$90,312
15	\$68,585	\$78,872	\$85,066	\$91,215
16	\$69,271	\$79,658	\$85,916	\$92,128
17	\$69,963	\$80,455	\$86,775	\$93,049
18	\$70,665	\$81,259	\$87,646	\$93,977
19	\$71,371	\$82,071	\$88,520	\$94,918
20	\$72,083	\$82,895	\$89,404	\$95,868
21	\$72,803	\$83,723	\$90,299	\$96,828
22	\$73,533	\$84,560	\$91,200	\$97,795
23	\$74,266	\$85,406	\$92,112	\$98,772
24	\$75,012	\$86,258	\$93,034	\$99,760
25	\$75,762	\$87,122	\$93,964	\$100,757
26	\$76,517	\$87,994	\$94,905	\$101,765
27	\$77,283	\$88,871	\$95,853	\$102,784
28	\$78,055	\$89,761	\$96,810	\$103,809
29	\$78,837	\$90,658	\$97,780	\$104,848
30	\$79,625	\$91,566	\$98,759	\$105,898
31	\$80,422	\$92,481	\$99,745	\$106,955
32	\$81,225	\$93,407	\$100,744	\$108,027
33	\$82,038	\$94,341	\$101,751	\$109,106
34	\$82,857	\$95,282	\$102,768	\$110,199
35	\$83,687	\$96,235	\$103,794	\$111,297

TEACHER-CERTIFIED STAFF 12 Months- 240 Days (Exempt)

T2 Experience	BS/ND Certificate	A Certificate	AA Certificate	DO Doctorate
0,1,2	\$62,314	\$67,910	\$73,229	\$78,540
3,4,5	\$64,954	\$74,698	\$80,542	\$86,398
6,7,8	\$67,802	\$77,969	\$84,094	\$90,173
9	\$69,850	\$80,326	\$86,633	\$92,897
10	\$70,548	\$81,127	\$87,499	\$93,826
11	\$71,254	\$81,941	\$88,373	\$94,764
12	\$71,964	\$82,759	\$89,258	\$95,710
13	\$72,684	\$83,585	\$90,151	\$96,667
14	\$73,411	\$84,420	\$91,049	\$97,634
15	\$74,146	\$85,267	\$91,963	\$98,611
16	\$74,887	\$86,117	\$92,882	\$99,598
17	\$75,636	\$86,978	\$93,811	\$100,594
18	\$76,394	\$87,847	\$94,752	\$101,597
19	\$77,158	\$88,726	\$95,698	\$102,614
20	\$77,928	\$89,616	\$96,653	\$103,642
21	\$78,706	\$90,511	\$97,620	\$104,678
22	\$79,495	\$91,416	\$98,594	\$105,725
23	\$80,287	\$92,330	\$99,581	\$106,781
24	\$81,094	\$93,252	\$100,577	\$107,849
25	\$81,905	\$94,186	\$101,582	\$108,926
26	\$82,721	\$95,129	\$102,600	\$110,016
27	\$83,549	\$96,077	\$103,625	\$111,118
28	\$84,384	\$97,039	\$104,659	\$112,226
29	\$85,229	\$98,009	\$105,708	\$113,350
30	\$86,081	\$98,990	\$106,766	\$114,485
31	\$86,942	\$99,979	\$107,832	\$115,627
32	\$87,811	\$100,980	\$108,912	\$116,786
33	\$88,690	\$101,990	\$110,002	\$117,953
34	\$89,575	\$103,008	\$111,101	\$119,134
35	\$90,473	\$104,038	\$112,210	\$120,322

TEAMS TEACHER-CERTIFIED STAFF 9 Months- 189 Days (Exempt)

TM Experience	BS/ND Certificate	A Certificate	AA Certificate	DO Doctorate
0	\$51,473	\$58,323	\$62,465	\$66,605
1	\$55,034	\$63,232	\$68,180	\$73,132
2	\$57,924	\$66,552	\$71,780	\$76,969
3	\$59,630	\$68,574	\$73,960	\$79,308
4	\$61,342	\$70,542	\$76,081	\$81,583
5	\$63,097	\$72,561	\$78,260	\$83,920
6	\$64,945	\$74,684	\$80,552	\$86,375
7	\$66,795	\$76,813	\$82,846	\$88,836
8	\$68,110	\$78,323	\$84,478	\$90,586
9	\$69,482	\$79,903	\$86,180	\$92,412
10	\$70,518	\$81,096	\$87,465	\$93,789
11	\$71,571	\$82,307	\$88,771	\$95,189
12	\$72,639	\$83,535	\$90,095	\$96,610
13	\$72,650	\$83,548	\$90,108	\$96,625
14	\$72,662	\$83,561	\$90,122	\$96,640
15	\$73,749	\$84,813	\$91,474	\$98,088
16	\$73,760	\$84,826	\$91,488	\$98,103
17	\$73,772	\$84,839	\$91,502	\$98,118
18	\$74,884	\$86,116	\$92,880	\$99,595
19	\$ 74,896	\$ 86,130	\$ 92,894	\$ 99,611
20	\$ 74,908	\$ 86,143	\$ 92,909	\$ 99,626
21	\$ 76,040	\$ 87,448	\$ 94,314	\$ 101,134
22	\$ 76,052	\$ 87,462	\$ 94,329	\$ 101,150
23	\$ 76,065	\$ 87,476	\$ 94,344	\$ 101,166
24	\$ 77,220	\$ 88,803	\$ 95,778	\$ 102,704
25	\$ 77,232	\$ 88,817	\$ 95,793	\$ 102,720
26	\$ 77,245	\$ 88,831	\$ 95,808	\$ 102,737
27	\$ 78,424	\$ 90,189	\$ 97,271	\$ 104,305
28	\$ 78,437	\$ 90,204	\$ 97,287	\$ 104,322
29	\$ 78,450	\$ 90,218	\$ 97,303	\$ 104,339
30	\$ 78,463	\$ 90,233	\$ 97,319	\$ 104,356
31	\$ 78,476	\$ 90,248	\$ 97,335	\$ 104,374
32	\$ 78,490	\$ 90,264	\$ 97,352	\$ 104,391
33	\$ 78,503	\$ 90,279	\$ 97,369	\$ 104,409
34	\$ 78,516	\$ 90,295	\$ 97,385	\$ 104,427
35	\$ 78,530	\$ 90,310	\$ 97,402	\$ 104,445

Assistant Principal

Assistant Principal High School 10 Months- 202 Days

Step	0	1	2	3	4	5	6	7	8	9	10
Masters AP/H1	\$72,187	\$74,527	\$76,867	\$79,207	\$81,547	\$83,887	\$86,226	\$88,566	\$90,906	\$93,246	\$95,586
EDS AP/H2	\$75,187	\$77,527	\$79,867	\$82,207	\$84,547	\$86,887	\$89,226	\$91,566	\$93,906	\$96,246	\$98,586
Doctorate AP/H3	\$77,187	\$79,527	\$81,867	\$84,207	\$86,547	\$88,887	\$91,226	\$93,566	\$95,906	\$98,246	\$100,586

Assistant Principal Middle School 10 Months- 202 Days

Step	0	1	2	3	4	5	6	7	8	9	10
Masters AP/M6	\$66,858	\$69,531	\$72,203	\$74,876	\$77,548	\$80,221	\$82,893	\$85,566	\$88,238	\$90,911	\$93,583
EDS AP/M7	\$69,858	\$72,531	\$75,203	\$77,876	\$80,548	\$83,221	\$85,893	\$88,566	\$91,238	\$93,911	\$96,583
Doctorate AP/M8	\$71,858	\$74,531	\$77,203	\$79,876	\$82,548	\$85,221	\$87,893	\$90,566	\$93,238	\$95,911	\$98,583

Assistant Principal Elementary School 10 Month- 202 Days

Step	0	1	2	3	4	5	6	7	8	9	10
Masters AP/E1	\$64,462	\$67,107	\$69,752	\$72,398	\$75,043	\$77,688	\$80,333	\$82,978	\$85,624	\$88,269	\$90,914
EDS AP/E2	\$67,462	\$70,107	\$72,752	\$75,398	\$78,043	\$80,688	\$83,333	\$85,978	\$88,624	\$91,269	\$93,914
Doctorate AP/E3	\$69,462	\$72,107	\$74,752	\$77,398	\$80,043	\$82,688	\$85,333	\$87,978	\$90,624	\$93,269	\$95,914

Assistant Principal High School 12 Months- 240 Days

Step	0	1	2	3	4	5	6	7	8	9	10
Masters AP/H4	\$85,766	\$88,548	\$91,327	\$94,106	\$96,888	\$99,667	\$102,446	\$105,228	\$108,007	\$110,786	\$113,568
EDS AP/H5	\$88,766	\$91,548	\$94,327	\$97,106	\$99,888	\$102,667	\$105,446	\$108,228	\$111,007	\$113,786	\$116,568
Doctorate AP/H6	\$90,766	\$93,548	\$96,327	\$99,106	\$101,888	\$104,667	\$107,446	\$110,228	\$113,007	\$115,786	\$118,568

Assistant Principal Middle School 12 Months- 240 Days

Step	0	1	2	3	4	5	6	7	8	9	10
Masters AP/M9	\$79,435	\$82,610	\$85,786	\$88,961	\$92,136	\$95,311	\$98,486	\$101,662	\$104,837	\$108,012	\$111,188
EDS AP/ME	\$82,435	\$85,610	\$88,786	\$91,961	\$95,136	\$98,311	\$101,486	\$104,662	\$107,837	\$111,012	\$114,188
Doctorate AP/MD	\$84,435	\$87,610	\$90,786	\$93,961	\$97,136	\$100,311	\$103,486	\$106,662	\$109,837	\$113,012	\$116,188

Assistant Principal Elementary School 12 Month- 240 Days

Step	0	1	2	3	4	5	6	7	8	9	10
Masters AP/E4	\$76,589	\$79,730	\$82,874	\$86,018	\$89,160	\$92,302	\$95,446	\$98,587	\$101,731	\$104,875	\$108,017
EDS AP/E5	\$79,589	\$82,730	\$85,874	\$89,018	\$92,160	\$95,302	\$98,446	\$101,587	\$104,731	\$107,875	\$111,017
Doctorate AP/E6	\$81,589	\$84,730	\$87,874	\$91,018	\$94,160	\$97,302	\$100,446	\$103,587	\$106,731	\$109,875	\$113,017

****Applies only to employees grandfathered into this position as of 7/1/2025. No new appointments will be made at this pay level.**

Assistant Principal 10 Months- 202 Days (Exempt)				
AP/GI Experience	BS/ND Certificate	A Certificate	AA Certificate	DO Doctorate
0,1,2	\$51,419	\$56,037	\$60,422	\$64,808
3,4,5	\$53,597	\$61,634	\$66,460	\$71,292
6,7,8	\$55,946	\$64,335	\$69,389	\$74,407
9	\$57,637	\$66,280	\$71,486	\$76,655
10	\$58,210	\$66,943	\$72,199	\$77,421
11	\$58,794	\$67,611	\$72,922	\$78,194
12	\$59,382	\$68,288	\$73,649	\$78,976
13	\$59,976	\$68,969	\$74,389	\$79,766
14	\$60,576	\$69,660	\$75,130	\$80,564
15	\$61,182	\$70,359	\$75,883	\$81,370
16	\$61,792	\$71,060	\$76,641	\$82,184
17	\$62,410	\$71,771	\$77,408	\$83,004
18	\$63,034	\$72,488	\$78,182	\$83,834
19	\$63,664	\$73,213	\$78,964	\$84,672
20	\$64,303	\$73,944	\$79,754	\$85,519
21	\$64,945	\$74,685	\$80,552	\$87,375
22	\$65,593	\$75,433	\$81,356	\$87,238
23	\$66,250	\$76,186	\$82,170	\$88,110
24	\$66,913	\$76,948	\$82,992	\$88,991
25	\$67,581	\$77,717	\$83,822	\$89,882
26	\$68,256	\$78,493	\$84,660	\$90,781
27	\$68,941	\$79,279	\$85,507	\$91,688
28	\$69,629	\$80,073	\$86,361	\$92,605
29	\$70,326	\$80,872	\$87,226	\$93,532
30	\$71,029	\$81,681	\$88,096	\$94,467
31	\$71,738	\$82,499	\$88,979	\$95,411
32	\$72,457	\$83,323	\$89,868	\$96,364
33	\$73,181	\$84,157	\$90,767	\$97,330
34	\$73,912	\$84,998	\$91,674	\$98,303
35	\$74,653	\$85,848	\$92,591	\$99,285

AP Supplement High School	
SP/AH	Annual
1	\$7,540
2	\$8,170
3	\$9,570
4	\$9,970
5	\$10,370
6	\$10,770
7	\$11,170
8	\$11,570
AP Supplement Middle School	
SP/AM	Annual
1	\$5,940
2	\$6,396
3	\$6,660
4	\$7,116
5	\$7,572
6	\$8,028
7	\$8,734
8	\$9,190
AP Supplement Elementary School	
SP/AE	Annual
1	\$5,019
2	\$5,269
3	\$5,394
4	\$5,519
5	\$5,644
6	\$5,769
7	\$5,894
8	\$6,019

Principal

Principal High School 12 Months- 240 Days

Step	0	1	2	3	4	5	6	7	8	9	10
Masters PR/P2	\$118,976	\$121,627	\$124,278	\$126,929	\$129,580	\$132,231	\$134,882	\$137,533	\$140,184	\$142,835	\$145,483
EDS PR/E2	\$121,976	\$124,627	\$127,278	\$129,929	\$132,580	\$135,231	\$137,882	\$140,533	\$143,184	\$145,835	\$148,483
Doctorate PR/D2	\$123,976	\$126,627	\$129,278	\$131,929	\$134,580	\$137,231	\$139,882	\$142,533	\$145,184	\$147,835	\$150,483

Principal High School Academy 12 Months- 240 Days

Step	0	1	2	3	4	5	6	7	8	9	10
Masters PR/P3	\$107,398	\$109,252	\$111,106	\$112,960	\$114,812	\$116,667	\$118,521	\$120,374	\$124,987	\$127,484	\$129,981
EDS PR/E3	\$110,398	\$112,252	\$114,106	\$115,960	\$117,812	\$119,667	\$121,521	\$123,374	\$127,987	\$130,484	\$132,981
Doctorate PR/D3	\$112,398	\$114,252	\$116,106	\$117,960	\$119,812	\$121,667	\$123,521	\$125,374	\$129,987	\$132,484	\$134,981

Principal Middle School 12 Months- 240 Days

Step	0	1	2	3	4	5	6	7	8	9	10
Masters PR/P4	\$104,794	\$106,902	\$109,010	\$111,119	\$113,227	\$115,335	\$117,443	\$119,551	\$121,660	\$123,768	\$125,876
EDS PR/E4	\$107,794	\$109,902	\$112,010	\$114,119	\$116,227	\$118,335	\$120,443	\$122,551	\$124,660	\$126,768	\$128,876
Doctorate PR/D4	\$109,794	\$111,902	\$114,010	\$116,119	\$118,227	\$120,335	\$122,443	\$124,551	\$126,660	\$128,768	\$130,876

Principal Elementary School 12 Months- 240 Days

Step	0	1	2	3	4	5	6	7	8	9	10
Masters PR/P1	\$99,066	\$100,516	\$101,966	\$103,417	\$104,867	\$106,317	\$107,767	\$109,217	\$110,668	\$112,118	\$113,568
EDS PR/E1	\$102,066	\$103,516	\$104,966	\$106,417	\$107,867	\$109,317	\$110,767	\$112,217	\$113,668	\$115,118	\$116,568
Doctorate PR/D1	\$104,066	\$105,516	\$106,966	\$108,417	\$109,867	\$111,317	\$112,767	\$114,217	\$115,668	\$117,118	\$118,568

District Athletic Director- \$8,000
 Athletic Director Assistant- \$4,000
 Middle School Athletic Director- \$3,500

Administration

Assistant Superintendent 12 Months- 240 Days- 8 Hours (Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
AD/JB											
Annual	\$128,976	\$131,627	\$134,277	\$136,928	\$139,579	\$142,230	\$144,880	\$147,531	\$150,182	\$152,832	\$155,483
Principal Stipend: \$5,000 (contingent upon successful completion of the Alabama Principal Act and while stipends remain active)											

Chief Officer 12 Months- 240 Days- 8 Hours (Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
DS/DS											
Annual	\$116,173	\$118,073	\$119,909	\$121,744	\$123,578	\$125,414	\$127,250	\$129,085	\$136,437	\$139,558	\$142,680
Principal Stipend: \$5,000 (contingent upon successful completion of the Alabama Principal Act and while stipends remain active)											

Director (Certified) 12 Months- 240 Days- 8 Hours (Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
DR/AD											
Annual	\$105,757	\$107,057	\$108,281	\$109,505	\$110,729	\$111,953	\$113,177	\$114,401	\$115,625	\$116,849	\$118,073
Principal Stipend: \$5,000 (contingent upon successful completion of the Alabama Principal Act and while stipends remain active)											

Director (Non-Certified) 12 Months- 240 Days- 8 Hours (Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
DR/AN											
Annual	\$105,757	\$107,057	\$108,281	\$109,505	\$110,729	\$111,953	\$113,177	\$114,401	\$115,625	\$116,849	\$118,073

Coordinator 12 Months- 240 Days- 8 Hours (Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
CD/AZ											
Annual	\$81,530	\$83,677	\$85,824	\$87,971	\$90,118	\$92,265	\$94,412	\$96,559	\$98,706	\$100,853	\$103,000

Specialist 12 Months- 240 Days- 8 Hours (Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
CD/SM											
Annual	\$62,437	\$64,337	\$66,252	\$68,162	\$70,073	\$71,983	\$73,894	\$75,805	\$77,713	\$79,621	\$81,530

Support Staff Salary Schedule Cover Page

- Steps on the salary schedule does not necessarily equal years of experience.
- Non-Public and Private sector experience does not necessarily equal steps on the salary schedule.
- Full-Time experience in the area of concentration, up to 3 years, will be counted for new employees who provide documentation of such experience.
- Experience will be determined by providing documentation for each year of experience in the area of concentration with 2 years equaling 1 step on the salary schedule, up to step 3.
- Experience will be granted in excess of 3 years for a new employee who provides documentation in the area of concentration from another public school system.
- After initial placement on the salary schedule, including any recognition of experience credit, support staff employees normally will advance on the salary schedule by one step at the beginning of each new contract year following the contract year in which the employee was initially employed.
- Current Albertville City employees that transfer positions with less than three years of experience will be placed on the salary schedule not above their current year of experience (steps 1-3) and not below their current hourly rate.
- Current Albertville City employees that transfer positions with more than three years of experience will be placed on the salary schedule based on their current hourly rate but not less than step 3.

Experience Credit

- In order to receive a degree/certification supplement that is on the employees salary schedule scale, the appropriate documentation must be provided to the HR Department in order to receive the supplement. It is the responsibility of the employee to turn in required documentation. This includes, but is not limited to, official transcripts for degrees and a physical copy of the particular certificate.
- All documentation to determine experience is due to the personnel department no later than 60 days from the date of hire.

School Nurse

The School Nurse Program shall use the following salary matrix to determine nursing salaries based on 187 contract days with school nurses paid based upon their years of experience in nursing and highest degree earned. The Lead Nurse salary is based on 207 days and determined by experience and highest degree held.

CO Experience	(LP) LPN (Non Exempt)	(N1) RN- ASSN	(N3)RN-BSN	(N2)RN-MSN	(N4)RN-DNP	(N5)RN-MSN (207)
0,1,2	\$33,930	\$44,764	\$48,269	\$52,049	\$56,124	\$57,616
3,4,5	\$37,319	\$49,236	\$53,090	\$57,248	\$61,730	\$63,371
6,7,8	\$38,955	\$51,394	\$55,418	\$59,758	\$64,437	\$66,149
9	\$40,131	\$52,946	\$57,092	\$61,562	\$66,382	\$68,146
10	\$40,532	\$53,475	\$57,662	\$62,177	\$67,045	\$68,827
11	\$40,937	\$54,009	\$58,238	\$62,799	\$67,715	\$69,515
12	\$41,347	\$54,550	\$58,822	\$63,427	\$68,394	\$70,211
13	\$41,760	\$55,096	\$59,409	\$64,062	\$69,077	\$70,914
14	\$42,179	\$55,647	\$60,004	\$64,702	\$69,768	\$71,622
15	\$42,601	\$56,204	\$60,604	\$65,350	\$70,466	\$72,339
16	\$43,026	\$56,765	\$61,210	\$66,003	\$71,170	\$73,062
17	\$43,457	\$57,333	\$61,822	\$66,663	\$71,882	\$73,793
18	\$43,891	\$57,906	\$62,440	\$67,329	\$72,601	\$74,530
19	\$44,330	\$58,485	\$63,064	\$68,002	\$73,327	\$75,275
20	\$44,772	\$59,070	\$63,694	\$68,682	\$74,060	\$76,028
21	\$45,221	\$59,661	\$64,332	\$69,370	\$74,801	\$76,789
22	\$45,673	\$60,257	\$64,974	\$70,062	\$75,548	\$77,555
23	\$46,130	\$60,860	\$65,625	\$70,763	\$76,304	\$78,331
24	\$46,591	\$61,469	\$66,282	\$71,472	\$77,068	\$79,116
25	\$47,057	\$62,083	\$66,944	\$72,186	\$77,838	\$79,906
26	\$47,527	\$62,703	\$67,613	\$72,907	\$78,616	\$80,705
27	\$48,003	\$63,331	\$68,291	\$73,637	\$79,403	\$81,513
28	\$48,483	\$63,964	\$68,973	\$74,373	\$80,196	\$82,327
29	\$48,968	\$64,604	\$69,662	\$75,117	\$80,999	\$83,151
30	\$49,457	\$65,250	\$70,358	\$75,867	\$81,808	\$83,981
31	\$49,952	\$65,902	\$71,062	\$76,626	\$82,626	\$84,821
32	\$50,452	\$66,562	\$71,774	\$77,393	\$83,453	\$85,670
33	\$50,956	\$67,227	\$72,490	\$78,166	\$84,287	\$86,526
34	\$51,465	\$67,899	\$73,215	\$78,947	\$85,130	\$87,391
35	\$51,980	\$68,578	\$73,947	\$79,738	\$85,981	\$88,266

Migrant Liaisons & Non-Certified Specialists

Migrant Recruiter-Advocate Liaison 12 months- 240 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
MI/M2											
Annual	\$36,572	\$37,872	\$39,205	\$40,543	\$41,877	\$43,213	\$44,547	\$45,883	\$47,221	\$48,560	\$49,899
Hourly	\$19.05	\$19.73	\$20.42	\$21.12	\$21.81	\$22.51	\$23.20	\$23.90	\$24.59	\$25.29	\$25.99

Out of School Youth (OSY) Migrant Recruiter-Advocate Liaison 10 months- 202 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
MI/M4											
Annual	\$30,785	\$31,876	\$32,997	\$34,124	\$35,247	\$36,370	\$37,493	\$38,618	\$39,744	\$40,871	\$41,998
Hourly	\$19.05	\$19.73	\$20.42	\$21.12	\$21.81	\$22.51	\$23.20	\$23.90	\$24.59	\$25.29	\$25.99

Out of School Youth (OSY) Migrant Recruiter-Advocate Liaison 9 months- 187 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
MI/M1											
Annual	\$28,499	\$29,509	\$30,547	\$31,590	\$32,630	\$33,669	\$34,709	\$35,750	\$36,793	\$37,836	\$38,879
Hourly	\$19.05	\$19.73	\$20.42	\$21.12	\$21.81	\$22.51	\$23.20	\$23.90	\$24.59	\$25.29	\$25.99

Non-Certified Specialist (Exemption based off duties & salary)

Step	MS/MX 9 Month	MS/MY 10 Month	Hourly Rate
0,1,2	\$48,553	\$52,447	\$32.46
3,4,5	\$50,610	\$54,669	\$33.83
6,7,8	\$52,828	\$57,065	\$35.31
9	\$54,424	\$58,790	\$36.38
10	\$54,969	\$59,378	\$36.74
11	\$55,518	\$59,972	\$37.11
12	\$56,072	\$60,570	\$37.48
13	\$56,633	\$61,176	\$37.86
14	\$57,200	\$61,788	\$38.24
15	\$57,772	\$62,406	\$38.62
16	\$58,350	\$63,030	\$39.00
17	\$58,933	\$63,660	\$39.39
18	\$59,524	\$64,299	\$39.79
19	\$60,119	\$64,941	\$40.19
20	\$60,719	\$65,589	\$40.59
21	\$61,325	\$66,244	\$40.99
22	\$61,940	\$66,908	\$41.40
23	\$62,557	\$67,575	\$41.82
24	\$63,185	\$68,254	\$42.24
25	\$63,817	\$68,937	\$42.66
26	\$64,453	\$69,623	\$43.08
27	\$65,098	\$70,320	\$43.51
28	\$65,749	\$71,023	\$43.95
29	\$66,407	\$71,734	\$44.39
30	\$67,071	\$72,451	\$44.83
31	\$67,743	\$73,177	\$45.28
32	\$68,420	\$73,908	\$45.74
33	\$69,104	\$74,647	\$46.19
34	\$69,794	\$75,392	\$46.65
35	\$70,493	\$76,148	\$47.12

Aides/Auxiliary Teachers

System-wide Aide/Auxiliary Teacher 9 months- 187 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
TA/HD											
Annual	\$23,936	\$24,573	\$25,211	\$25,848	\$26,485	\$27,123	\$27,760	\$28,397	\$29,034	\$29,672	\$30,309
Hourly	\$16.00	\$16.43	\$16.85	\$17.28	\$17.70	\$18.13	\$18.56	\$18.98	\$19.41	\$19.83	\$20.26
*Degreed- Teacher Certification- \$3000											

Special Education Aide 9 months- 187 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
TA/SN											
Annual	\$28,424	\$29,061	\$29,699	\$30,336	\$30,973	\$31,611	\$32,248	\$32,885	\$33,522	\$34,160	\$34,797
Hourly	\$19.00	\$19.43	\$19.85	\$20.28	\$20.70	\$21.13	\$21.56	\$21.98	\$22.41	\$22.83	\$23.26
*Degreed- Teacher Certification- \$3000											

Note: Effective July 1, 2025, the degree supplement will no longer be assigned to any new or transferring employees. Employees who were receiving the supplement prior to this date will continue to receive it, as they are grandfathered in.

Secretary System Level

Administrative Secretary to Superintendent & Board 12 Months- 240 Days- 8 Hours (Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
CL/S2											
Annual	\$54,200	\$54,900	\$55,750	\$56,722	\$57,983	\$59,290	\$60,597	\$61,905	\$63,212	\$64,520	\$65,826
Hourly	\$28.23	\$28.59	\$29.04	\$29.54	\$30.20	\$30.88	\$31.56	\$32.24	\$32.92	\$33.60	\$34.28

Administrative Secretary 12 Months- 240 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
CL/R2											
Annual	\$36,026	\$37,026	\$38,026	\$39,026	\$40,160	\$42,227	\$44,294	\$46,361	\$48,828	\$50,495	\$52,563
Hourly	\$18.76	\$19.28	\$19.81	\$20.33	\$20.92	\$21.99	\$23.07	\$24.15	\$25.43	\$26.30	\$27.38

Secretary/Receptionist- 12 Months- 240 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
CL/R3											
Annual	\$33,907	\$34,657	\$35,608	\$36,480	\$37,797	\$39,742	\$41,687	\$43,632	\$45,577	\$47,522	\$49,472
Hourly	\$17.66	\$18.05	\$18.55	\$19.00	\$19.69	\$20.70	\$21.71	\$22.73	\$23.74	\$24.75	\$25.77

Secretary/Receptionist 10 Months- 202 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
CL/R4											
Annual	\$28,539	\$29,169	\$29,971	\$30,704	\$31,813	\$33,450	\$35,087	\$36,724	\$38,361	\$39,998	\$41,639
Hourly	\$17.66	\$18.05	\$18.55	\$19.00	\$19.69	\$20.70	\$21.71	\$22.73	\$23.74	\$24.75	\$25.77

Secretary Local School

Secretary/Student Management Clerk 12 Months- 240 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
SS/B2											
Annual	\$31,788	\$32,340	\$32,940	\$33,612	\$35,436	\$37,260	\$39,084	\$40,908	\$42,732	\$44,556	\$46,380
Hourly	\$16.56	\$16.84	\$17.16	\$17.51	\$18.46	\$19.41	\$20.36	\$21.31	\$22.26	\$23.21	\$24.16

Secretary/Student Management Clerk 10 Months- 202 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
SS/BO											
Annual	\$26,755	\$27,220	\$27,725	\$28,290	\$29,825	\$31,361	\$32,896	\$34,431	\$35,966	\$37,501	\$39,037
Hourly	\$16.56	\$16.84	\$17.16	\$17.51	\$18.46	\$19.41	\$20.36	\$21.31	\$22.26	\$23.21	\$24.16

Secretary/Student Management Clerk 9 Months- 187 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
SS/B9											
Annual	\$24,768	\$25,198	\$25,666	\$26,189	\$27,611	\$29,032	\$30,453	\$31,874	\$33,295	\$34,717	\$36,138
Hourly	\$16.56	\$16.84	\$17.16	\$17.51	\$18.46	\$19.41	\$20.36	\$21.31	\$22.26	\$23.21	\$24.16

Child Nutrition Program

CNP Director 12 Months- 240 Days- 8 Hours (Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
CN/AS											
Annual	\$73,400	\$74,400	\$75,411	\$77,678	\$81,185	\$83,172	\$86,641	\$89,076	\$95,613	\$98,046	\$101,745

Assistant CNP Director 12 Months- 240 Days- 8 Hours (Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
CN/AT											
Annual	\$46,397	\$47,797	\$49,204	\$50,610	\$52,017	\$53,423	\$54,830	\$56,237	\$57,644	\$59,052	\$60,460

Associates \$1000, Bachelors (in Nutrition) \$3000

Lunchroom Manager 10 Months- 202 Days- 7.5 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
LM/13											
Annual	\$35,950	\$37,341	\$38,732	\$40,123	\$41,514	\$42,905	\$44,296	\$45,687	\$47,078	\$48,469	\$49,860
Hourly	\$23.73	\$24.65	\$25.57	\$26.48	\$27.40	\$28.32	\$29.24	\$30.16	\$31.07	\$31.99	\$32.91

Lunchroom Assistant Manager 9 Months- 187 Days- 7 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
LA/LA											
Annual	\$22,318	\$23,135	\$23,685	\$26,106	\$29,052	\$30,897	\$33,502	\$34,104	\$34,720	\$35,348	\$35,950
Hourly	\$17.05	\$17.67	\$18.09	\$19.94	\$22.19	\$23.60	\$25.59	\$26.05	\$26.52	\$27.00	\$27.46

Lunchroom Worker 9 Months- 187 Days- 7 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
LW/70											
Annual	\$20,944	\$21,500	\$22,400	\$23,058	\$26,063	\$27,945	\$30,602	\$31,216	\$31,844	\$32,485	\$33,099
Hourly	\$16.00	\$16.42	\$17.11	\$17.61	\$19.91	\$21.35	\$23.38	\$23.85	\$24.33	\$24.82	\$25.29

Level I \$900 supplement for SNA certification
 Level II \$1,200 supplement for SNA certification
 Level III \$1,500 supplement for SNA certification
 Level IV \$1,800 supplement for SNA certification

Note: Effective July 1, 2025, the degree and SNA supplements will no longer be assigned to any new or transferring employees. Employees who were receiving the supplement prior to this date will continue to receive it, as they are grandfathered in.

Child Nutrition Program

****Applies only to employees grandfathered into this position as of 7/1/2025. No new appointments will be made at this pay level.**

Lunchroom Manager- > 1200 Students 10 Months- 202 Days- 7.5 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
LM/12											
Annual	\$40,723	\$42,123	\$43,558	\$44,992	\$46,427	\$47,861	\$49,297	\$50,732	\$52,167	\$53,603	\$55,039
Hourly	\$26.88	\$27.80	\$28.75	\$29.70	\$30.64	\$31.59	\$32.54	\$33.49	\$34.43	\$35.38	\$36.33

Lunchroom Manager- <1200 Students 10 Months- 202 Days- 7.5 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
LM/11											
Annual	\$37,854	\$39,254	\$40,689	\$42,123	\$43,558	\$44,992	\$46,427	\$47,862	\$49,297	\$50,732	\$52,166
Hourly	\$24.99	\$25.91	\$26.86	\$27.80	\$28.75	\$29.70	\$30.64	\$31.59	\$32.54	\$33.49	\$34.43

- Level I \$900 supplement for SNA certification
- Level II \$1,200 supplement for SNA certification
- Level III \$1,500 supplement for SNA certification
- Level IV \$1,800 supplement for SNA certification

Note: Effective July 1, 2025, the degree and SNA supplements will no longer be assigned to any new or transferring employees. Employees who were receiving the supplement prior to this date will continue to receive it, as they are grandfathered in.

Transportation

Transportation Supervisor Degree 12 Months- 240 Days- 8 Hours (Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
TR/RD											
Annual	\$87,775	\$89,175	\$90,615	\$92,055	\$93,495	\$94,935	\$96,375	\$97,815	\$99,255	\$100,695	\$102,132

Transportation Operations Assistant 12 Months- 240 Days- 8 Hours (Non Exempt)

Route Specialist 12 Months- 240 Days- 8 Hours (Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
TR/OA											
Annual	\$54,000	\$54,761	\$55,476	\$56,191	\$56,906	\$57,621	\$58,336	\$59,051	\$59,766	\$60,481	\$61,200
Hourly	\$28.13	\$28.52	\$28.89	\$29.27	\$29.64	\$30.01	\$30.38	\$30.76	\$31.13	\$31.50	\$31.88

Transportation Secretary 12 Months- 240 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
TR/SE											
Annual	\$34,032	\$34,782	\$35,747	\$37,462	\$39,177	\$40,892	\$42,607	\$44,322	\$46,037	\$47,752	\$49,472
Hourly	\$17.73	\$18.12	\$18.62	\$19.51	\$20.40	\$21.30	\$22.19	\$23.08	\$23.98	\$24.87	\$25.77

Shop Foreman 12 Months- 240 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
TR/SF											
Annual	\$62,629	\$63,729	\$64,872	\$66,015	\$67,158	\$68,301	\$69,444	\$70,587	\$71,730	\$72,873	\$74,015
Hourly	\$32.62	\$33.19	\$33.79	\$34.38	\$34.98	\$35.57	\$36.17	\$36.76	\$37.36	\$37.95	\$38.55

Certified Mechanic 12 Months- 240 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
TR/HM											
Annual	\$50,253	\$51,553	\$52,852	\$54,151	\$55,450	\$56,749	\$58,048	\$59,347	\$60,646	\$61,945	\$63,240
Hourly	\$26.17	\$26.85	\$27.53	\$28.20	\$28.88	\$29.56	\$30.23	\$30.91	\$31.59	\$32.26	\$32.94

Bus Driver 9 Months- 182 Days- 4 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
TR/BD											
Annual	\$17,500	\$18,000	\$18,500	\$19,000	\$19,500	\$20,000	\$20,500	\$21,000	\$21,500	\$22,000	\$22,500
Hourly	\$24.04	\$24.73	\$25.41	\$26.10	\$26.79	\$27.47	\$28.16	\$28.85	\$29.53	\$30.22	\$30.91

Special Education Bus Aide 9 Months- 182 Days- 4 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
TR/BA											
Annual	\$11,138	\$11,500	\$11,896	\$12,630	\$13,389	\$14,138	\$14,888	\$15,646	\$16,395	\$17,153	\$17,910
Hourly	\$15.30	\$15.80	\$16.34	\$17.35	\$18.39	\$19.42	\$20.45	\$21.49	\$22.52	\$23.56	\$24.60

Activities/Field Trips-Mid Day Routes

Activity trips supplemental base	\$15 per hour
Mid-day route round trip	\$50 per day
Mid-day route one way	\$25 per day
Substitute Bus Driver 4 hours	
Bus Driver	\$90 per day
Bus Aide	\$45 per day

Maintenance

Maintenance Supervisor/Construction Supervisor 12 Months- 240 Days- 8 Hours (Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
MA/FC											
Annual	\$83,074	\$83,824	\$84,662	\$86,250	\$87,838	\$89,426	\$91,014	\$92,602	\$94,190	\$95,778	\$97,370

HVAC Maintenance Technician 12 Months- 240 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
MA/HV											
Annual	\$61,874	\$62,624	\$63,443	\$65,012	\$66,581	\$68,150	\$69,719	\$71,288	\$72,857	\$74,426	\$75,999
Hourly	\$32.23	\$32.62	\$33.04	\$33.86	\$34.68	\$35.49	\$36.31	\$37.13	\$37.95	\$38.76	\$39.58

Maintenance Operations Assistant 12 Months- 240 Days-8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
MA/ML											
Annual	\$54,061	\$54,761	\$55,476	\$56,191	\$56,906	\$57,621	\$58,336	\$59,051	\$59,766	\$60,481	\$61,200
Hourly	\$28.16	\$28.52	\$28.89	\$29.27	\$29.64	\$30.01	\$30.38	\$30.76	\$31.13	\$31.50	\$31.88

Maintenance Worker 12 Months- 240 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
MA/MW											
Annual	\$49,297	\$49,797	\$50,659	\$51,551	\$52,443	\$53,335	\$54,227	\$55,119	\$56,011	\$56,903	\$57,798
Hourly	\$25.68	\$25.94	\$26.38	\$26.85	\$27.31	\$27.78	\$28.24	\$28.71	\$29.17	\$29.64	\$30.10

Associates Degree \$1,000; Bachelor's Degree \$5,000

Yearly supplements listed below will be paid for a maximum of \$6,000 for certifications or license directly related to the maintenance staff position with Albertville City Schools. Prior approval from the Human Resource Department is to be authorized before seeking a license or certification in order to be compensated. A copy of a valid certificate or license must be submitted to the Human Resource Department for verification of supplemental pay.

Supplement \$1,200 in the following areas:

- School Asbestos Certification
- Basic Key & Core Control Certification
- School Capital Planning Certification
- HVAC
- Gas/Plumber
- Masonry
- Carpenter
- Electrical

Note: Effective July 1, 2025, the degree supplements and all certification supplements will no longer be assigned to any new or transferring employees. Employees who were receiving the supplement prior to this date will continue to receive it, as they are grandfathered in.

Custodian

Custodian 12 Months- 240 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
CU/C2											
Annual	\$30,106	\$30,606	\$31,164	\$32,952	\$34,740	\$36,528	\$38,316	\$40,104	\$41,892	\$43,680	\$45,471
Hourly	\$15.68	\$15.94	\$16.23	\$17.16	\$18.09	\$19.03	\$19.96	\$20.89	\$21.82	\$22.75	\$23.68

Custodian 10 Months- 202 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
CU/C4											
Annual	\$25,339	\$25,761	\$26,230	\$27,735	\$29,240	\$30,744	\$32,249	\$33,754	\$35,259	\$36,764	\$38,272
Hourly	\$15.68	\$15.94	\$16.23	\$17.16	\$18.09	\$19.02	\$19.96	\$20.89	\$21.82	\$22.75	\$23.68

Custodian 9 Months- 187 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
CU/C3											
Annual	\$23,457	\$23,848	\$24,282	\$25,675	\$27,068	\$28,461	\$29,855	\$31,248	\$32,641	\$34,034	\$35,430
Hourly	\$15.68	\$15.94	\$16.23	\$17.16	\$18.09	\$19.02	\$19.96	\$20.89	\$21.82	\$22.75	\$23.68

Technology

Network Admin/Data and Information Systems Admin 12 Months- 240 Days- 8 Hours (Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
CT/IT											
Annual	\$75,057	\$76,557	\$78,320	\$80,087	\$81,851	\$83,617	\$84,720	\$85,824	\$86,928	\$88,032	\$89,136

Technology Support 12 Months- 240 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
CT/CI											
Annual	\$41,705	\$42,905	\$44,202	\$45,503	\$49,033	\$51,117	\$52,883	\$54,647	\$56,410	\$58,174	\$59,937
Hourly	\$21.72	\$22.35	\$23.02	\$23.70	\$25.54	\$26.62	\$27.54	\$28.46	\$29.38	\$30.30	\$31.22

Associates Degree \$1,000; Bachelor's Degree \$5,000

Yearly supplements listed below will be paid for a maximum of \$6,000 for certifications or license directly related to the technology staff position with Albertville City Schools. Prior approval from the Human Resource Department is to be authorized before seeking a license or certification in order to be compensated. A copy of a valid certificate or license must be submitted to the Human Resource Department for verification of supplemental pay.

Level I \$500 Software support/Entry level hardware

Level II \$940 VOP/Security

Level III \$1,200 Wireless network/content filter

Level IV \$2,200 Network routing/Advanced level hardware support/ Public Relations

Social Media

Level V \$4,500 Software Safety Notification Support

Note: Effective July 1, 2025, the degree supplements and all certification supplements will no longer be assigned to any new or transferring employees. Employees who were receiving the supplement prior to this date will continue to receive it, as they are grandfathered in.

Finance/Human Resources

Accounting Supervisor/ HR/Payroll Manager 12 Months- 240 Days- 8 Hours (Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
AD/SH											
Annual	\$64,857	\$65,881	\$66,905	\$69,798	\$73,854	\$77,384	\$82,092	\$85,814	\$92,018	\$95,741	\$99,464

Accounts Payable/HR/Payroll/Purchasing Clerk/Bookkeeper Liaison 12 Months- 240 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
CL/B2											
Annual	\$52,857	\$54,057	\$55,257	\$56,457	\$57,657	\$58,857	\$60,057	\$61,257	\$62,457	\$63,657	\$64,857
Hourly	\$27.53	\$28.15	\$28.78	\$29.40	\$30.03	\$30.65	\$31.28	\$31.90	\$32.53	\$33.15	\$33.78

Associates Degree \$1,000; Bachelors/Masters Degree \$5,000; AASBO Certifications \$1,000
FLSA/ FMLA \$5,000 District Inventory Designee \$2,200

Finance Local Schools

Bookkeeper 12 Months- 240 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
BK/HS											
Annual	\$37,421	\$39,330	\$41,238	\$43,147	\$45,055	\$46,964	\$48,872	\$50,781	\$52,689	\$54,598	\$56,506
Hourly	\$19.49	\$20.48	\$21.48	\$22.47	\$23.47	\$24.46	\$25.45	\$26.45	\$27.44	\$28.44	\$29.43

Associates Degree \$1,000; Bachelor's Degree \$5,000; AASBO Certifications \$1,000
High School \$5,000

Note: Effective July 1, 2025, the degree supplements, designated supplements, and AASBO supplements will no longer be assigned to any new or transferring employees. Employees who were receiving the supplement prior to this date will continue to receive it, as they are grandfathered in. This does not apply to the high school supplement of \$5,000.

Mental Health- 5 Year Temporary Position While Funding Lasts (Tentative January 2025 to December 2030 based on federal funding)

Step	1
MH/MC	
Annual	\$70,000

Mental Health Supplements:	
\$7,500	Kristi Rains
\$2,500	Robert Sims

***Annual salary paid January to December. Mid-year hires will be prorated.

Note: This position is temporary as long as grant funding lasts. This position will expire when the funding does.