Lauderdale County Board of Education

Salary Schedule
2025 - 2026

LAUDERDALE COUNTY BOARD OF EDUCATION
Notes to the 2025 - 2026 Salary Schedule

When reviewing the Lauderdale County Board of Education Salary Schedule, the following should be noted:

A teacher's placement on the salary matrix is based on verifiable public classroom experience in conjunction with the higher degree level identified on the Teacher's Certificate.

Experience will be verified by the Superintendent's office.

Experience credit is based on the following:

Certified:

1 Step credit will be given for satisfactory full time teaching at an accredited public elementary, secondary or post-secondary school that is registered with their State Department of Education.

2 Step credit will be given for a year service where the employee worked full time with benefits, was hired anytime during the first semester, had a start date prior to January 1st, and completed the school year.

3 Step credit will be given only for verifiable years of experience, not necessarily placement on another system's salary schedule.

4 The employee is responsible for providing proof of experience.

Classified:

1 Credit will be given for up to 5 years' experience in a related or equivalent field.

2 The employee is responsible for providing proof of experience for credit.

3 Existing employees will be placed on the salary schedule based on current years' experience.

Unpaid leave of absence will not count toward employment credit for placement on the salary schedule.

Upon return from a leave of absence, an employee shall be placed on the salary schedule at the position based upon experience prior to commencement of the unpaid leave of absence. Subject to any legal restrictions, an employee on unpaid leave of absence may elect to continue in insurance program(s) with the full cost of the premiums being borne by the employee.

A certified employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree per SDE Administrative Code.

If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract period.

It is the practice of the Lauderdale County Board of Education to recognize the advanced degree in the monthly payroll following the awarding of the degree based on the number of days left in the employee's current contract.

All annual salaries are rounded to the nearest dollar for presentation.

Schedules denote the number of hours and/or days to be worked, but may be employed to work more or less hours and/or days. In these cases, employees are paid the same daily/hourly rates as indicated for their job title.

Step raises are given only at the beginning of a contract year.

Payroll is paid monthly and released on the last business day of the month, unless otherwise noted and approved by the Superintendent.

Grandfathered schedules have been approved over the years and are **not** intended for new hires to be placed on. These schedules will be removed once employment ends for all employees placed on the schedules.

An employee on a grandfathered schedule can choose to be moved to the new schedule.

LAUDERDALE COUNTY BOARD OF EDUCATION

2025 - 2026 SALARY SCHEDULE

	Bachelors BS				Masters MS				AA/Specialist ED. S				Doctorate DO		
Step	**187 Days**	**202 Days**	**240 Days**	**Step**	**187 Days**	**202 Days**	**240 Days**	**Step**	**187 Days**	**202 Days**	**240 Days**	**Step**	**187 Days**	**202 Days**	**240 Days**
0	47,600	51,418	61,091	**0**	51,875	56,036	66,578	**0**	55,936	60,423	71,790	**0**	59,995	64,807	76,999
1	47,600	51,418	61,091	**1**	51,875	56,036	66,578	**1**	55,936	60,423	71,790	**1**	59,995	64,807	76,999
2	47,600	51,418	61,091	**2**	51,875	56,036	66,578	**2**	55,936	60,423	71,790	**2**	59,995	64,807	76,999
3	49,616	53,596	63,678	**3**	57,058	61,635	73,230	**3**	61,524	66,459	78,961	**3**	65,997	71,291	84,702
4	49,616	53,596	63,678	**4**	57,058	61,635	73,230	**4**	61,524	66,459	78,961	**4**	65,997	71,291	84,702
5	49,616	53,596	63,678	**5**	57,058	61,635	73,230	**5**	61,524	66,459	78,961	**5**	65,997	71,291	84,702
6	51,792	55,946	66,471	**6**	59,558	64,335	76,438	**6**	64,237	69,390	82,443	**6**	68,881	74,406	88,403
7	51,792	55,946	66,471	**7**	59,558	64,335	76,438	**7**	64,237	69,390	82,443	**7**	68,881	74,406	88,403
8	51,792	55,946	66,471	**8**	59,558	64,335	76,438	**8**	64,237	69,390	82,443	**8**	68,881	74,406	88,403
9	53,356	57,636	68,478	**9**	61,358	66,280	78,748	**9**	66,177	71,485	84,933	**9**	70,962	76,654	91,074
10	53,888	58,211	69,161	**10**	61,971	66,942	79,535	**10**	66,838	72,199	85,781	**10**	71,671	77,420	91,984
11	54,428	58,794	69,854	**11**	62,591	67,612	80,331	**11**	67,506	72,921	86,639	**11**	72,387	78,193	92,903
12	54,972	59,382	70,552	**12**	63,217	68,288	81,134	**12**	68,181	73,650	87,505	**12**	73,111	78,976	93,832
13	55,522	59,976	71,258	**13**	63,848	68,969	81,944	**13**	68,864	74,388	88,382	**13**	73,842	79,765	94,770
14	56,077	60,575	71,970	**14**	64,487	69,660	82,764	**14**	69,551	75,130	89,263	**14**	74,581	80,563	95,719
15	56,638	61,181	72,690	**15**	65,133	70,358	83,593	**15**	70,248	75,883	90,158	**15**	75,327	81,369	96,676
16	57,204	61,793	73,417	**16**	65,783	71,060	84,427	**16**	70,950	76,641	91,059	**16**	76,080	82,183	97,643
17	57,776	62,410	74,151	**17**	66,441	71,770	85,272	**17**	71,660	77,408	91,970	**17**	76,841	83,005	98,619
18	58,354	63,035	74,893	**18**	67,105	72,488	86,124	**18**	72,377	78,183	92,890	**18**	77,608	83,833	99,604
19	58,937	63,665	75,641	**19**	67,776	73,213	86,985	**19**	73,101	78,965	93,819	**19**	78,384	84,671	100,600
20	59,527	64,302	76,398	**20**	68,454	73,945	87,855	**20**	73,831	79,753	94,756	**20**	79,169	85,519	101,607
21	60,122	64,945	77,162	**21**	69,139	74,685	88,735	**21**	74,570	80,552	95,705	**21**	79,961	86,375	102,624
22	60,723	65,594	77,933	**22**	69,831	75,432	89,623	**22**	75,314	81,355	96,660	**22**	80,760	87,238	103,649
23	61,330	66,250	78,712	**23**	70,528	76,185	90,517	**23**	76,068	82,170	97,627	**23**	81,567	88,110	104,685
24	61,944	66,913	79,500	**24**	71,234	76,948	91,423	**24**	76,829	82,992	98,604	**24**	82,383	88,991	105,732
25	62,563	67,581	80,295	**25**	71,946	77,717	92,337	**25**	77,597	83,821	99,590	**25**	83,207	89,881	106,790
26	63,188	68,257	81,097	**26**	72,665	78,494	93,260	**26**	78,373	84,660	100,586	**26**	84,039	90,780	107,858
27	63,821	68,940	81,909	**27**	73,392	79,279	94,193	**27**	79,157	85,506	101,592	**27**	84,880	91,689	108,937
28	64,459	69,630	82,728	**28**	74,126	80,072	95,135	**28**	79,948	86,361	102,607	**28**	85,728	92,605	110,025
29	65,104	70,326	83,556	**29**	74,867	80,872	96,086	**29**	80,748	87,225	103,634	**29**	86,586	93,531	111,126
30	65,754	71,028	84,390	**30**	75,616	81,681	97,047	**30**	81,555	88,097	104,670	**30**	87,452	94,467	112,238
31	66,412	71,739	85,235	**31**	76,372	82,498	98,018	**31**	82,371	88,978	105,717	**31**	88,325	95,410	113,358
32	67,077	72,458	86,088	**32**	77,136	83,323	98,998	**32**	83,195	89,868	106,774	**32**	89,209	96,365	114,493
33	67,747	73,181	86,948	**33**	77,907	84,156	99,988	**33**	84,027	90,767	107,842	**33**	90,102	97,329	115,639
34	68,424	73,913	87,817	**34**	78,686	84,998	100,987	**34**	84,867	91,675	108,920	**34**	91,003	98,303	116,795
35	69,109	74,653	88,696	**35**	79,473	85,848	101,997	**35**	85,715	92,591	110,009	**35**	91,912	99,285	117,962

This schedule applies to the following categories of employees: Teachers - Regular K-12/Pre-K/Career Technical/Special Education/Counselors/ Social Workers/CALT/Power School/Psychometrist/Speech Pathologist/BCBA/Behavior Interventionist,

The anniversary date of experience shall be used to determine the appropriate step for qualified public education experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has 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.

LAUDERDALE COUNTY BOARD OF EDUCATION
2025 - 2026 SALARY SCHEDULE

Title- Career Coach	
202 Days	
BS Degree	
0	47,600
1	47,600
2	47,600
3	49,616
4	49,616
5	49,616
6	51,792
7	51,792
8	51,792
9	53,356
10	53,888
11	54,428
12	54,972
13	55,522
14	56,077
15	56,638
16	57,204
17	57,776
18	58,354
19	58,937
20	59,527
21	60,122
22	60,723
23	61,330
24	61,944
25	62,563
26	63,188
27	63,821
28	64,459
29	65,104
30	65,754
31	66,412
32	67,077
33	67,747
34	68,424
35	69,109

*Salary set based on the allocations from grant funding and on the scale of no higher than a bachelor's degree.

LAUDERDALE COUNTY BOARD OF EDUCATION
2025 - 2026 SALARY SCHEDULE

MATH AND SCIENCE TEACHERS (TEAMS)
FLSA - EXEMPT

BACHELOR			MASTER			AA/EDS			DOCTORATE	
Step	**189 Days**		**Step**	**189 Days**		**Step**	**189 Days**		**Step**	**189 Days**
0	50,521		**0**	57,285		**0**	61,346		**0**	65,405
1	54,082		**1**	62,194		**1**	67,061		**1**	71,932
2	56,972		**2**	65,514		**2**	70,661		**2**	75,769
3	58,638		**3**	67,433		**3**	72,730		**3**	77,988
4	60,350		**4**	69,401		**4**	74,851		**4**	80,263
5	62,105		**5**	71,420		**5**	77,030		**5**	82,600
6	63,909		**6**	73,493		**6**	79,267		**6**	84,997
7	65,759		**7**	75,622		**7**	81,561		**7**	87,458
8	67,074		**8**	77,132		**8**	83,193		**8**	89,208
9	68,415		**9**	78,676		**9**	84,856		**9**	90,993
10	69,440		**10**	79,857		**10**	86,128		**10**	92,356
11	70,482		**11**	81,055		**11**	87,421		**11**	93,741
12	71,540		**12**	82,271		**12**	88,731		**12**	95,148
13	71,540		**13**	82,271		**13**	88,731		**13**	95,148
14	71,540		**14**	82,271		**14**	88,731		**14**	95,148
15	72,616		**15**	83,510		**15**	90,069		**15**	96,581
16	72,616		**16**	83,510		**16**	90,069		**16**	96,581
17	72,616		**17**	83,510		**17**	90,069		**17**	96,581
18	73,717		**18**	84,774		**18**	91,432		**18**	98,043
19	73,717		**19**	84,774		**19**	91,432		**19**	98,043
20	73,717		**20**	84,774		**20**	91,432		**20**	98,043
21	74,838		**21**	86,065		**21**	92,823		**21**	99,535
22	74,838		**22**	86,065		**22**	92,823		**22**	99,535
23	74,838		**23**	86,065		**23**	92,823		**23**	99,535
24	75,981		**24**	87,378		**24**	94,241		**24**	101,056
25	75,981		**25**	87,378		**25**	94,241		**25**	101,056
26	75,981		**26**	87,378		**26**	94,241		**26**	101,056
27	77,148		**27**	88,721		**27**	95,688		**27**	102,607

This salary schedule only applies to participants who meet the necessary requirements and have been approved by the Superintendent/ Board for participation in the Teacher Excellence and Accountability in Math and Science (TEAMS) program.

The anniversary date of experience shall be used to determine the appropriate step for qualified public education experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has 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.

An annual supplement of $5,000 will be paid to those teaching in Alabama State Department of Education-identified hard-to-staff schools, and teachers remain eligible for state National Board-Certified Teachers stipends.

LAUDERDALE COUNTY BOARD OF EDUCATION
2025- 2026 SALARY SCHEDULE

DIRECTORS/SUPERVISORS

TITLE DAYS/YR		SYSTEM DIRECTOR - MA 240	SYSTEM DIRECTOR - BS 240	SYSTEM DIRECTOR NON-DEGREE 240	LEAD NURSE 202	DIRECTOR OF TECHNOLOGY 240
	YEARS					
STEPS	EXPERIENCE	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL
0	0-5	95,717	81,359	73,223	80,557	95,717
1	6	96,674	82,173	73,956	81,360	96,674
2	7	97,153	82,579	74,322	81,777	97,153
3	8	97,631	82,986	74,688	82,179	97,631
4	9	98,110	83,393	75,054	82,581	98,110
5	10	98,588	83,800	75,420	82,983	98,588
6	11	99,066	84,207	75,786	83,384	99,066
7	12	99,546	84,614	76,152	83,786	99,546
8	13	100,024	85,020	76,518	84,188	100,024
9	14	100,503	85,427	76,885	84,590	100,503
10	15	100,981	85,834	77,251	84,992	100,981
11	16	101,459	86,241	77,617	85,393	101,459
12	17	101,939	86,648	77,983	85,795	101,939
13	18	102,417	87,054	78,349	86,197	102,417
14	19	102,896	87,461	78,715	86,599	102,896
15	20	103,374	87,868	79,081	87,001	103,374
16	21	103,852	88,275	79,447	87,402	103,852
17	22	104,332	88,682	79,813	87,819	104,332
18	23	104,810	89,089	80,180	88,221	104,810
19	24	105,288	89,495	80,546	88,623	105,288
20	25	105,767	89,902	80,912	89,025	105,767
21	26	106,245	90,309	81,278	89,426	106,245
22	27	106,725	90,716	81,644	89,828	106,725
23	28	107,203	91,123	82,010	90,230	107,203
24	29	107,681	91,530	82,376	90,632	107,681
25+	30+	108,160	91,936	82,742	91,034	108,160

Master's Degree is used as a base determination.

All Certified Administrators will receive an additional supplement based on experience as follows: 24-26 years $572.00, 27+ years $1,144.00.

As of July 1, 2018; any Certified Administrator lacking 20 years of educational experience will not be eligible for the above-mentioned additional supplement.

All certified Administrators will receive a supplement of $20 per contract day added for AA or E.Ds. degree (Not subject to state % raise.

All certified Administrators will receive a supplement of $35 per contract day added for a Doctoral degree (Not subject to state % raise.

Present Admin/Supervisors experience will be used to determine placement for the 25-26 school year.
Years of experience is for all years in public education.
Stipends may be approved by the board for extra services falling under the director's duties.
Non- degree directors hired after July 1, 2025 will be placed on the above schedule. Any non-degree directors hired before July 1, 2025 are considered grandfathered.

LAUDERDALE COUNTY BOARD OF EDUCATION
2024- 2025 SALARY SCHEDULE

ADMINISTRATORS

TITLE DAYS/YR		ASST. PRINCIPAL (.5 TEACHER/.5 ASST. 192	ASST. PRINCIPAL (.5 HS/.5 ELEM ASST. 202	ELEM ASST. PRINCIPAL 202	ELEM ASST. PRINCIPAL 240
	YEARS				
STEPS	EXPERIENCE	ANNUAL	ANNUAL	ANNUAL	ANNUAL
0	0-5	63,181	72,870	71,309	84,741
1	6	64,988	73,972	72,412	86,033
2	7	65,514	75,077	73,517	87,344
3	8	66,039	76,184	74,623	88,654
4	9	67,488	77,288	75,728	89,965
5	10	68,328	78,393	76,833	91,295
6	11	68,893	78,913	77,353	91,913
7	12	69,462	79,434	77,873	92,531
8	13	70,033	79,954	78,393	93,149
9	14	70,608	80,474	78,913	93,768
10	15	71,187	80,994	79,434	94,385
11	16	71,768	81,514	79,954	95,003
12	17	72,354	82,035	80,474	95,621
13	18	72,942	82,555	80,994	96,239
14	19	73,534	83,075	81,514	96,857
15	20	74,129	83,595	82,035	97,475
16	21	74,727	84,115	82,555	98,093
17	22	75,329	84,636	83,075	98,712
18	23	75,935	85,156	83,595	99,329
19	24	76,545	85,676	84,115	99,947
20	25	77,157	86,196	84,636	100,565
21	26	77,774	86,716	85,156	101,183
22	27	78,394	87,237	85,676	101,801
23	28	79,018	87,757	86,196	102,419
24	29	79,646	88,277	86,716	103,037
25+	30+	80,277	88,797	87,237	103,655

Master's Degree is used as a base determination.
All certified Administrators will receive a supplement of $20 per contract day added for AA or E.Ds. degree (Not subject to state % raise.
All certified Administrators will receive a supplement of $35 per contract day added for a Doctoral degree (Not subject to state % raise.
Present Admin/Supervisors experience will be used to determine placement for the 24-25 school year.
Years of experience is for all years in public education.

LAUDERDALE COUNTY BOARD OF EDUCATION
2025- 2026 SALARY SCHEDULE

ADMINISTRATORS

TITLE		HS ASST. PRINCIPAL	HS ASST. PRINCIPAL	ELEM PRINCIPAL	CAREER TECHNICAL &VIRTUAL SCHOOL PRINCIPAL	HS PRINCIPAL
DAYS/YR		202	240	240	240	240
	YEARS					
STEPS	EXPERIENCE	ANNUAL	ANNUAL	ANNUAL	ANNUAL	ANNUAL
0	0-5	73,796	87,678	95,717	99,878	104,040
1	6	74,775	88,842	96,674	100,877	105,080
2	7	75,839	90,107	97,153	101,377	105,601
3	8	76,900	91,367	97,631	101,876	106,121
4	9	77,885	92,536	98,110	102,375	106,641
5	10	78,870	93,595	98,588	102,875	107,161
6	11	79,391	94,115	99,066	103,374	107,681
7	12	79,911	94,636	99,546	103,874	108,202
8	13	80,431	95,156	100,024	104,373	108,722
9	14	80,951	95,676	100,503	104,872	109,242
10	15	81,471	96,196	100,981	105,372	109,762
11	16	81,992	96,716	101,459	105,871	110,282
12	17	82,512	97,237	101,939	106,371	110,803
13	18	83,032	97,757	102,417	106,869	111,323
14	19	83,552	98,277	102,896	107,369	111,843
15	20	84,072	98,797	103,374	107,869	112,363
16	21	84,593	99,317	103,852	108,368	112,883
17	22	85,113	99,838	104,332	108,868	113,404
18	23	85,633	100,358	104,810	109,366	113,924
19	24	86,153	100,878	105,288	109,866	114,444
20	25	86,673	101,398	105,767	110,366	114,964
21	26	87,194	101,918	106,245	110,865	115,484
22	27	87,714	102,439	106,725	111,365	116,005
23	28	88,234	102,959	107,203	111,863	116,525
24	29	88,754	103,479	107,681	112,363	117,045
25+	30+	89,274	103,999	108,160	112,863	117,565

Master's Degree is used as a base determination.

All certified Administrators will receive a supplement of $20 per contract day added for AA or E.Ds. degree (Not subject to state % raise.

All certified Administrators will receive a supplement of $35 per contract day added for a Doctoral degree (Not subject to state % raise.

Present Admin/Supervisors experience will be used to determine placement for the 25-26 school year.
Years of experience is for all years in public education.

Lauderdale County Board of Education
2025 - 2026 Salary Schedule
School Nurses

Nurse Experience - 187 Day Contract
8 Hour Day

Experience	LPN	RN-ASN	RN-BSN	RN-MSN	RN-DNP
0 years	36,192	47,748	51,487	55,519	59,866
1 year	36,192	47,748	51,487	55,519	59,866
2 years	36,192	47,748	51,487	55,519	59,866
3 years	39,807	52,518	56,629	61,065	65,845
4 years	39,807	52,518	56,629	61,065	65,845
5 years	39,807	52,518	56,629	61,065	65,845
6 years	41,552	54,820	59,113	63,742	68,733
7 years	41,552	54,820	59,113	63,742	68,733
8 years	41,552	54,820	59,113	63,742	68,733
9 years	42,806	56,476	60,898	65,666	70,807
10 years	43,234	57,040	61,506	66,322	71,515
11 years	43,666	57,610	62,121	66,986	72,229
12 years	44,103	58,187	62,743	67,655	72,954
13 years	44,544	58,769	63,370	68,333	73,682
14 years	44,991	59,357	64,004	69,015	74,419
15 years	45,441	59,951	64,644	69,707	75,164
16 years	45,894	60,549	65,291	70,403	75,915
17 years	46,354	61,155	65,943	71,107	76,674
18 years	46,817	61,766	66,603	71,818	77,441
19 years	47,285	62,384	67,268	72,535	78,215
20 years	47,757	63,008	67,940	73,261	78,997
21 years	48,236	63,638	68,621	73,995	79,788
22 years	48,718	64,274	69,306	74,733	80,585
23 years	49,205	64,917	70,000	75,481	81,391
24 years	49,697	65,567	70,701	76,237	82,206
25 years	50,194	66,222	71,407	76,998	83,027
26 years	50,695	66,883	72,121	77,767	83,857
27 years	51,203	67,553	72,844	78,546	84,697
28 years	51,715	68,228	73,571	79,331	85,542
29 years	52,233	68,911	74,306	80,125	86,399
30 years	52,754	69,600	75,049	80,925	87,262
31 years	53,282	70,295	75,799	81,734	88,134
32 years	53,815	70,999	76,559	82,553	89,017
33 years	54,353	71,709	77,323	83,377	89,906
34 years	54,896	72,426	78,096	84,210	90,805
35 years	55,445	73,150	78,877	85,054	91,713

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has 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.

LAUDERDALE COUNTY BOARD OF EDUCATION
2025 - 2026 SALARY SCHEDULE

SPECIALIST - FLSA - EXEMPT
BOOKKEEPER - FLSA NON-EXEMPT

TITLE	ACCOUNTS, PAYROLL, BENEFITS, LOCAL SCHOOLS SPECIALIST	
DAYS/YR	240	
DEGREE	BS IN BUSINESS	
STEPS	ANNUAL	HOURLY
0	41,821	23.23
1	43,378	24.10
2	44,932	24.96
3	46,488	25.83
4	48,043	26.69
5	49,596	27.55
6	51,153	28.42
7	52,709	29.28
8	54,263	30.15
9	55,818	31.01
10	57,390	31.88
11	57,965	32.20
12	58,544	32.52
13	59,129	32.85
14	59,721	33.18
15	60,319	33.51
16	60,922	33.85
17	61,530	34.18
18	62,147	34.53
19	62,768	34.87
20	63,395	35.22
21	63,894	35.50
22	64,394	35.77
23	64,892	36.05
24	65,392	36.33
25+	65,892	36.61

TITLE	HIGH SCHOOL BOOKKEEPER	
DAYS/YR	240	
HRS/DAY	7.5	
DEGREE		
STEPS	ANNUAL	HOURLY
0	33,783	18.77
1	34,421	19.13
2	35,076	19.48
3	35,732	19.85
4	36,368	20.21
5	37,024	20.57
6	37,660	20.92
7	38,316	21.29
8	38,971	21.65
9	39,627	22.01
10	40,263	22.37
11	40,676	22.59
12	41,068	22.82
13	41,480	23.04
14	41,892	23.28
15	42,324	23.51
16	42,736	23.75
17	43,166	23.98
18	43,597	24.23
19	44,047	24.47
20	44,477	24.71
21	44,983	24.99
22	45,470	25.27
23	45,975	25.54
24	46,481	25.83
25+	46,968	26.09

TITLE	ELEMENTARY BOOKKEEPER	
DAYS/YR	240	
HRS/DAY	7.5	
DEGREE		
STEPS	ANNUAL	HOURLY
0	32,080	17.82
1	32,698	18.17
2	33,315	18.51
3	33,933	18.85
4	34,551	19.20
5	35,170	19.54
6	35,788	19.88
7	36,406	20.23
8	37,024	20.57
9	37,642	20.91
10	38,259	21.26
11	38,635	21.46
12	39,027	21.69
13	39,421	21.90
14	39,814	22.12
15	40,207	22.34
16	40,600	22.55
17	41,012	22.79
18	41,424	23.01
19	41,836	23.25
20	42,248	23.47
21	42,736	23.75
22	43,204	24.00
23	43,672	24.27
24	44,159	24.53
25+	44,627	24.80

Plus $1,200 annual for Associates degree or higher
Will grandfather two current elem. Bookkeepers. (Underwood and Brooks Elementary)

LAUDERDALE COUNTY BOARD OF EDUCATION
2024 - 2025 SALARY SCHEDULE

Coordinators - FLSA - EXEMPT

TITLE	DISTRICT COORDINATOR	
DAYS/YR	240	
DEGREE	*BS IN BUSINESS	
STEPS	ANNUAL	HOURLY
0	41,821	23.23
1	43,378	24.10
2	44,932	24.96
3	46,488	25.83
4	48,043	26.69
5	49,596	27.55
6	51,153	28.42
7	52,709	29.28
8	54,263	30.15
9	55,818	31.01
10	57,390	31.88
11	57,965	32.20
12	58,544	32.52
13	59,129	32.85
14	59,721	33.18
15	60,319	33.51
16	60,922	33.85
17	61,530	34.18
18	62,147	34.53
19	62,768	34.87
20	63,395	35.22
21	63,894	35.50
22	64,394	35.77
23	64,892	36.05
24	65,392	36.33
25+	65,892	36.61

***Equivalent combinations of training and experience will be considered.**

LAUDERDALE COUNTY BOARD OF EDUCATION
2025- 2026 SALARY SCHEDULE

TECHNOLOGY

TITLE	NETWORK SPECIALIST		NETWORK SPECIALIST II		TECHNICIAN	
DAYS/YR	240		240		240	
HRS/DAY	7.5		7.5		7.5	
DEGREE						
STEPS	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
0	64,497	35.83	58,054	32.25	37,454	20.81
1	65,021	36.12	58,523	32.52	46,912	26.06
2	65,545	36.41	58,991	32.77	48,391	26.89
3	66,594	37.00	59,927	33.29	52,324	29.07
4	67,624	37.57	60,863	33.81	52,830	29.35
5	68,673	38.15	61,800	34.33	53,373	29.65
6	69,178	38.43	62,268	34.60	53,897	29.95
7	69,703	38.72	62,736	34.85	54,440	30.24
8	70,451	39.14	63,392	35.22	54,983	30.55
9	71,688	39.83	64,515	35.84	55,526	30.84
10	72,924	40.51	65,639	36.47	56,088	31.16
11	74,160	41.20	66,744	37.08	56,650	31.48
12	75,415	41.90	67,868	37.70	57,212	31.78
13	76,163	42.31	68,542	38.08	57,792	32.11
14	76,913	42.73	69,235	38.46	58,373	32.43
15	77,700	43.17	69,927	38.85	58,953	32.75
16	78,467	43.59	70,621	39.23	59,533	33.08
17	79,254	44.03	71,332	39.63	60,133	33.41
18	80,040	44.46	72,044	40.02	60,732	33.74
19	80,845	44.91	72,756	40.42	60,147	32.76
20	81,651	45.36	73,486	40.82	61,950	34.41
21	82,474	45.82	74,216	41.23	62,456	34.70
22	83,298	46.28	74,965	41.65	62,961	34.98
23	84,122	46.74	75,714	42.06	63,448	35.25
24	84,965	47.21	76,463	42.48	63,953	35.53
25+	85,827	47.69	77,231	42.90	64,459	35.81

LAUDERDALE COUNTY BOARD OF EDUCATION
2025 - 2026 SALARY SCHEDULE
COTA/PRE-K/AIDE/TRANSLITERATOR
FSLA - NON-EXEMPT

TITLE	COTA		PRE-K AUXILIARY		TEACHER AIDE		TRANSLITERATOR	
DAYS/YR	187		187		184		182	
HRS/DAY	7.5		7.5		7.5		7.5	
FLSA	NON-EXEMPT		NON-EXEMPT		NON-EXEMPT		NON-EXEMPT	
STEPS	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
0	31,873	22.73	22,632	16.14	21,114	15.30	23,530	17.24
1	33,389	23.81	23,233	16.56	21,466	15.56	23,891	17.50
2	34,905	24.89	23,819	16.98	21,818	15.81	24,240	17.76
3	36,422	25.97	24,391	17.39	22,170	16.07	24,574	18.00
4	37,938	27.05	24,978	17.81	22,522	16.32	24,908	18.25
5	39,455	28.13	25,564	18.23	22,874	16.58	25,256	18.50
6	39,770	28.36	26,151	18.65	23,225	16.83	25,577	18.74
7	40,084	28.58	26,737	19.06	23,563	17.07	25,939	19.00
8	40,385	28.79	27,295	19.46	23,915	17.33	26,273	19.25
9	40,713	29.03	27,882	19.88	24,267	17.58	26,607	19.49
10	41,014	29.24	28,468	20.30	24,633	17.85	26,955	19.75
11	41,328	29.47	28,754	20.50	24,873	18.02	26,315	19.28
12	41,644	29.69	29,055	20.72	25,126	18.21	26,746	19.59
13	41,958	29.92	29,340	20.92	25,365	18.38	27,150	19.89
14	42,273	30.14	29,641	21.13	25,633	18.57	27,568	20.20
15	42,573	30.36	29,927	21.34	25,886	18.76	27,986	20.50
16	42,888	30.58	30,213	21.54	26,153	18.95	28,403	20.81
17	43,203	30.80	30,528	21.77	26,407	19.14	28,821	21.11
18	43,517	31.03	30,828	21.98	26,674	19.33	29,238	21.42
19	43,818	31.24	31,143	22.21	26,941	19.52	29,657	21.73
20	44,147	31.48	31,458	22.43	27,209	19.72	30,059	22.02
21	44,448	31.69	31,830	22.70	27,618	20.01	30,492	22.34
22	44,762	31.92	32,201	22.96	28,040	20.32	30,909	22.64
23	45,077	32.14	32,588	23.24	28,448	20.61	31,313	22.94
24	45,377	32.35	32,946	23.49	28,884	20.93	31,730	23.25
25+	45,706	32.59	33,332	23.77	29,292	21.23	32,148	23.55

LAUDERDALE COUNTY BOARD OF EDUCATION
2025 - 2026 SALARY SCHEDULE

SECRETARIAL
FSLA - NON-EXEMPT

TITLE	SUPERINTENDENT SECRETARY		ASST SUPERINTENDENT SECRETARY		CENTRAL OFFICE SECRETARY		9.5 MONTH SCHOOL SECRETARY		9 MONTH SCHOOL SECRETARY		9 MONTH SCHOOL SECRETARY	
DAYS/YR	240		240		240		192		182		182	
HRS/DAY	8		7.5		7.5		7.5		7.5		4	
DEGREE												
STEPS	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
0	46,064	23.99	39,402	21.89	33,783	18.77	25,454	17.68	24,128	17.68	12,868	17.68
1	46,763	24.36	40,057	22.26	34,421	19.13	25,954	18.02	24,597	18.02	13,118	18.02
2	47,463	24.72	40,694	22.60	35,076	19.48	26,438	18.36	25,065	18.36	13,368	18.36
3	48,141	25.07	41,350	22.97	35,732	19.85	26,938	18.71	25,539	18.71	13,618	18.71
4	48,841	25.44	42,005	23.34	36,368	20.21	27,437	19.05	26,003	19.05	13,868	19.05
5	49,520	25.80	42,642	23.69	37,024	20.57	27,921	19.39	26,471	19.39	14,118	19.39
6	50,219	26.15	43,297	24.05	37,660	20.92	28,421	19.74	26,940	19.74	14,368	19.74
7	50,918	26.52	43,953	24.42	38,316	21.29	28,921	20.08	27,408	20.08	14,618	20.08
8	51,597	26.88	44,589	24.78	38,971	21.65	29,390	20.41	27,863	20.41	14,860	20.41
9	52,296	27.23	45,245	25.13	39,608	22.00	29,890	20.76	28,332	20.76	15,110	20.76
10	52,995	27.60	45,900	25.50	40,263	22.37	30,418	21.12	28,829	21.12	15,375	21.12
11	53,495	27.87	46,350	25.76	40,676	22.59	30,728	21.34	29,127	21.34	15,535	21.34
12	54,014	28.13	46,818	26.01	41,068	22.82	31,021	21.54	29,412	21.54	15,686	21.54
13	54,533	28.41	47,286	26.28	41,480	23.04	31,345	21.77	29,710	21.77	15,845	21.77
14	55,053	28.67	47,754	26.53	41,892	23.28	31,653	21.98	30,007	21.98	16,004	21.98
15	55,592	28.96	48,241	26.81	42,324	23.51	31,976	22.21	30,306	22.21	16,163	22.21
16	56,132	29.23	48,709	27.06	42,736	23.75	32,284	22.42	30,604	22.42	16,322	22.42
17	56,671	29.52	49,197	27.34	43,166	23.98	32,622	22.65	30,916	22.65	16,489	22.65
18	57,211	29.79	49,702	27.61	43,597	24.23	32,931	22.87	31,215	22.87	16,647	22.87
19	57,770	30.09	50,189	27.89	44,047	24.47	33,254	23.09	31,527	23.09	16,815	23.09
20	62,238	32.42	50,695	28.16	44,477	24.71	33,606	23.34	31,856	23.34	16,989	23.34
21	62,767	32.69	51,200	28.45	44,983	24.99	33,988	23.60	32,223	23.60	17,186	23.60
22	63,295	32.97	51,687	28.71	45,470	25.27	34,384	23.88	32,592	23.88	17,383	23.88
23	63,844	33.25	52,192	29.00	45,975	25.54	34,781	24.15	33,132	24.28	17,587	24.15
24	64,372	33.53	52,698	29.27	46,481	25.83	35,178	24.43	33,345	24.43	17,784	24.43
25+	64,902	33.80	53,185	29.55	46,968	26.09	35,589	24.71	33,728	24.71	17,989	24.71

Plus $1,200 annual for Associates Degree or higher.

LAUDERDALE COUNTY BOARD OF EDUCATION
2025 - 2026 SALARY SCHEDULE

TRANSPORTATION

TITLE	BUS DRIVER		MECHANIC		ROUTE SPECIALIST	
DAYS/YR	184		240		240	
HRS/DAY	4		8		8	
FLSA	NON- EXEMPT		NON-EXEMPT		NON-EXEMPT	
STEPS	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
0	14,009	19.03	36,544	19.03	36,544	19.03
1	14,406	19.57	37,582	19.57	37,582	19.57
2	14,797	20.10	38,600	20.10	38,600	20.10
3	15,195	20.64	39,638	20.64	39,638	20.64
4	15,600	21.20	40,696	21.20	40,696	21.20
5	15,998	21.74	41,733	21.74	41,733	21.74
6	16,395	22.28	42,772	22.28	42,772	22.28
7	16,786	22.81	43,790	22.81	43,790	22.81
8	17,184	23.35	44,828	23.35	44,828	23.35
9	17,582	23.89	45,865	23.89	45,865	23.89
10	17,988	24.44	46,923	24.44	46,923	24.44
11	18,160	24.67	47,374	24.67	47,374	24.67
12	18,348	24.93	47,864	24.93	47,864	24.93
13	18,527	25.17	48,334	25.17	48,334	25.17
14	18,715	25.43	48,823	25.43	48,823	25.43
15	18,896	25.67	49,293	25.67	49,293	25.67
16	19,090	25.94	49,803	25.94	49,803	25.94
17	19,278	26.19	50,292	26.19	50,292	26.19
18	19,474	26.46	50,801	26.46	50,801	26.46
19	19,669	26.72	51,310	26.72	51,310	26.72
20	19,865	26.99	51,819	26.99	51,819	26.99
21	20,052	27.24	52,309	27.24	52,309	27.24
22	20,247	27.51	52,818	27.51	52,818	27.51
23	20,540	27.91	53,582	27.91	53,582	27.91
24	20,915	28.42	54,561	28.42	54,561	28.42
25+	21,283	28.92	55,521	28.92	55,521	28.92

Foremen will receive an additional $4,800 supplement.
TRANSPORTATION: Plus $1,200 annually for obtaining Local Mechanic Certification administered by the State Department of Education OR $200 annually for each of the 7 ASE certifications.
Plus $480 for a Class A CDL.
Employee is responsible for all costs associated with obtaining and maintaining ASE Certifications and CDL.
Employees will only be paid the additional pay as long as the certification or CDL is current.
Directors and Bus Drivers are not eligible for supplements.
Up to 5 years credit for bus driver experience shall be awarded for each year a valid bus driver license has been held.

LAUDERDALE COUTY BOARD OF EDUCATION
2025 – 2026 SALARY SCHEDULE

MAINTENANCE/GROUNDS/CUSTODIAL

TITLE	CUSTODIAL AND GROUNDS MANAGER		MAINTENANCE WORKER/GROUNDS CREW CHIEF		HEAD CUSTODIAN		12 MONTHS CUSTODIAN/GROUNDS CREW		9 MONTH CUSTODIAN	
DAYS/YR	240		240		240		240		182	
HRS/DAY					8		8		8	
FLSA	EXEMPT		EXEMPT		NON-EXEMPT		NON-EXEMPT		NON-EXEMPT	
STEPS	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
0	49,231	25.64	36,530	19.03	30,766	16.02	29,748	15.49	22,559	15.49
1	50,314	26.20	37,567	19.57	31,021	16.16	30,003	15.63	22,752	15.63
2	51,396	26.76	38,600	20.10	31,256	16.28	30,218	15.74	22,915	15.74
3	55,724	29.03	39,638	20.64	31,530	16.42	30,492	15.88	23,123	15.88
4	56,806	29.59	40,683	21.20	31,765	16.54	30,708	15.99	23,287	15.99
5	57,888	30.15	41,718	21.74	32,020	16.68	30,962	16.13	23,480	16.13
6	58,466	30.46	42,758	22.28	32,275	16.81	31,178	16.24	23,643	16.24
7	59,052	30.75	43,792	22.81	32,548	16.95	31,413	16.36	23,821	16.36
8	59,641	31.07	44,831	23.35	32,784	17.07	31,667	16.49	24,014	16.49
9	60,238	31.38	45,867	23.89	33,038	17.21	31,902	16.62	24,193	16.62
10	59,801	31.15	46,913	24.44	33,273	17.33	32,151	16.75	24,386	16.75
11	61,449	32.01	47,382	24.67	33,625	17.51	32,490	16.92	24,638	16.92
12	62,064	32.32	47,855	24.93	33,959	17.69	32,803	17.09	24,876	17.09
13	62,684	32.65	48,334	25.17	34,291	17.86	33,136	17.26	25,128	17.26
14	63,311	32.97	48,817	25.43	34,644	18.04	33,469	17.43	25,383	17.43
15	63,944	33.30	49,306	25.67	34,977	18.22	33,802	17.61	25,633	17.61
16	64,583	33.64	49,798	25.94	35,330	18.40	34,135	17.78	25,886	17.78
17	65,229	33.98	50,297	26.19	35,682	18.58	34,481	17.96	26,153	17.96
18	65,882	34.31	50,800	26.46	36,035	18.77	34,820	18.14	26,405	18.14
19	66,541	34.66	51,308	26.72	36,387	18.95	35,173	18.32	26,673	18.32
20	67,206	35.00	51,821	26.99	36,759	19.15	35,525	18.50	26,940	18.50
21	67,706	35.26	52,320	27.24	37,248	19.40	36,015	18.76	27,311	18.76
22	68,204	35.52	52,819	27.51	37,758	19.67	36,524	19.02	27,697	19.02
23	68,704	35.78	53,318	27.76	38,248	19.92	36,994	19.27	28,054	19.27
24	69,203	36.04	53,818	28.03	38,757	20.19	37,503	19.53	28,440	19.53
25+	69,703	36.30	54,317	28.28	39,266	20.45	37,993	19.79	28,811	19.79

Plus $1,200 annually if employee has an Associate's Degree in job related skilled area **OR** holds a State License or Certification in **one** of the following: HVACR, Gas, Plumbing, Electrical, Carpentry CLC.
The employee will be responsible for maintaining **one** certification/license with the Board paying renewal fee for any additional certification or licenses held by the employee to the Licensing Agency.
Plus $480 annually for a class A CDL.
Employee is responsible for all costs associated with obtaining certification, license and CDL and will only be paid the additional pay as long as the certification, license or CDL is current.

LAUDERDALE COUNTY BOARD OF EDUCATION
2025- 2026 SALARY SCHEDULE

CHILD NUTRITION
FLSA NON-EXEMPT

TITLE	MANAGER		CAFETERIA EMPLOYEE		CAFETERIA EMPLOYEE	
DAYS	189		182		182	
HRS	8		7		6	
STEPS	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY
0	27,483	18.18	19,739	15.49	16,919	15.49
1	27,899	18.45	19,908	15.63	17,064	15.63
2	28,347	18.75	20,051	15.74	17,187	15.74
3	28,809	19.05	20,233	15.88	17,342	15.88
4	29,287	19.37	20,376	15.99	17,465	15.99
5	29,781	19.70	20,545	16.13	17,610	16.13
6	30,258	20.01	20,688	16.24	17,733	16.24
7	30,752	20.34	20,844	16.36	17,866	16.36
8	31,246	20.67	21,013	16.49	18,011	16.49
9	31,724	20.98	21,168	16.62	18,145	16.62
10	32,218	21.31	21,337	16.75	18,290	16.75
11	32,526	21.51	21,559	16.92	18,478	16.92
12	32,865	21.74	21,767	17.09	18,657	17.09
13	33,189	21.95	21,987	17.26	18,847	17.26
14	33,528	22.17	22,208	17.43	19,035	17.43
15	33,852	22.39	22,429	17.61	19,225	17.61
16	34,191	22.61	22,650	17.78	19,415	17.78
17	34,546	22.85	22,884	17.96	19,615	17.96
18	34,885	23.07	23,105	18.14	19,804	18.14
19	35,240	23.31	23,339	18.32	20,004	18.32
20	35,580	23.53	23,572	18.50	20,205	18.50
21	36,104	23.88	23,898	18.76	20,484	18.76
22	36,628	24.23	24,235	19.02	20,773	19.02
23	37,137	24.56	24,547	19.27	21,041	19.27
24	37,677	24.92	24,885	19.53	21,330	19.53
25	38,201	25.27	25,210	19.79	21,609	19.79

LAUDERDALE COUNTY BOARD OF EDUCATION
2025 - 2026 SALARY SCHEDULE

SUBSTITUTES/CONTRACT WORK

CLASSROOM TEACHER

	1-20 Days	21+ Days*
Substitute Teacher	100.00	STEP O

* To earn pay for 21+ days, substitute must be for the same teacher and be Board approved.

No break for the first 20 day for the same classroom teacher.

***NOTICE OF WORKING CHANGE REGARDING SUBSTITUTES AND THE 2025 PARENTAL LEAVE ACT EFFECTIVE JULY 1, 2025. This section will be amended when the board receives official procedures regarding the 2025 Alabama Parental Leave Law.**

Nurse Contract

LPN/RN SUB	$ 125.00	per day

SUPPORT STAFF POSITIONS

	1-20 days Per Hour	21+ days
Teacher Aide, CNP, Custodian, Secretary	$12	$15

**To earn pay for 21+ days, the substitute must be for the same employee and be Board approved.

No break for the first 20 day for the same employee.

TRANSPORTATION SUBSTITUTE AND EXTRA-CURRICULAR PAY SCALE

	PER HOUR	PER DAY	PER TRIP
Bus Driver	-	$68.00	$34.00
Bus Aide - Substitute	$12.00		$24.00
ATCTC/Care/Life Route		-	$34.00
Bus Driver Extra-Curricular ($34 minimum)	$17.00	$34 Minimum	-
Bus Driver Overnight*	-	$ 125.00	-

CONTRACT

	Per Hour		
Mentor Teacher/LIFE Academy Instructor/Reading/Math/ Homebound/Credit Recovery/Art/ELL Afterschool Tutoring/etc.	$32.00	Per Hour	10-30 hours per week
Store Worker	$12.00	4-6 hours per day up to 180 days	
Custodian	$15.00	Work hours to be determined based on need Rate may be adjusted higher based on experience.	
Secretary/Receptionist	$15.00	Work hours to be determined based on need.	
Nurse	$22.50	8-hour day-no benefits	

JAG Instructor — Contract Grant Position
Compensation for the 25-26 school year is based on the JAG job description provided by the grant.
Salary amount is subject to change based upon the grant allocation, RSA guidelines and LCBOE discretion.

Special Education Contracts are extended on an as needed basis based on the field of expertise.

District Office Contracts are negotiated independently.

LAUDERDALE COUNTY BOARD OF EDUCATION
2025 - 2026 SALARY SCHEDULE

GRANDFATHERED SCHEDULES

TITLE	SCHOOL STORE WORKER	
PR CODE	ST	
PAY CYCLE	SEP-AUG	
DAYS/YEAR	182	
	Grandfathered 06/30/2013	
HOURS/DAY	ANNUAL	HOURLY
6	16,708	15.30

TITLE	NSTRUCTIONAL PARAPROFESSIONAL		
PR CODE	PP-01		
PAY CYCLE	SEPT - AUG		
DAYS/YEAR	182		
HOURS/DA	7.0		
	Grandfathered 11/12/1998		
STEPS	ANNUAL	DAILY	HOURLY
0	23,393	128.54	18.36
1	23,751	130.50	18.64
2	24,110	132.47	18.92
3	24,523	134.74	19.25
4	24,896	136.79	19.54
5	25,268	138.84	19.83
6	25,640	140.88	20.12
7	26,039	143.07	20.44
8	26,412	145.12	20.74
9	26,784	147.17	21.03
10+	27,184	149.36	21.34

SYSTEM DIRECTOR - BS/NON-DEGREE 240
ANNUAL
81,359
82,173
82,579
82,986
83,393
83,800
84,207
84,614
85,020
85,427
85,834
86,241
86,648
87,054
87,461
87,868
88,275
88,682
89,089
89,495
89,902
90,309
90,716
91,123
91,530
91,936

Academic Supplements

Each team must have its own sponsor. Those persons currently receiving the larger amount will be grandfathered at the higher rate.

Elementary Scholar	(Minimum 3 Contests)	439	0	450
Math Team -Senior	(Minimum 3 Contests)	880	0	902
Scholar Bowl-Jr	(Minimum 3 Contests)	574	0	588
Scholar Bowl-Jr	(Minimum 3 Contests)	574	0	588
Scholar Bowl-Sr.	(Minimum 3 Contests)	880	0	902
Science Team-Sr.	(Minimum 3 Contests)	880	0	902

Academic Supplements will be paid as follows:

December 50% and May 50%

Sponsors resigning prior to the end of a percentage period will not receive that portion of the remaining supplement.

All supplemental raises are at the discretion of the Board, including any State raises.

Supplements are for one year only and are not included when base salary is calculated.

Staff members must be recommended on a yearly basis.

Continuing service status does not apply to nor can tenure be earned in any supplemental position.

Supplements will not be paid for an activity that is not sponsored by the school.

LAUDERDALE COUNTY BOARD OF EDUCATION
2025 - 2026 SALARY SCHEDULE
SERVICE RECOGNITION

Years of Service	Amount	Hire Date
10-14	800	9/2/2010- 9/30/2013
15-19	1,600	9/2/2005 - 9/1/2010
20+	2,400	9/1/2005 & Before

Service Recognition will be paid in a lump sum and will be paid prior to Thanksgiving in November;

When an employee holds more than one position, he or she will receive only one service increase.

Years of service will be based on the eligible position held for the longest period of time at the beginning of the contract period.

Service Recognition determined based on completed consecutive contracts within the Lauderdale County System.
For example; a 12-month employee will begin receiving service recognition in July;
a 9-month employee will begin receiving service recognition in September.

Employees who retire/resign/leave during the school year prior to fulfilling their contract will have an amount withheld on a prorated basis based on the number of days remaining in their contract.

An employee whose hire date is on or after Oct 1, 2013 is not eligible for service recognition unless they had previously gained tenure or non-probationary status as a full-time employee in our system.

Present full-time employees will continue to be eligible to participate in the program until they; A. Retire, B. Resign, or C. are dismissed.

Employees on an approved Leave of Absence will maintain their proper service credit, but cannot be used to gain or increase service recognition.

Service Recognition raises are at the discretion of the Board, including any State raises.

LAUDERDALE COUNTY BOARD OF EDUCATION
2025 – 2026 SALARY SCHEDULE
ACADEMIC SUPPLEMENTS

Each team must have its own sponsor. Those persons currently receiving the larger amount will be grandfathered at the higher rate.

		Amount
Elementary Scholar Bowl	(Minimum 3 Contests)	320
Math Team -Senior High	(Minimum 3 Contests)	480
Scholar Bowl-Jr High- Level 1	(Minimum 3 Contests)	373
Scholar Bowl-Jr High-Level 2	(Minimum 3 Contests)	373
Scholar Bowl-Sr. High	(Minimum 3 Contests)	480
Science Team-Sr. High	(Minimum 3 Contests)	480
Drama Sponsor	2 Performances	800
Show Choir	2 Performances	800
Robotics Sponsor	All Schools	800
Lead Special Ed Teacher	All Schools	1,100
Webmaster	All Schools	600

Academic Supplements will be paid as follows:
December 50% and May 50%

Sponsors resigning prior to the end of a percentage period will not receive that portion of the remaining supplement.

All supplemental raises are at the discretion of the Board, including any State raises.

Supplements are for one year only and are not included when base salary is calculated.

Staff members must be recommended on a yearly basis.

Continuing service status does not apply to nor can tenure be earned in any supplemental position.

Supplements will not be paid for an activity that is not sponsored by the school.

LAUDERDALE COUNTY BOARD OF EDUCATION
2025 – 2026 SALARY SCHEDULE

ATHLETIC AND BAND SUPPLEMENTS

Steps		
	0 - 2	3+
FALL ACTIVITIES		
FOOTBALL		
HEAD COACH	15,800	16,800
ASSISTANT (3)	4,200	4,400
ASSISTANT (1)	3,000	3,500
ASSISTANT (1)	1,600	1,800
BASKETBALL		
HEAD COACH	11,500	12,000
ASSISTANT (1)	3,000	3,500
ASSISTANT (1)	2,000	2,200
VOLLEYBALL		
HEAD COACH	4,000	4,500
ASSISTANT (1)	1,200	1,300
ASSISTANT (1)	1,000	1,100
CHEERLEADING		
VARSITY	3,000	3,500
JUNIOR HIGH	1,800	2,000
CROSS COUNTRY	1,000	1,200
BAND		
DIRECTOR	9,000	9,500
EXTRA HELP	2,400	2,400
SPRING ACTIVITIES		
BASEBALL		
HEAD COACH	5,000	5,250
ASSISTANT (1)	1,250	1,250
ASSISTANT (1)	800	900
FIELD MAINTENANCE (1)	600	600
SOFTBALL		
HEAD COACH	5,000	5,250
ASSISTANT (1)	1,250	1,250
ASSISTANT (1)	800	900
FIELD MAINTENANCE (1)	600	600
TRACK	1,000	1,200
GOLF	1,000	1,200
TENNIS	1,000	1,200

Supplements will be paid in twelve equal installments.

Coaches/Directors resigning prior to the end of a contract year will have supplemental pay prorated based on 187-day contract.

All supplemental raises are at the discretion of the Board, including any State raises.

Supplements are for one year only and are not included when base salary is calculated.

Staff members must be recommended on a yearly basis.

Continuing service status does not apply to nor can tenure be earned in any supplemental position.

Basketball, Volleyball, Baseball and Softball must have 3 teams to qualify for 3 supplements.

Schools without a middle school football team will lose 1 football supplement.

Schools with more than one Cheer, Track, Cross Country, Golf, or Tennis sponsor may split the supplement more than two ways.

Those who coach both girls' and boys' teams will receive the full supplement of each sport.

Coaches driving team buses will be compensated as would any other driver.

Supplements will not be paid for an activity that is not sponsored by the school.

Placement on the supplement schedule will be based on years of experience in public education.

The school principal is responsible for the accuracy of reporting placement on the supplement schedule.