

2025 – 2026 SALARY SCHEDULE



BOAZ CITY SCHOOLS

**Dr. Todd Haynie
Superintendent**

Board approved:

June 12, 2025

Amendment Board approved:

July 9, 2025

BOAZ CITY BOARD OF EDUCATION SALARY SCHEDULE
2025 - 2026

Supertintendent & Directors	1
Principals & Assistant Principals	2
Other Certified (includes Teachers, Library Media Specialist, Speech Pathologist, Counselor, Instructional Partner, Instructional Technology Specialist, IEP/Eligibility Coordinator, Educational Diagnostician, Math Specialist, Mental Health/Testing Coordinator)	3-5
Nurses	6
Mental Health, Communications & Career Coach	7
Child Nutrition	8-9
Support Staff	10
Computer Services	11
Instructional Support Staff	12
Maintenance & Custodial	13
Transportation	14
Extended Day & Summer Programs	15
Other Contract Services	16
Substitutes	17
Supplements	18-20

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
SUPERINTENDENT & DIRECTORS
2025-2026**

SUPERINTENDENT

12 Mos. *Negotiated*

CHIEF SCHOOL FINANCIAL OFFICER

12 Mos. *Negotiated*

**DIRECTOR OF TEACHING AND LEARNING (240 Days)
DIRECTOR OF SPECIAL EDUCATION (240 Days)
DIRECTOR OF STUDENT/SUPPORT SERVICES (240 Days)
DIRECTOR OF FEDERAL PROGRAMS (240 Days)
DIRECTOR OF CAREER/TECHNICAL EDUCATION (240 Days)**

Initial step placement based on a combination of the following: 1) Experience as a Director or comparable position in another public school system and 2) Experience as a Principal in a public school based on 1 step per 3 years as Principal, negotiable where partial 3 year periods occur.

Years Exp	< 3	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
M.S.	\$ 96,744	\$ 98,074	\$ 99,405	\$ 100,494	\$ 101,128	\$ 101,287	\$ 102,232	\$ 103,178	\$ 104,389	\$ 106,081
Additional:	\$683 per month for ED.S/AA Certificate plus \$683 per month for earned Doctorate									

DIRECTOR OF CHILD NUTRITION (240 Days)

Initial step placement based on experience in a comparable position and includes R.D. certification.

Years Exp	< 3	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
B.S.	\$ 72,103	\$ 74,986	\$ 77,236	\$ 79,554	\$ 81,940	\$ 84,398	\$ 86,931	\$ 89,538	\$ 92,224	\$ 96,026

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
PRINCIPALS AND ASSISTANT PRINCIPALS
2025-2026**

Elementary School Principal (K-5) - 240 Days

Years Exp	< 3	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
M.S.	\$ 90,484	\$ 91,828	\$ 93,171	\$ 94,000	\$ 94,401	\$ 95,033	\$ 96,047	\$ 97,067	\$ 98,335	\$ 99,627
ED.S/AA	\$ 96,949	\$ 98,387	\$ 99,826	\$ 100,743	\$ 101,173	\$ 101,852	\$ 102,906	\$ 103,984	\$ 105,397	\$ 106,838
D.O.	\$ 103,411	\$ 104,946	\$ 106,483	\$ 107,429	\$ 107,876	\$ 108,620	\$ 109,711	\$ 110,838	\$ 112,397	\$ 113,985

Step placement based on experience as a Principal.

Middle School Principal (6-8) - 240 Days

Years Exp	< 3	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
M.S.	\$ 95,686	\$ 96,883	\$ 98,093	\$ 99,319	\$ 100,562	\$ 101,818	\$ 103,091	\$ 104,380	\$ 105,684	\$ 107,005
ED.S/AA	\$ 102,151	\$ 103,428	\$ 104,720	\$ 106,029	\$ 107,355	\$ 108,696	\$ 110,055	\$ 111,431	\$ 112,824	\$ 114,234
D.O.	\$ 108,613	\$ 109,970	\$ 111,345	\$ 112,737	\$ 114,146	\$ 115,573	\$ 117,017	\$ 118,480	\$ 119,961	\$ 121,461

Middle School Principal contracts can be negotiated based on demonstrated success and experience.

High School Principal (9-12) - 240 Days

Years Exp	< 3	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
M.S.	\$ 100,888	\$ 102,150	\$ 103,427	\$ 104,719	\$ 106,028	\$ 107,354	\$ 108,695	\$ 110,054	\$ 111,430	\$ 112,823
ED.S/AA	\$ 107,353	\$ 108,694	\$ 110,053	\$ 111,429	\$ 112,822	\$ 114,232	\$ 115,660	\$ 117,105	\$ 118,570	\$ 120,052
D.O.	\$ 113,815	\$ 115,238	\$ 116,678	\$ 118,136	\$ 119,613	\$ 121,108	\$ 122,622	\$ 124,154	\$ 125,707	\$ 127,278

High School Principal contracts can be negotiated based on demonstrated success and experience.

Assistant Principal - 240 Days

240 Day Teacher Salary + \$4,700

Assistant Principals will be placed on the appropriate step on the teachers salary schedule (see page 4 for schedule and experience credit).

Assistant Principal - 202 Days

202 Day Teacher Salary + \$4,700

Assistant Principals will be placed on the appropriate step on the teachers salary schedule (see page 3 for schedule and experience credit).

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
TEACHER - 9 Month and 10 Month
2025-2026**

9-Month TEACHER (187 Days)						10-Month TEACHER (202 Days)					
Step	BS	MS	6Y	DO	ND	Step	BS	MS	6Y	DO	ND
0	\$ 47,600	\$ 51,875	\$ 55,936	\$ 59,995	\$ 47,600	0	\$ 51,418	\$ 56,036	\$ 60,423	\$ 64,807	\$ 51,418
1	\$ 47,600	\$ 51,875	\$ 55,936	\$ 59,995	\$ 47,600	1	\$ 51,418	\$ 56,036	\$ 60,423	\$ 64,807	\$ 51,418
2	\$ 47,600	\$ 51,875	\$ 55,936	\$ 59,995	\$ 47,600	2	\$ 51,418	\$ 56,036	\$ 60,423	\$ 64,807	\$ 51,418
3	\$ 49,616	\$ 57,058	\$ 61,524	\$ 65,997	\$ 49,616	3	\$ 53,596	\$ 61,635	\$ 66,459	\$ 71,291	\$ 53,596
4	\$ 49,616	\$ 57,058	\$ 61,524	\$ 65,997	\$ 49,616	4	\$ 53,596	\$ 61,635	\$ 66,459	\$ 71,291	\$ 53,596
5	\$ 49,616	\$ 57,058	\$ 61,524	\$ 65,997	\$ 49,616	5	\$ 53,596	\$ 61,635	\$ 66,459	\$ 71,291	\$ 53,596
6	\$ 51,792	\$ 59,558	\$ 64,237	\$ 68,881	\$ 51,792	6	\$ 55,946	\$ 64,335	\$ 69,390	\$ 74,406	\$ 55,946
7	\$ 51,792	\$ 59,558	\$ 64,237	\$ 68,881	\$ 51,792	7	\$ 55,946	\$ 64,335	\$ 69,390	\$ 74,406	\$ 55,946
8	\$ 51,792	\$ 59,558	\$ 64,237	\$ 68,881	\$ 51,792	8	\$ 55,946	\$ 64,335	\$ 69,390	\$ 74,406	\$ 55,946
9	\$ 53,356	\$ 61,358	\$ 66,177	\$ 70,962	\$ 53,356	9	\$ 57,636	\$ 66,280	\$ 71,485	\$ 76,654	\$ 57,636
10	\$ 53,888	\$ 61,971	\$ 66,838	\$ 71,671	\$ 53,888	10	\$ 58,211	\$ 66,942	\$ 72,199	\$ 77,420	\$ 58,211
11	\$ 54,428	\$ 62,591	\$ 67,506	\$ 72,387	\$ 54,428	11	\$ 58,794	\$ 67,612	\$ 72,921	\$ 78,193	\$ 58,794
12	\$ 54,972	\$ 63,217	\$ 68,181	\$ 73,111	\$ 54,972	12	\$ 59,382	\$ 68,288	\$ 73,650	\$ 78,976	\$ 59,382
13	\$ 55,522	\$ 63,848	\$ 68,864	\$ 73,842	\$ 55,522	13	\$ 59,976	\$ 68,969	\$ 74,388	\$ 79,765	\$ 59,976
14	\$ 56,077	\$ 64,487	\$ 69,551	\$ 74,581	\$ 56,077	14	\$ 60,575	\$ 69,660	\$ 75,130	\$ 80,563	\$ 60,575
15	\$ 56,638	\$ 65,133	\$ 70,248	\$ 75,327	\$ 56,638	15	\$ 61,181	\$ 70,358	\$ 75,883	\$ 81,369	\$ 61,181
16	\$ 57,204	\$ 65,783	\$ 70,950	\$ 76,080	\$ 57,204	16	\$ 61,793	\$ 71,060	\$ 76,641	\$ 82,183	\$ 61,793
17	\$ 57,776	\$ 66,441	\$ 71,660	\$ 76,841	\$ 57,776	17	\$ 62,410	\$ 71,770	\$ 77,408	\$ 83,005	\$ 62,410
18	\$ 58,354	\$ 67,105	\$ 72,377	\$ 77,608	\$ 58,354	18	\$ 63,035	\$ 72,488	\$ 78,183	\$ 83,833	\$ 63,035
19	\$ 58,937	\$ 67,776	\$ 73,101	\$ 78,384	\$ 58,937	19	\$ 63,665	\$ 73,213	\$ 78,965	\$ 84,671	\$ 63,665
20	\$ 59,527	\$ 68,454	\$ 73,831	\$ 79,169	\$ 59,527	20	\$ 64,302	\$ 73,945	\$ 79,753	\$ 85,519	\$ 64,302
21	\$ 60,122	\$ 69,139	\$ 74,570	\$ 79,961	\$ 60,122	21	\$ 64,945	\$ 74,685	\$ 80,552	\$ 86,375	\$ 64,945
22	\$ 60,723	\$ 69,831	\$ 75,314	\$ 80,760	\$ 60,723	22	\$ 65,594	\$ 75,432	\$ 81,355	\$ 87,238	\$ 65,594
23	\$ 61,330	\$ 70,528	\$ 76,068	\$ 81,567	\$ 61,330	23	\$ 66,250	\$ 76,185	\$ 82,170	\$ 88,110	\$ 66,250
24	\$ 61,944	\$ 71,234	\$ 76,829	\$ 82,383	\$ 61,944	24	\$ 66,913	\$ 76,948	\$ 82,992	\$ 88,991	\$ 66,913
25	\$ 62,563	\$ 71,946	\$ 77,597	\$ 83,207	\$ 62,563	25	\$ 67,581	\$ 77,717	\$ 83,821	\$ 89,881	\$ 67,581
26	\$ 63,188	\$ 72,665	\$ 78,373	\$ 84,039	\$ 63,188	26	\$ 68,257	\$ 78,494	\$ 84,660	\$ 90,780	\$ 68,257
27	\$ 63,821	\$ 73,392	\$ 79,157	\$ 84,880	\$ 63,821	27	\$ 68,940	\$ 79,279	\$ 85,506	\$ 91,689	\$ 68,940
28	\$ 64,459	\$ 74,126	\$ 79,948	\$ 85,728	\$ 64,459	28	\$ 69,630	\$ 80,072	\$ 86,361	\$ 92,605	\$ 69,630
29	\$ 65,104	\$ 74,867	\$ 80,748	\$ 86,586	\$ 65,104	29	\$ 70,326	\$ 80,872	\$ 87,225	\$ 93,531	\$ 70,326
30	\$ 65,754	\$ 75,616	\$ 81,555	\$ 87,452	\$ 65,754	30	\$ 71,028	\$ 81,681	\$ 88,097	\$ 94,467	\$ 71,028
31	\$ 66,412	\$ 76,372	\$ 82,371	\$ 88,325	\$ 66,412	31	\$ 71,739	\$ 82,498	\$ 88,978	\$ 95,410	\$ 71,739
32	\$ 67,077	\$ 77,136	\$ 83,195	\$ 89,209	\$ 67,077	32	\$ 72,458	\$ 83,323	\$ 89,868	\$ 96,365	\$ 72,458
33	\$ 67,747	\$ 77,907	\$ 84,027	\$ 90,102	\$ 67,747	33	\$ 73,181	\$ 84,156	\$ 90,767	\$ 97,329	\$ 73,181
34	\$ 68,424	\$ 78,686	\$ 84,867	\$ 91,003	\$ 68,424	34	\$ 73,913	\$ 84,998	\$ 91,675	\$ 98,303	\$ 73,913
35	\$ 69,109	\$ 79,473	\$ 85,715	\$ 91,912	\$ 69,109	35	\$ 74,653	\$ 85,848	\$ 92,591	\$ 99,285	\$ 74,653

EXPERIENCE CREDIT

Experience credit is awarded based on full-time public school or accredited private school experience either on the elementary/secondary or on the post-secondary level. To be eligible for the experience credit, the employee must have been employed 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.

BS - Bachelor's Degree

MS - Master's Degree

AA - AA Certification or Education Specialist Degree

DO - Doctorate Degree

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
TEACHER - 11 Month and 12 Month
2025-2026**

11-Month TEACHER (222 Days)					
Step	BS	MS	6Y	DO	ND
0	\$ 56,509	\$ 61,584	\$ 66,405	\$ 71,224	\$ 56,509
1	\$ 56,509	\$ 61,584	\$ 66,405	\$ 71,224	\$ 56,509
2	\$ 56,509	\$ 61,584	\$ 66,405	\$ 71,224	\$ 56,509
3	\$ 58,902	\$ 67,737	\$ 73,039	\$ 78,349	\$ 58,902
4	\$ 58,902	\$ 67,737	\$ 73,039	\$ 78,349	\$ 58,902
5	\$ 58,902	\$ 67,737	\$ 73,039	\$ 78,349	\$ 58,902
6	\$ 61,486	\$ 70,705	\$ 76,260	\$ 81,773	\$ 61,486
7	\$ 61,486	\$ 70,705	\$ 76,260	\$ 81,773	\$ 61,486
8	\$ 61,486	\$ 70,705	\$ 76,260	\$ 81,773	\$ 61,486
9	\$ 63,342	\$ 72,842	\$ 78,563	\$ 84,244	\$ 63,342
10	\$ 63,974	\$ 73,570	\$ 79,348	\$ 85,085	\$ 63,974
11	\$ 64,615	\$ 74,306	\$ 80,141	\$ 85,935	\$ 64,615
12	\$ 65,261	\$ 75,049	\$ 80,942	\$ 86,795	\$ 65,261
13	\$ 65,914	\$ 75,798	\$ 81,753	\$ 87,663	\$ 65,914
14	\$ 66,573	\$ 76,557	\$ 82,569	\$ 88,540	\$ 66,573
15	\$ 67,239	\$ 77,324	\$ 83,396	\$ 89,426	\$ 67,239
16	\$ 67,911	\$ 78,095	\$ 84,229	\$ 90,320	\$ 67,911
17	\$ 68,590	\$ 78,876	\$ 85,072	\$ 91,223	\$ 68,590
18	\$ 69,276	\$ 79,665	\$ 85,923	\$ 92,134	\$ 69,276
19	\$ 69,968	\$ 80,461	\$ 86,783	\$ 93,055	\$ 69,968
20	\$ 70,668	\$ 81,266	\$ 87,650	\$ 93,987	\$ 70,668
21	\$ 71,375	\$ 82,079	\$ 88,527	\$ 94,927	\$ 71,375
22	\$ 72,088	\$ 82,901	\$ 89,410	\$ 95,876	\$ 72,088
23	\$ 72,809	\$ 83,728	\$ 90,305	\$ 96,834	\$ 72,809
24	\$ 73,538	\$ 84,567	\$ 91,209	\$ 97,802	\$ 73,538
25	\$ 74,273	\$ 85,412	\$ 92,121	\$ 98,781	\$ 74,273
26	\$ 75,015	\$ 86,265	\$ 93,042	\$ 99,768	\$ 75,015
27	\$ 75,766	\$ 87,128	\$ 93,972	\$ 100,767	\$ 75,766
28	\$ 76,524	\$ 88,000	\$ 94,912	\$ 101,773	\$ 76,524
29	\$ 77,289	\$ 88,880	\$ 95,861	\$ 102,792	\$ 77,289
30	\$ 78,061	\$ 89,769	\$ 96,819	\$ 103,820	\$ 78,061
31	\$ 78,842	\$ 90,666	\$ 97,788	\$ 104,856	\$ 78,842
32	\$ 79,632	\$ 91,573	\$ 98,766	\$ 105,906	\$ 79,632
33	\$ 80,427	\$ 92,489	\$ 99,754	\$ 106,966	\$ 80,427
34	\$ 81,231	\$ 93,413	\$ 100,751	\$ 108,036	\$ 81,231
35	\$ 82,044	\$ 94,348	\$ 101,758	\$ 109,115	\$ 82,044

12-Month TEACHER (240 Days)					
Step	BS	MS	6Y	DO	ND
0	\$ 61,091	\$ 66,578	\$ 71,790	\$ 76,999	\$ 61,091
1	\$ 61,091	\$ 66,578	\$ 71,790	\$ 76,999	\$ 61,091
2	\$ 61,091	\$ 66,578	\$ 71,790	\$ 76,999	\$ 61,091
3	\$ 63,678	\$ 73,230	\$ 78,961	\$ 84,702	\$ 63,678
4	\$ 63,678	\$ 73,230	\$ 78,961	\$ 84,702	\$ 63,678
5	\$ 63,678	\$ 73,230	\$ 78,961	\$ 84,702	\$ 63,678
6	\$ 66,471	\$ 76,438	\$ 82,443	\$ 88,403	\$ 66,471
7	\$ 66,471	\$ 76,438	\$ 82,443	\$ 88,403	\$ 66,471
8	\$ 66,471	\$ 76,438	\$ 82,443	\$ 88,403	\$ 66,471
9	\$ 68,478	\$ 78,748	\$ 84,933	\$ 91,074	\$ 68,478
10	\$ 69,161	\$ 79,535	\$ 85,781	\$ 91,984	\$ 69,161
11	\$ 69,854	\$ 80,331	\$ 86,639	\$ 92,903	\$ 69,854
12	\$ 70,552	\$ 81,134	\$ 87,505	\$ 93,832	\$ 70,552
13	\$ 71,258	\$ 81,944	\$ 88,382	\$ 94,770	\$ 71,258
14	\$ 71,970	\$ 82,764	\$ 89,263	\$ 95,719	\$ 71,970
15	\$ 72,690	\$ 83,593	\$ 90,158	\$ 96,676	\$ 72,690
16	\$ 73,417	\$ 84,427	\$ 91,059	\$ 97,643	\$ 73,417
17	\$ 74,151	\$ 85,272	\$ 91,970	\$ 98,619	\$ 74,151
18	\$ 74,893	\$ 86,124	\$ 92,890	\$ 99,604	\$ 74,893
19	\$ 75,641	\$ 86,985	\$ 93,819	\$ 100,600	\$ 75,641
20	\$ 76,398	\$ 87,855	\$ 94,756	\$ 101,607	\$ 76,398
21	\$ 77,162	\$ 88,735	\$ 95,705	\$ 102,624	\$ 77,162
22	\$ 77,933	\$ 89,623	\$ 96,660	\$ 103,649	\$ 77,933
23	\$ 78,712	\$ 90,517	\$ 97,627	\$ 104,685	\$ 78,712
24	\$ 79,500	\$ 91,423	\$ 98,604	\$ 105,732	\$ 79,500
25	\$ 80,295	\$ 92,337	\$ 99,590	\$ 106,790	\$ 80,295
26	\$ 81,097	\$ 93,260	\$ 100,586	\$ 107,858	\$ 81,097
27	\$ 81,909	\$ 94,193	\$ 101,592	\$ 108,937	\$ 81,909
28	\$ 82,728	\$ 95,135	\$ 102,607	\$ 110,025	\$ 82,728
29	\$ 83,556	\$ 96,086	\$ 103,634	\$ 111,126	\$ 83,556
30	\$ 84,390	\$ 97,047	\$ 104,670	\$ 112,238	\$ 84,390
31	\$ 85,235	\$ 98,018	\$ 105,717	\$ 113,358	\$ 85,235
32	\$ 86,088	\$ 98,998	\$ 106,774	\$ 114,493	\$ 86,088
33	\$ 86,948	\$ 99,988	\$ 107,842	\$ 115,639	\$ 86,948
34	\$ 87,817	\$ 100,987	\$ 108,920	\$ 116,795	\$ 87,817
35	\$ 88,696	\$ 101,997	\$ 110,009	\$ 117,962	\$ 88,696

EXPERIENCE CREDIT

Experience credit is awarded based on full-time public school or accredited private school experience either on the elementary/secondary or on the post-secondary level. To be eligible for the experience credit, the employee must have been employed 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.

BS - Bachelor's Degree

MS - Master's Degree

AA - AA Certification or Education Specialist Degree

DO - Doctorate Degree

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
MATH AND SCIENCE TEACHER PROGRAM
2025-2026**

TEAMS TEACHER - (189 Days)

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

In addition to the above salaries, qualified math and science teachers employed in hard-to-staff schools shall receive an additional \$5,000 stipend. Hard-to-staff schools are determined by the Alabama State Department of Education.

EXPERIENCE CREDIT

Experience credit is awarded based on full-time public school or accredited private school experience either on the elementary/secondary or on the post-secondary level. To be eligible for the experience credit, the employee must have been employed 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.

BS - Bachelor's Degree
MS - Master's Degree
AA - AA Certification or Education Specialist Degree
DO - Doctorate Degree

BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
NURSE - 9 Month and 10 Month
2025-2026

NURSE (187 Days)					
Step	LPN	RN-ASSN	RN-BSN	RN-MSN	RN-DNP
0	\$ 33,930	\$ 44,764	\$ 48,269	\$ 52,049	\$ 56,124
1	\$ 33,930	\$ 44,764	\$ 48,269	\$ 52,049	\$ 56,124
2	\$ 33,930	\$ 44,764	\$ 48,269	\$ 52,049	\$ 56,124
3	\$ 37,319	\$ 49,236	\$ 53,090	\$ 57,248	\$ 61,730
4	\$ 37,319	\$ 49,236	\$ 53,090	\$ 57,248	\$ 61,730
5	\$ 37,319	\$ 49,236	\$ 53,090	\$ 57,248	\$ 61,730
6	\$ 38,955	\$ 51,394	\$ 55,418	\$ 59,758	\$ 64,437
7	\$ 38,955	\$ 51,394	\$ 55,418	\$ 59,758	\$ 64,437
8	\$ 38,955	\$ 51,394	\$ 55,418	\$ 59,758	\$ 64,437
9	\$ 40,131	\$ 52,946	\$ 57,092	\$ 61,562	\$ 66,382
10	\$ 40,532	\$ 53,475	\$ 57,662	\$ 62,177	\$ 67,045
11	\$ 40,937	\$ 54,009	\$ 58,238	\$ 62,799	\$ 67,715
12	\$ 41,347	\$ 54,550	\$ 58,822	\$ 63,427	\$ 68,394
13	\$ 41,760	\$ 55,096	\$ 59,409	\$ 64,062	\$ 69,077
14	\$ 42,179	\$ 55,647	\$ 60,004	\$ 64,702	\$ 69,768
15	\$ 42,601	\$ 56,204	\$ 60,604	\$ 65,350	\$ 70,466
16	\$ 43,026	\$ 56,765	\$ 61,210	\$ 66,003	\$ 71,170
17	\$ 43,457	\$ 57,333	\$ 61,822	\$ 66,663	\$ 71,882
18	\$ 43,891	\$ 57,906	\$ 62,440	\$ 67,329	\$ 72,601
19	\$ 44,330	\$ 58,485	\$ 63,064	\$ 68,002	\$ 73,327
20	\$ 44,772	\$ 59,070	\$ 63,694	\$ 68,682	\$ 74,060
21	\$ 45,221	\$ 59,661	\$ 64,332	\$ 69,370	\$ 74,801
22	\$ 45,673	\$ 60,257	\$ 64,974	\$ 70,062	\$ 75,548
23	\$ 46,130	\$ 60,860	\$ 65,625	\$ 70,763	\$ 76,304
24	\$ 46,591	\$ 61,469	\$ 66,282	\$ 71,472	\$ 77,068
25	\$ 47,057	\$ 62,083	\$ 66,944	\$ 72,186	\$ 77,838
26	\$ 47,527	\$ 62,703	\$ 67,613	\$ 72,907	\$ 78,616
27	\$ 48,003	\$ 63,331	\$ 68,291	\$ 73,637	\$ 79,403
28	\$ 48,483	\$ 63,964	\$ 68,973	\$ 74,373	\$ 80,196
29	\$ 48,968	\$ 64,604	\$ 69,662	\$ 75,117	\$ 80,999
30	\$ 49,457	\$ 65,250	\$ 70,358	\$ 75,867	\$ 81,808
31	\$ 49,952	\$ 65,902	\$ 71,062	\$ 76,626	\$ 82,626
32	\$ 50,452	\$ 66,562	\$ 71,774	\$ 77,393	\$ 83,453
33	\$ 50,956	\$ 67,227	\$ 72,490	\$ 78,166	\$ 84,287
34	\$ 51,465	\$ 67,899	\$ 73,215	\$ 78,947	\$ 85,130
35	\$ 51,980	\$ 68,578	\$ 73,947	\$ 79,738	\$ 85,981

LEAD NURSE (202 Days)				
Step	RN-ASSN	RN-BSN	RN-MSN	RN-DNP
0	\$ 48,355	\$ 52,141	\$ 56,224	\$ 60,626
1	\$ 48,355	\$ 52,141	\$ 56,224	\$ 60,626
2	\$ 48,355	\$ 52,141	\$ 56,224	\$ 60,626
3	\$ 53,185	\$ 57,349	\$ 61,840	\$ 66,682
4	\$ 53,185	\$ 57,349	\$ 61,840	\$ 66,682
5	\$ 53,185	\$ 57,349	\$ 61,840	\$ 66,682
6	\$ 55,517	\$ 59,863	\$ 64,551	\$ 69,606
7	\$ 55,517	\$ 59,863	\$ 64,551	\$ 69,606
8	\$ 55,517	\$ 59,863	\$ 64,551	\$ 69,606
9	\$ 57,193	\$ 61,672	\$ 66,500	\$ 71,707
10	\$ 57,764	\$ 62,287	\$ 67,164	\$ 72,423
11	\$ 58,341	\$ 62,909	\$ 67,836	\$ 73,147
12	\$ 58,926	\$ 63,540	\$ 68,515	\$ 73,880
13	\$ 59,515	\$ 64,174	\$ 69,201	\$ 74,618
14	\$ 60,111	\$ 64,817	\$ 69,892	\$ 75,364
15	\$ 60,712	\$ 65,465	\$ 70,592	\$ 76,118
16	\$ 61,318	\$ 66,120	\$ 71,297	\$ 76,879
17	\$ 61,932	\$ 66,781	\$ 72,010	\$ 77,648
18	\$ 62,551	\$ 67,449	\$ 72,730	\$ 78,425
19	\$ 63,176	\$ 68,123	\$ 73,457	\$ 79,209
20	\$ 63,808	\$ 68,803	\$ 74,191	\$ 80,001
21	\$ 64,447	\$ 69,492	\$ 74,934	\$ 80,801
22	\$ 65,090	\$ 70,186	\$ 75,682	\$ 81,608
23	\$ 65,742	\$ 70,889	\$ 76,439	\$ 82,425
24	\$ 66,400	\$ 71,599	\$ 77,205	\$ 83,250
25	\$ 67,063	\$ 72,314	\$ 77,976	\$ 84,082
26	\$ 67,733	\$ 73,037	\$ 78,755	\$ 84,922
27	\$ 68,411	\$ 73,769	\$ 79,544	\$ 85,772
28	\$ 69,095	\$ 74,506	\$ 80,339	\$ 86,629
29	\$ 69,786	\$ 75,250	\$ 81,142	\$ 87,496
30	\$ 70,484	\$ 76,002	\$ 81,953	\$ 88,370
31	\$ 71,188	\$ 76,762	\$ 82,772	\$ 89,254
32	\$ 71,901	\$ 77,531	\$ 83,601	\$ 90,147
33	\$ 72,620	\$ 78,305	\$ 84,436	\$ 91,048
34	\$ 73,345	\$ 79,088	\$ 85,280	\$ 91,959
35	\$ 74,079	\$ 79,879	\$ 86,134	\$ 92,878

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
SUPPORT STAFF
2025-2026**

MENTAL HEALTH COORDINATOR - 9 MONTHS (187 days)

Steps	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
187 days 8 hrs/ day	\$37,901	\$41,690	\$43,359	\$44,225	\$45,110	\$46,013	\$46,932	\$47,871	\$48,829	\$49,805
Hourly Rate	\$ 25.33	\$ 27.87	\$ 28.98	\$ 29.56	\$ 30.15	\$ 30.76	\$ 31.37	\$ 32.00	\$ 32.64	\$ 33.29

COMMUNICATIONS SPECIALIST (240 days)

Steps	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
240 Days	\$ 57,894	\$ 63,678	\$ 66,469	\$ 67,797	\$ 69,153	\$ 70,537	\$ 71,948	\$ 73,387	\$ 74,854	\$ 76,352

CAREER COACH (202 days)

See 10 Month Teacher (202 days) salary schedule on page 3.

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
CHILD NUTRITION PROGRAM
2025-2026**

Note: School Nutrition Association Certification is required for all CNP Managers and Assistant Managers

CNP MANAGER - BIS or BMS

Steps	0	1	2	3	4	5+
187 Days 7.5 hrs/day	\$ 35,275	\$ 36,155	\$ 37,061	\$ 38,171	\$ 39,318	\$ 40,496
Hourly Rate	\$ 25.15	\$ 25.78	\$ 26.42	\$ 27.22	\$ 28.03	\$ 28.87

CNP MANAGER - BHS

Steps	0	1	2	3	4	5+
187 Days 7.5 hrs/day	\$ 36,211	\$ 37,117	\$ 38,043	\$ 39,185	\$ 40,361	\$ 41,571
Hourly Rate	\$ 25.82	\$ 26.46	\$ 27.13	\$ 27.94	\$ 28.78	\$ 29.64

CNP MANAGER - BES/CES

Steps	0	1	2	3	4	5+
187 Days 7.5 hrs/day	\$ 38,084	\$ 39,036	\$ 40,012	\$ 41,212	\$ 42,449	\$ 43,721
Hourly Rate	\$ 27.15	\$ 27.83	\$ 28.53	\$ 29.38	\$ 30.27	\$ 31.17

CNP ASSISTANT MANAGER - BIS or BMS

Steps	0	1	2	3	4	5	6	7	8+
187 Days 7.5 hrs/day	\$ 27,918	\$ 28,616	\$ 29,332	\$ 30,212	\$ 31,118	\$ 32,051	\$ 33,014	\$ 34,005	\$ 35,024
Hourly Rate	\$ 19.91	\$ 20.40	\$ 20.91	\$ 21.54	\$ 22.19	\$ 22.85	\$ 23.54	\$ 24.25	\$ 24.97

CNP ASSISTANT MANAGER - BHS

Steps	0	1	2	3	4	5	6	7	8+
187 Days 7.5 hrs/day	\$ 29,167	\$ 29,896	\$ 30,644	\$ 31,564	\$ 32,510	\$ 33,486	\$ 34,489	\$ 35,526	\$ 36,590
Hourly Rate	\$ 20.80	\$ 21.32	\$ 21.85	\$ 22.51	\$ 23.18	\$ 23.88	\$ 24.59	\$ 25.33	\$ 26.09

CNP ASSISTANT MANAGER - BES/CES

Steps	0	1	2	3	4	5	6	7	8+
187 Days 7.5 hrs/day	\$ 31,665	\$ 32,456	\$ 33,268	\$ 34,266	\$ 35,294	\$ 36,353	\$ 37,443	\$ 38,567	\$ 39,723
Hourly Rate	\$ 22.58	\$ 23.14	\$ 23.72	\$ 24.43	\$ 25.17	\$ 25.92	\$ 26.70	\$ 27.50	\$ 28.32

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
CHILD NUTRITION PROGRAM
2025-2026**

6 HR CNP WORKER - School Nutrition Association Certified (Any School)												
Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
187 Days 6 hrs/day	\$ 18,476	\$ 19,726	\$ 21,210	\$ 22,764	\$ 23,188	\$ 23,627	\$ 24,049	\$ 24,630	\$ 25,118	\$ 25,472	\$ 26,431	\$ 27,404
Hourly Rate	\$ 16.47	\$ 17.58	\$ 18.90	\$ 20.29	\$ 20.67	\$ 21.06	\$ 21.43	\$ 21.95	\$ 22.39	\$ 22.70	\$ 23.56	\$ 24.42
7 HR CNP WORKER - School Nutrition Association Certified (Any School)												
Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
187 Days 7 hrs/day	\$ 21,555	\$ 23,013	\$ 24,744	\$ 26,559	\$ 27,051	\$ 27,567	\$ 28,057	\$ 28,734	\$ 29,303	\$ 29,718	\$ 30,837	\$ 31,972
Hourly Rate	\$ 16.47	\$ 17.58	\$ 18.90	\$ 20.29	\$ 20.67	\$ 21.06	\$ 21.43	\$ 21.95	\$ 22.39	\$ 22.70	\$ 23.56	\$ 24.42
7.5 HR CNP WORKER - School Nutrition Association Certified (Any School)												
Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
187 Days 7.5 hrs/day	\$ 23,096	\$ 24,656	\$ 26,513	\$ 28,456	\$ 28,984	\$ 29,534	\$ 30,061	\$ 30,788	\$ 31,397	\$ 31,841	\$ 33,040	\$ 34,255
Hourly Rate	\$ 16.47	\$ 17.58	\$ 18.90	\$ 20.29	\$ 20.67	\$ 21.06	\$ 21.43	\$ 21.95	\$ 22.39	\$ 22.70	\$ 23.56	\$ 24.42
6 HR CNP WORKER - Non-Certified (Any School)												
Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
187 Days 6 hrs/day	\$ 17,163	\$ 18,403	\$ 19,868	\$ 21,317	\$ 21,708	\$ 22,120	\$ 22,533	\$ 23,099	\$ 23,556	\$ 23,907	\$ 24,840	\$ 25,787
Hourly Rate	\$ 15.30	\$ 16.40	\$ 17.71	\$ 19.00	\$ 19.35	\$ 19.71	\$ 20.08	\$ 20.59	\$ 20.99	\$ 21.31	\$ 22.14	\$ 22.98
7 HR CNP WORKER - Non-Certified (Any School)												
Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
187 Days 7 hrs/day	\$ 20,023	\$ 21,470	\$ 23,180	\$ 24,870	\$ 25,328	\$ 25,806	\$ 26,288	\$ 26,948	\$ 27,481	\$ 27,891	\$ 28,979	\$ 30,084
Hourly Rate	\$ 15.30	\$ 16.40	\$ 17.71	\$ 19.00	\$ 19.35	\$ 19.71	\$ 20.08	\$ 20.59	\$ 20.99	\$ 21.31	\$ 22.14	\$ 22.98
7.5 HR CNP WORKER - Non-Certified (Any School)												
Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
187 Days 7.5 hrs/day	\$ 21,454	\$ 23,002	\$ 24,836	\$ 26,646	\$ 27,136	\$ 27,649	\$ 28,166	\$ 28,872	\$ 29,444	\$ 29,884	\$ 31,050	\$ 32,233
Hourly Rate	\$ 15.30	\$ 16.40	\$ 17.71	\$ 19.00	\$ 19.35	\$ 19.71	\$ 20.08	\$ 20.59	\$ 20.99	\$ 21.31	\$ 22.14	\$ 22.98

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
SUPPORT STAFF
2025-2026**

CENTRAL OFFICE ACCOUNTANT - B.S. Degree - 12 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days (8 hrs/day)	\$60,451	\$60,881	\$63,623	\$66,653	\$69,664	\$71,914	\$73,332	\$75,140	\$77,019	\$79,329	\$81,709	\$84,160
Hourly Rate	\$ 31.48	\$ 31.71	\$ 33.14	\$ 34.72	\$ 36.28	\$ 37.46	\$ 38.19	\$ 39.14	\$ 40.11	\$ 41.32	\$ 42.56	\$ 43.83

SECRETARY TO SUPERINTENDENT - 12 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days (8 hrs/day)	\$53,350	\$54,417	\$55,505	\$57,170	\$58,313	\$59,479	\$61,263	\$63,101	\$64,994	\$66,294	\$67,620	\$68,972
Hourly Rate	\$ 27.79	\$ 28.34	\$ 28.91	\$ 29.78	\$ 30.37	\$ 30.98	\$ 31.91	\$ 32.87	\$ 33.85	\$ 34.53	\$ 35.22	\$ 35.92

CENTRAL OFFICE SECRETARY - 12 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days (8 hrs/day)	\$38,608	\$39,380	\$40,168	\$41,373	\$42,200	\$43,044	\$43,905	\$44,783	\$45,679	\$46,593	\$47,524	\$48,474
Hourly Rate	\$ 20.11	\$ 20.51	\$ 20.92	\$ 21.55	\$ 21.98	\$ 22.42	\$ 22.87	\$ 23.32	\$ 23.79	\$ 24.27	\$ 24.75	\$ 25.25

CENTRAL OFFICE SECRETARY - 10 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
202 Days (8 hrs/day)	\$32,498	\$33,144	\$33,807	\$34,825	\$35,520	\$36,231	\$36,958	\$37,685	\$38,445	\$39,220	\$39,996	\$40,804
Hourly Rate	\$ 20.11	\$ 20.51	\$ 20.92	\$ 21.55	\$ 21.98	\$ 22.42	\$ 22.87	\$ 23.32	\$ 23.79	\$ 24.27	\$ 24.75	\$ 25.25

LOCAL SCHOOL BOOKKEEPER - B.S. Degree - 12 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days (8 hrs/day)	\$39,360	\$40,147	\$40,950	\$42,179	\$43,023	\$43,883	\$45,199	\$46,555	\$47,952	\$49,391	\$50,873	\$52,399
Hourly Rate	\$ 20.50	\$ 20.91	\$ 21.33	\$ 21.97	\$ 22.41	\$ 22.86	\$ 23.54	\$ 24.25	\$ 24.98	\$ 25.72	\$ 26.50	\$ 27.29

LOCAL SCHOOL BOOKKEEPER - B.S. Degree - 10 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
202 Days (8 hrs/day)	\$33,128	\$33,791	\$34,467	\$35,501	\$36,211	\$36,935	\$38,043	\$39,184	\$40,360	\$41,571	\$42,818	\$44,103
Hourly Rate	\$ 20.50	\$ 20.91	\$ 21.33	\$ 21.97	\$ 22.41	\$ 22.86	\$ 23.54	\$ 24.25	\$ 24.98	\$ 25.72	\$ 26.50	\$ 27.29

LOCAL SCHOOL BOOKKEEPER - No Degree - 12 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days (8 hrs/day)	\$34,560	\$35,251	\$35,956	\$37,035	\$37,776	\$38,532	\$39,688	\$40,879	\$42,105	\$43,368	\$44,669	\$46,009
Hourly Rate	\$ 18.00	\$ 18.36	\$ 18.73	\$ 19.29	\$ 19.68	\$ 20.07	\$ 20.67	\$ 21.29	\$ 21.93	\$ 22.59	\$ 23.27	\$ 23.96

LOCAL SCHOOL BOOKKEEPER - No Degree - 10 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
202 Days (8 hrs/day)	\$29,088	\$29,670	\$30,263	\$31,171	\$31,794	\$32,430	\$33,403	\$34,405	\$35,437	\$36,500	\$37,595	\$38,723
Hourly Rate	\$ 18.00	\$ 18.36	\$ 18.73	\$ 19.29	\$ 19.67	\$ 20.07	\$ 20.67	\$ 21.29	\$ 21.93	\$ 22.59	\$ 23.26	\$ 23.96

LOCAL SCHOOL SECRETARY - 12 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days (8 hrs/day)	\$34,560	\$35,251	\$35,956	\$37,035	\$37,776	\$38,532	\$39,688	\$40,879	\$42,105	\$43,368	\$44,669	\$46,009
Hourly Rate	\$ 18.00	\$ 18.36	\$ 18.73	\$ 19.29	\$ 19.68	\$ 20.07	\$ 20.67	\$ 21.29	\$ 21.93	\$ 22.59	\$ 23.27	\$ 23.96

LOCAL SCHOOL SECRETARY - 10 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
202 Days (8 hrs/day)	\$29,088	\$29,670	\$30,263	\$31,171	\$31,794	\$32,430	\$33,403	\$34,405	\$35,437	\$36,500	\$37,595	\$38,723
Hourly Rate	\$ 18.00	\$ 18.36	\$ 18.73	\$ 19.29	\$ 19.67	\$ 20.07	\$ 20.67	\$ 21.29	\$ 21.93	\$ 22.59	\$ 23.26	\$ 23.96

REGISTRAR - 9 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
187 Days (7 1/2 hrs/day)	\$23,879	\$24,142	\$24,501	\$24,792	\$25,099	\$25,411	\$25,721	\$26,202	\$26,559	\$26,797	\$27,701	\$28,617
Hourly Rate	\$ 17.03	\$ 17.21	\$ 17.47	\$ 17.68	\$ 17.90	\$ 18.12	\$ 18.34	\$ 18.68	\$ 18.94	\$ 19.11	\$ 19.75	\$ 20.40

MIGRANT & HOMELESS LIASON/RECRUITER - 10 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
202 Days (8 hrs/day)	\$39,965	\$40,764	\$41,580	\$42,412	\$43,260	\$44,124	\$45,006	\$45,908	\$46,826	\$47,763	\$48,717	\$49,692
Hourly Rate	\$ 24.73	\$ 25.23	\$ 25.73	\$ 26.25	\$ 26.77	\$ 27.30	\$ 27.85	\$ 28.41	\$ 28.98	\$ 29.56	\$ 30.15	\$ 30.75

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
COMPUTER SERVICES
2025-2026**

TECHNOLOGY COORDINATOR - 12 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days	\$71,405	\$72,134	\$73,176	\$76,835	\$78,755	\$80,724	\$83,145	\$85,640	\$88,210	\$91,296	\$94,491	\$97,799

NETWORK ADMINISTRATOR/WEB MASTER - 12 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days	\$60,451	\$61,660	\$62,893	\$66,038	\$67,689	\$69,382	\$71,464	\$73,608	\$75,817	\$78,471	\$81,218	\$84,060

COMPUTER TECHNICIAN - 12 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days	\$40,386	\$41,193	\$43,572	\$45,636	\$47,916	\$51,249	\$54,720	\$57,222	\$60,083	\$61,886	\$63,742	\$65,346
8 Hrs												
Hourly Rate	\$ 21.03	\$ 21.45	\$ 22.69	\$ 23.77	\$ 24.96	\$ 26.69	\$ 28.50	\$ 29.80	\$ 31.29	\$ 32.23	\$ 33.20	\$ 34.03

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
INSTRUCTIONAL SUPPORT STAFF
2025-2026**

INSTRUCTIONAL ASSISTANT HOLDING A VALID TEACHING CERTIFICATE - 9 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
187 Days 8 hrs	\$35,156	\$35,683	\$36,218	\$37,305	\$37,865	\$38,433	\$39,202	\$39,986	\$40,786	\$41,602	\$42,434	\$43,707
Hourly Rate	\$ 23.50	\$ 23.85	\$ 24.21	\$ 24.94	\$ 25.31	\$ 25.69	\$ 26.20	\$ 26.73	\$ 27.26	\$ 27.81	\$ 28.36	\$ 29.22

INSTRUCTIONAL ASSISTANT (Non-Certified) - 9 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
187 Days 8 hrs	\$30,000	\$30,450	\$30,907	\$31,834	\$32,312	\$32,797	\$33,453	\$34,122	\$34,804	\$35,500	\$36,210	\$37,296
Hourly Rate	\$ 20.05	\$ 20.35	\$ 20.66	\$ 21.28	\$ 21.60	\$ 21.92	\$ 22.36	\$ 22.81	\$ 23.26	\$ 23.73	\$ 24.20	\$ 24.93

TRANSLATOR - 9 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
187 Days 8 hrs	\$30,819	\$31,170	\$31,643	\$32,011	\$32,429	\$32,831	\$33,268	\$33,910	\$34,392	\$34,719	\$35,723	\$36,743
Hourly Rate	\$ 20.60	\$ 20.84	\$ 21.15	\$ 21.40	\$ 21.68	\$ 21.95	\$ 22.24	\$ 22.67	\$ 22.99	\$ 23.21	\$ 23.88	\$ 24.56

PARENT EDUCATOR LEAD - 10 Mos.

Steps	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
202 days 8 hrs/ day	\$37,675	\$38,429	\$39,197	\$39,965	\$40,764	\$41,579	\$42,412	\$43,259	\$44,124	\$45,008
Hourly Rate	\$ 23.31	\$ 23.78	\$ 24.26	\$ 24.73	\$ 25.23	\$ 25.73	\$ 26.25	\$ 26.77	\$ 27.30	\$ 27.85

PARENT EDUCATOR - 10 Mos.

Steps	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
202 days 8 hrs/ day	\$33,305	\$33,971	\$34,650	\$35,343	\$36,050	\$36,771	\$37,506	\$38,256	\$39,022	\$39,802
Hourly Rate	\$ 20.61	\$ 21.02	\$ 21.44	\$ 21.87	\$ 22.31	\$ 22.75	\$ 23.21	\$ 23.67	\$ 24.15	\$ 24.63

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
MAINTENANCE AND CUSTODIAL
2025-2026**

LEAD MAINTENANCE WORKER (LEVEL 4 - SKILLED) - 12 Mos. (240 Days)

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
8 hrs/day	\$51,540	\$53,086	\$54,679	\$56,319	\$58,009	\$59,749	\$61,541	\$63,387	\$65,289	\$67,248	\$69,265	\$71,343
Hourly Rate	\$ 26.84	\$ 27.65	\$ 28.48	\$ 29.33	\$ 30.21	\$ 31.12	\$ 32.05	\$ 33.01	\$ 34.00	\$ 35.03	\$ 36.08	\$ 37.16

MAINTENANCE WORKER (LEVEL 3 - SKILLED) - 12 Mos. (240 Days)

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
8 hrs/day	\$36,077	\$37,159	\$38,274	\$39,422	\$40,605	\$41,823	\$43,078	\$44,370	\$45,701	\$47,072	\$48,484	\$49,939
Hourly Rate	\$ 18.79	\$ 19.35	\$ 19.93	\$ 20.53	\$ 21.15	\$ 21.78	\$ 22.44	\$ 23.11	\$ 23.80	\$ 24.52	\$ 25.25	\$ 26.01

LEAD CUSTODIAN - 12 Mos. (240 DAYS)

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
8 hrs/day	\$ 35,245	\$ 36,302	\$ 37,391	\$ 38,513	\$ 39,668	\$ 40,858	\$ 42,084	\$ 43,347	\$ 44,647	\$ 45,986	\$ 47,366	\$ 48,787
Hourly Rate	\$ 18.36	\$ 18.91	\$ 19.47	\$ 20.06	\$ 20.66	\$ 21.28	\$ 21.92	\$ 22.58	\$ 23.25	\$ 23.95	\$ 24.67	\$ 25.41

CUSTODIAN - 12 Mos. (240 DAYS)

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
8 hrs/day	\$ 30,648	\$ 31,567	\$ 32,514	\$ 33,489	\$ 34,494	\$ 35,529	\$ 36,595	\$ 37,693	\$ 38,824	\$ 39,989	\$ 41,189	\$ 42,425
Hourly Rate	\$ 15.96	\$ 16.44	\$ 16.93	\$ 17.44	\$ 17.97	\$ 18.50	\$ 19.06	\$ 19.63	\$ 20.22	\$ 20.83	\$ 21.45	\$ 22.10

CUSTODIAN - 9 Mos. (187 DAYS)

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
8 hrs/day	\$ 23,879	\$ 24,595	\$ 25,333	\$ 26,093	\$ 26,876	\$ 27,682	\$ 28,512	\$ 29,367	\$ 30,248	\$ 31,155	\$ 32,090	\$ 33,053
Hourly Rate	\$ 15.96	\$ 16.44	\$ 16.93	\$ 17.44	\$ 17.97	\$ 18.50	\$ 19.06	\$ 19.63	\$ 20.22	\$ 20.83	\$ 21.45	\$ 22.09

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
TRANSPORTATION
2025-2026**

TRANSPORTATION SUPERVISOR - 12 MONTHS

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days 8 hrs/day	\$56,412	\$57,540	\$58,690	\$60,451	\$61,660	\$62,893	\$64,152	\$65,754	\$67,400	\$69,084	\$70,810	\$72,581
Hourly Rate	\$ 29.38	\$ 29.97	\$ 30.57	\$ 31.48	\$ 32.11	\$ 32.76	\$ 33.41	\$ 34.25	\$ 35.10	\$ 35.98	\$ 36.88	\$ 37.80

MECHANIC - 12 MONTHS

(Must have completed and passed the State of Alabama Mechanic Certification)

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days 8 hrs/day	\$48,554	\$49,040	\$49,527	\$50,013	\$50,498	\$50,983	\$52,050	\$53,466	\$54,631	\$55,554	\$58,098	\$62,852
Hourly Rate	\$ 25.29	\$ 25.54	\$ 25.80	\$ 26.05	\$ 26.30	\$ 26.55	\$ 27.11	\$ 27.85	\$ 28.45	\$ 28.93	\$ 30.26	\$ 32.74

BUS SHOP ASSISTANT - 12 MONTHS

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days 8 hrs/day	\$32,079	\$32,640	\$33,211	\$33,793	\$34,384	\$34,986	\$36,036	\$37,116	\$38,230	\$39,377	\$40,557	\$42,180
Hourly Rate	\$ 16.71	\$ 17.00	\$ 17.30	\$ 17.60	\$ 17.91	\$ 18.22	\$ 18.77	\$ 19.33	\$ 19.91	\$ 20.51	\$ 21.12	\$ 21.97

TRANSPORTATION SECRETARY - 9 MONTHS

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
182 Days 4 hrs/day	\$11,689	\$11,833	\$11,988	\$12,132	\$12,284	\$12,437	\$12,626	\$12,972	\$13,321	\$13,670	\$14,697	\$15,972
Hourly Rate	\$ 16.06	\$ 16.25	\$ 16.47	\$ 16.66	\$ 16.87	\$ 17.08	\$ 17.34	\$ 17.82	\$ 18.30	\$ 18.78	\$ 20.19	\$ 21.94

BUS DRIVER

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
182 Days * 4 hrs/day	\$ 17,251	\$ 17,476	\$ 17,707	\$ 17,938	\$ 18,363	\$ 18,777	\$ 19,220	\$ 19,740	\$ 20,172	\$ 20,513	\$ 21,055	\$ 21,605
Hourly Rate	\$ 23.70	\$ 24.01	\$ 24.32	\$ 24.64	\$ 25.22	\$ 25.79	\$ 26.40	\$ 27.12	\$ 27.71	\$ 28.18	\$ 28.92	\$ 29.68

BUS AIDE

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
182 Days * 4 hrs/day	\$ 12,077	\$ 12,233	\$ 12,395	\$ 12,556	\$ 12,855	\$ 13,145	\$ 13,454	\$ 13,819	\$ 14,122	\$ 14,360	\$ 14,739	\$ 15,717
Hourly Rate	\$ 16.59	\$ 16.80	\$ 17.03	\$ 17.25	\$ 17.66	\$ 18.06	\$ 18.48	\$ 18.98	\$ 19.40	\$ 19.73	\$ 20.25	\$ 21.59

* Bus Aides and Bus Drivers are paid for a minimum of 4 hours per day for a regular route (morning and afternoon).

BUS DRIVER & BUS AIDE - TECH ROUTE & ACTIVITY TRIPS

Tech Route - Round Trip - (in addition to regular route): \$50 per day
Afternoon Tech Route with Aviation \$50 per day

Activity Trips: \$15.00 per hour (see below for additional guidelines)

1. Payment will be for actual time from departure to return, or a minimum of 3 hours, whichever is greater, at the hourly rate stated above.
2. Bus aides will be paid under the same guidelines when they are needed on the bus for an activity trip.
3. For trips involving overnight stays, payment will be made for actual driving time plus required waiting time, not to include rest/sleep periods of 30 minutes or more, at the hourly rate stated above.
4. If the activity creates an overtime issue, the school requesting the activity will be responsible for the cost of the overtime pay.
5. The local school will pay food and lodging at the board approved rates.

<p>BOAZ CITY BOARD OF EDUCATION SALARY SCHEDULE EXTENDED DAY & SUMMER PROGRAMS 2025-2026</p>

SITE DIRECTOR	\$40/Hour
CO-SITE DIRECTOR	\$38/Hour
TEACHER	\$35/Hour
COUNSELOR	\$12/Hour
TEACHER ASSISTANT	\$19/Hour
LEAD NURSE	\$39/Hour
STAFF NURSE	\$37/Hour
PARENT INVOLVEMENT COORDINATOR	\$35/Hour

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
OTHER CONTRACT SERVICES
2025-2026**

HOME LIASON	\$20/Hour
HOMEBOUND TEACHER	\$35/Hour
SUMMER SCHOOL TEACHER (Secondary)	\$35/Hour
AFTER SCHOOL TUTOR	\$35/Hour
SUMMER SCHOOL TEACHER/ADMINISTRATOR (Secondary).....	\$40/Hour

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
SUBSTITUTES
2025-2026**

Teacher Subs

Substitute Teacher with no college degree	\$110/day
Substitute Teacher with college degree	\$120/day

Long-Term Certified Subs (Teacher)

When a full-time teacher is approved for long-term leave consisting of more than 10 days, a substitute who holds a valid Alabama Teacher’s Certificate, has completed requirements for a teacher’s certificate, holds a teacher’s certificate from another state, or has a bachelor’s degree in a field or related field will be paid \$225 per day – regardless of rank, certification type, or experience – beginning with the 1st day of substituting for the approved long-term leave teacher and continuing as long as the individual is substituting for the aforementioned teacher with a minimum of 11 days worked as the assigned substitute. If the substitute works 10 days or less for the aforementioned teacher, then the substitute will be paid the normal teacher sub pay rates. Long-term certified substitutes receive no benefits and do not accrue leave.”

Support Subs

Bus Aide - Regular Route (Morning and Afternoon)	\$60/day
Bus Driver - Regular Route (Morning and Afternoon)	\$90/day
Custodian	\$90/day
Instructional Assistant	\$90/day
Lunchroom	\$12.50/hr
Secretary	\$90/day

Nurse - valid nurse's license required

Sub Nurse - RN	\$25/hr
Sub Nurse - LPN	\$20/hr

BOAZ CITY BOARD OF EDUCATION SALARY SCHEDULE SUPPLEMENTS 2025-2026

BCSS Athletic Director	\$	12,500.00
Varsity Football Head Coach	Negotiated	<i>(Range: \$20,000-\$50,000)</i>
Varsity Football Assistant Coach (9)	\$	6,700.00
Varsity Assistant Head Football Coach	\$	2,000.00
Offensive Coordinator	\$	2,000.00
Defensive Coordinator	\$	2,000.00
BMS Football Head Coach	\$	6,700.00
BMS Football Assistant Coach (3)	\$	1,500.00
Additional Varsity Duties	\$	500.00
Football Equipment Manager	\$	1,750.00
BHS Turf Management	\$	2,500.00
BMS Turf Management	\$	2,500.00
B - Varsity Basketball Coach	\$	18,000.00
B - JV Basketball Coach	\$	5,000.00
B - Assistant Basketball Coach	\$	5,000.00
G - Varsity Basketball Coach	\$	18,000.00
G - JV Basketball Coach	\$	5,000.00
G - Assistant Basketball Coach	\$	5,000.00
B - BMS Basketball Coach (2)	\$	2,500.00
G - BMS Basketball Coach (2)	\$	2,500.00
B - BMS Assistant Basketball Coach	\$	1,000.00
G - BMS Assistant Basketball Coach	\$	1,000.00
Varsity Cheerleader Sponsor	\$	6,000.00
JV Cheerleader Sponsor	\$	2,000.00
BMS Cheerleader Sponsor	\$	2,500.00
Cheerleader Choreographer Coach	\$	2,500.00
Varsity Volleyball Coach	\$	5,000.00
Varsity Assistant Volleyball Coach	\$	2,500.00
JV Volleyball Coach	\$	1,800.00
BMS Volleyball Coach (2)	\$	1,500.00

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
SUPPLEMENTS
2025-2026**

Varsity Baseball Coach	\$	7,500.00
Varsity Baseball Assistant Coach	\$	3,500.00
JV Baseball Coach	\$	2,500.00
JV Assistant Baseball Coach	\$	1,500.00
BMS Baseball Coach (8th grade)	\$	1,500.00
BMS Baseball Coach (7th grade)	\$	1,500.00
Varsity Softball Coach	\$	7,500.00
Varsity Softball Assistant Coach	\$	3,500.00
JV Softball Coach	\$	2,500.00
JV Assistant Softball Coach	\$	1,500.00
BMS Softball Coach (8th Grade)	\$	1,500.00
BMS Softball Coach (7th Grade)	\$	1,500.00
B - Varsity Golf Coach	\$	2,000.00
G - Varsity Golf Coach	\$	2,000.00
B - BMS Golf Coach	\$	1,000.00
G - BMS Golf Coach	\$	1,000.00
B - Varsity Tennis Coach	\$	2,000.00
G - Varsity Tennis Coach	\$	2,000.00
JV Tennis Coach (Co-Ed)	\$	1,500.00
B - Varsity Track Coach	\$	2,000.00
G - Varsity Track Coach	\$	2,000.00
Assistant Track Coach (Co-Ed) (3)	\$	2,000.00
B - Cross Country Track Coach	\$	2,000.00
G - Cross Country Track Coach	\$	2,000.00
Assistant Cross Country Coach (Co-Ed)	\$	1,500.00
B - Swim Coach	\$	2,000.00
G - Swim Coach	\$	2,000.00
Assistant Swim Assistant Coach (Co-Ed)	\$	500.00
B - Soccer Coach	\$	2,000.00
G - Soccer Coach	\$	2,000.00
JV Soccer Coach (Faculty Rep)	\$	1,500.00
Varsity Flag Football Coach	\$	4,500.00
Assistant Flag Football Coach	\$	2,500.00
JV Flag Football Coach	\$	1,800.00
BMS Flag Football Coach (2)	\$	1,500.00

BOAZ CITY BOARD OF EDUCATION SALARY SCHEDULE SUPPLEMENTS 2025-2026

Archery (Co-Ed)	\$	1,000.00
Fishing Coach (Co-Ed)	\$	1,500.00
Assistant Fishing Coach (Co-Ed)	\$	500.00
Band Director	\$	20,000.00
Assistant Band Director	\$	10,000.00
Marching Band: Auxiliary Sponsor	\$	500.00
Marching Band: Dance Line Instructor	\$	2,000.00
Marching Band: Color Guard Instructor	\$	2,000.00
Marching Band: Percussion Instructor	\$	2,000.00
Choral	\$	2,500.00
BIS Honor Choir	\$	2,500.00
Theatre - BHS	\$	2,500.00
Theatre - grades 4-8	\$	1,000.00
Special Olympics	\$	300.00
PD Coordinator	\$	2,200.00
Pre-K Site Director	\$	3,500.00 <i>(to be paid by BES)</i>
Parent Visitation Program Director	\$	3,000.00 <i>(to be paid by grant)</i>
Teacher of the Year - Each School	\$	500.00
Teacher of the Year - System	\$	1,000.00 <i>(in addition to teacher of the year - school supplement)</i>
Scholar's Bowl Sponsor	\$	500.00
Math Team Sponsor (1 Middle School & 1 High School)	\$	500.00
Yearbook Sponsor	\$	750.00
BHS Yearbook Sponsor	\$	1,700.00
BMS Journalism (Paid by BMS)	\$	750.00

Supplements will be administered based on the Boaz City Board of Education Policy Manual, Section 5.4 Non-Teaching Supplemental Duties.