

ST. CLAIR COUNTY BOARD OF EDUCATION

410 Roy Drive
Ashville, AL 35953

Salary Schedules – 2025 - 2026*

Effective upon new contract cycle

(12 month - 7/1/25, 10 month - 8/1/25, 9 month - 9/1/25)



*This is a partial release of the 2025-2026 Salary Schedule (June 2025).
The final version (including supplements) will be approved no later than 8/29/2025.

Dr. Justin Burns, Superintendent
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FY 2025 - 2026
Teachers - 9 Months
187 Day Contract - Public School Experience

Experience	BS	MS	6Y	DO
0	47,600	51,875	55,936	59,995
1	47,600	51,875	55,936	59,995
2	47,600	51,875	55,936	59,995
3	49,616	57,058	61,524	65,997
4	49,616	57,058	61,524	65,997
5	49,616	57,058	61,524	65,997
6	51,792	59,558	64,237	68,881
7	51,792	59,558	64,237	68,881
8	51,792	59,558	64,237	68,881
9	53,356	61,358	66,177	70,962
10	53,888	61,971	66,838	71,671
11	54,428	62,591	67,506	72,387
12	54,972	63,217	68,181	73,111
13	55,522	63,848	68,864	73,842
14	56,077	64,487	69,551	74,581
15	56,638	65,133	70,248	75,327
16	57,204	65,783	70,950	76,080
17	57,776	66,441	71,660	76,841
18	58,354	67,105	72,377	77,608
19	58,937	67,776	73,101	78,384
20	59,527	68,454	73,831	79,169
21	60,122	69,139	74,570	79,961
22	60,723	69,831	75,314	80,760
23	61,330	70,528	76,068	81,567
24	61,944	71,234	76,829	82,383
25	62,563	71,946	77,597	83,207
26	63,188	72,665	78,373	84,039
27	63,821	73,392	79,157	84,880
28	64,459	74,126	79,948	85,728
29	65,104	74,867	80,748	86,586
30	65,754	75,616	81,555	87,452
31	66,412	76,372	82,371	88,325
32	67,077	77,136	83,195	89,209
33	67,747	77,907	84,027	90,102
34	68,424	78,686	84,867	91,003
35	69,109	79,473	85,715	91,912

To include 9 month: Certified Teachers, Counselors, Psychometrist, Technology Integration Specialists, Speech Language Pathologists, SPED Evaluator

FY 2025 - 2026
Teachers - 10 Months
202 Day Contract - Public School Experience

Experience	BS	MS	6Y	DO
0	51,418	56,036	60,423	64,807
1	51,418	56,036	60,423	64,807
2	51,418	56,036	60,423	64,807
3	53,596	61,635	66,459	71,291
4	53,596	61,635	66,459	71,291
5	53,596	61,635	66,459	71,291
6	55,946	64,335	69,390	74,406
7	55,946	64,335	69,390	74,406
8	55,946	64,335	69,390	74,406
9	57,636	66,280	71,485	76,654
10	58,211	66,942	72,199	77,420
11	58,794	67,612	72,921	78,193
12	59,382	68,288	73,650	78,976
13	59,976	68,969	74,388	79,765
14	60,575	69,660	75,130	80,563
15	61,181	70,358	75,883	81,369
16	61,793	71,060	76,641	82,183
17	62,410	71,770	77,408	83,005
18	63,035	72,488	78,183	83,833
19	63,665	73,213	78,965	84,671
20	64,302	73,945	79,753	85,519
21	64,945	74,685	80,552	86,375
22	65,594	75,432	81,355	87,238
23	66,250	76,185	82,170	88,110
24	66,913	76,948	82,992	88,991
25	67,581	77,717	83,821	89,881
26	68,257	78,494	84,660	90,780
27	68,940	79,279	85,506	91,689
28	69,630	80,072	86,361	92,605
29	70,326	80,872	87,225	93,531
30	71,028	81,681	88,097	94,467
31	71,739	82,498	88,978	95,410
32	72,458	83,323	89,868	96,365
33	73,181	84,156	90,767	97,329
34	73,913	84,998	91,675	98,303
35	74,653	85,848	92,591	99,285

To include 10 month: Certified Teachers, Counselors, Psychometrist, Technology Integration Specialists

FY 2025 - 2026
Teachers - 10 Months
207 Day Contract - Public School Experience

Experience	BS	MS	6Y	DO
0	52,691	57,423	61,918	66,412
1	52,691	57,423	61,918	66,412
2	52,691	57,423	61,918	66,412
3	54,923	63,160	68,104	73,056
4	54,923	63,160	68,104	73,056
5	54,923	63,160	68,104	73,056
6	57,331	65,928	71,107	76,248
7	57,331	65,928	71,107	76,248
8	57,331	65,928	71,107	76,248
9	59,063	67,920	73,255	78,552
10	59,651	68,599	73,986	79,336
11	60,249	69,285	74,726	80,129
12	60,851	69,978	75,473	80,930
13	61,460	70,677	76,229	81,740
14	62,075	71,384	76,990	82,558
15	62,696	72,099	77,761	83,383
16	63,322	72,819	78,538	84,217
17	63,955	73,547	79,324	85,059
18	64,595	74,282	80,118	85,908
19	65,240	75,025	80,919	86,767
20	65,894	75,775	81,727	87,636
21	66,552	76,534	82,545	88,513
22	67,217	77,300	83,369	89,397
23	67,889	78,071	84,204	90,291
24	68,569	78,853	85,046	91,194
25	69,254	79,641	85,896	92,106
26	69,946	80,437	86,755	93,027
27	70,647	81,241	87,623	93,958
28	71,353	82,054	88,499	94,897
29	72,067	82,874	89,384	95,847
30	72,787	83,703	90,277	96,805
31	73,515	84,540	91,181	97,772
32	74,251	85,386	92,093	98,750
33	74,993	86,239	93,014	99,739
34	75,742	87,102	93,944	100,736
35	76,500	87,973	94,882	101,742

To include 10 month: Certified Teachers, Counselors, Psychometrist, Technology Integration Specialists

FY 2025 - 2026
Teachers - 12 Months
240 Day Contract - Public School Experience

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

To include 12 month: Certified Teachers, Counselors, Psychometrist, Technology Integration Specialists

FY 2025 - 2026
Teachers - 9 Months
TEAMS
189 Day Contract - Public School Experience

Experience	BS	MS	6Y	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

FY 2025 - 2026
Assistant Superintendent
240 Day Contract - Public School Experience

Experience	MS	6Y	DO
0	113,434	119,561	125,692
1	113,434	119,561	125,692
2	113,434	119,561	125,692
3	121,263	128,000	134,746
4	121,263	128,000	134,746
5	121,263	128,000	134,746
6	125,032	132,094	139,105
7	125,032	132,094	139,105
8	125,032	132,094	139,105
9	126,239	133,372	140,501
10	126,239	133,372	140,501
11	126,239	133,372	140,501
12	127,890	135,152	142,415
13	127,890	135,152	142,415
14	127,890	135,152	142,415
15	130,010	137,435	144,855
16	130,010	137,435	144,855
17	130,010	137,435	144,855
18	131,230	138,753	146,275
19	131,230	138,753	146,275
20	131,230	138,753	146,275
21	132,462	140,078	147,696
22	132,462	140,078	147,696
23	132,462	140,078	147,696
24	133,472	141,088	148,706
25	133,472	141,088	148,706
26	133,472	141,088	148,706
27	134,481	142,098	149,713

FY 2025 - 2026
Coordinator
240 Day Contract - Public School Experience

Experience	MS	6Y	DO
0	97,235	103,365	109,493
1	97,235	103,365	109,493
2	97,235	103,365	109,493
3	105,065	111,804	118,549
4	105,065	111,804	118,549
5	105,065	111,804	118,549
6	108,834	115,895	122,906
7	108,834	115,895	122,906
8	108,834	115,895	122,906
9	110,042	117,174	124,301
10	110,042	117,174	124,301
11	110,042	117,174	124,301
12	111,692	118,953	126,217
13	111,692	118,953	126,217
14	111,692	118,953	126,217
15	113,813	121,237	128,657
16	113,813	121,237	128,657
17	113,813	121,237	128,657
18	115,033	122,556	130,077
19	115,033	122,556	130,077
20	115,033	122,556	130,077
21	116,266	123,879	131,499
22	116,266	123,879	131,499
23	116,266	123,879	131,499
24	117,273	124,892	132,507
25	117,273	124,892	132,507
26	117,273	124,892	132,507
27	118,285	125,899	133,516

FY 2025 - 2026
Assistant Coordinator
240 Day Contract - Public School Experience

Experience	MS	6Y	DO
0	78,248	83,605	88,962
1	78,248	83,605	88,962
2	78,248	83,605	88,962
3	83,726	89,520	95,318
4	83,726	89,520	95,318
5	83,726	89,520	95,318
6	87,025	93,102	99,134
7	87,025	93,102	99,134
8	87,025	93,102	99,134
9	88,844	95,038	101,226
10	88,844	95,038	101,226
11	88,844	95,038	101,226
12	90,695	97,027	103,363
13	90,695	97,027	103,363
14	90,695	97,027	103,363
15	92,382	98,843	105,306
16	92,382	98,843	105,306
17	92,382	98,843	105,306
18	93,906	100,487	107,072
19	93,906	100,487	107,072
20	93,906	100,487	107,072
21	95,465	102,164	108,861
22	95,465	102,164	108,861
23	95,465	102,164	108,861
24	97,050	103,799	110,543
25	97,050	103,799	110,543
26	97,050	103,799	110,543
27	98,661	105,459	112,255

FY 2025 - 2026
Elementary School Principal - 12 Months
240 Day Contract - Public School Experience

Experience	MS	6Y	DO
0	84,641	90,541	96,440
1	84,641	90,541	96,440
2	84,641	90,541	96,440
3	92,177	98,662	105,154
4	92,177	98,662	105,154
5	92,177	98,662	105,154
6	95,806	102,603	109,351
7	95,806	102,603	109,351
8	95,806	102,603	109,351
9	96,965	103,835	110,695
10	96,965	103,835	110,695
11	96,965	103,835	110,695
12	98,558	105,548	112,541
13	98,558	105,548	112,541
14	98,558	105,548	112,541
15	100,600	107,743	114,889
16	100,600	107,743	114,889
17	100,600	107,743	114,889
18	101,774	109,015	116,259
19	101,774	109,015	116,259
20	101,774	109,015	116,259
21	102,958	110,291	117,624
22	102,958	110,291	117,624
23	102,958	110,291	117,624
24	103,929	111,263	118,596
25	103,929	111,263	118,596
26	103,929	111,263	118,596
27	104,901	112,236	119,568

Ashville Elementary
Odenville Elementary

Margaret Elementary
Odenville Intermediate

Moody Elementary
Springville Elementary

Moody Middle
Steele Elementary

Principal ADM: ***

399 students or less	\$1,000.00
400 - 599 students	\$2,000.00
600 - 799 students	\$3,000.00
800 + students	\$4,000.00

***Enrollment based on previous year 20 day after Labor Day enrollment (including Pre-K)

Administrative Assistant Principal based on 9 month teacher (187 day contract) plus ADM

FY 2025 - 2026
Middle School Principal - 12 Months
240 Day Contract - Public School Experience

Experience	MS	6Y	DO
0	88,324	94,171	100,019
1	88,324	94,171	100,019
2	88,324	94,171	100,019
3	95,794	102,221	108,657
4	95,794	102,221	108,657
5	95,794	102,221	108,657
6	99,390	106,126	112,814
7	99,390	106,126	112,814
8	99,390	106,126	112,814
9	100,541	107,347	114,146
10	100,541	107,347	114,146
11	100,541	107,347	114,146
12	102,117	109,045	115,974
13	102,117	109,045	115,974
14	102,117	109,045	115,974
15	104,141	111,222	118,302
16	104,141	111,222	118,302
17	104,141	111,222	118,302
18	105,305	112,481	119,658
19	105,305	112,481	119,658
20	105,305	112,481	119,658
21	106,479	113,745	121,012
22	106,479	113,745	121,012
23	106,479	113,745	121,012
24	107,441	114,708	121,976
25	107,441	114,708	121,976
26	107,441	114,708	121,976
27	108,405	115,672	122,938

Ashville Middle
Ruben Yancy Alt.

Moody Jr High

Odenville Middle

Springville Middle

Principal ADM: ***

399 students or less	\$1,000.00
400 - 599 students	\$2,000.00
600 - 799 students	\$3,000.00
800 + students	\$4,000.00

***Enrollment based on previous year 20 day after Labor Day enrollment

Administrative Assistant Principal based on 9 month teacher (187 day contract) plus ADM

FY 2025 - 2026
High School Principal - 12 Months
240 Day Contract - Public School Experience

Experience	MS	6Y	DO
0	94,631	100,596	106,561
1	94,631	100,596	106,561
2	94,631	100,596	106,561
3	102,251	108,809	115,373
4	102,251	108,809	115,373
5	102,251	108,809	115,373
6	105,918	112,791	119,614
7	105,918	112,791	119,614
8	105,918	112,791	119,614
9	107,094	114,035	120,972
10	107,094	114,035	120,972
11	107,094	114,035	120,972
12	108,700	115,767	122,836
13	108,700	115,767	122,836
14	108,700	115,767	122,836
15	110,764	117,989	125,211
16	110,764	117,989	125,211
17	110,764	117,989	125,211
18	111,952	119,273	126,593
19	111,952	119,273	126,593
20	111,952	119,273	126,593
21	113,152	120,561	127,976
22	113,152	120,561	127,976
23	113,152	120,561	127,976
24	114,132	121,546	128,958
25	114,132	121,546	128,958
26	114,132	121,546	128,958
27	115,116	122,527	129,940

Ashville High
Springville High

Eden Career Tech
St Clair Co High

Moody High
Virtual Prep Academy

Ragland High

Principal ADM: ***

399 students or less	\$1,000.00
400 - 599 students	\$2,000.00
600 - 799 students	\$3,000.00
800 + students	\$4,000.00

***Enrollment based on previous year 20 day after Labor Day enrollment

Administrative Assistant Principal based on 9 month teacher (187 day contract) plus ADM

FY 2025 - 2026
Elementary School Assistant Principal - 12 Months
240 Day Contract - Public School Experience

Experience	MS	6Y	DO
0	71,444	76,425	81,405
1	71,444	76,425	81,405
2	71,444	76,425	81,405
3	77,803	83,277	88,756
4	77,803	83,277	88,756
5	77,803	83,277	88,756
6	80,868	86,605	92,302
7	80,868	86,605	92,302
8	80,868	86,605	92,302
9	82,542	88,389	94,229
10	82,542	88,389	94,229
11	82,542	88,389	94,229
12	84,251	90,225	96,203
13	84,251	90,225	96,203
14	84,251	90,225	96,203
15	85,996	92,103	98,211
16	85,996	92,103	98,211
17	85,996	92,103	98,211
18	87,430	93,651	99,873
19	87,430	93,651	99,873
20	87,430	93,651	99,873
21	88,882	95,211	101,542
22	88,882	95,211	101,542
23	88,882	95,211	101,542
24	90,357	96,733	103,107
25	90,357	96,733	103,107
26	90,357	96,733	103,107
27	91,857	98,279	104,700

Ashville Elementary
Odenville Elementary

Margaret Elementary
Odenville Intermediate

Moody Elementary
Springville Elementary

Moody Middle
Steele Elementary

FY 2025 - 2026
Middle School Assistant Principal - 12 Months
240 Day Contract - Public School Experience

Experience	MS	6Y	DO
0	72,786	77,813	82,842
1	72,786	77,813	82,842
2	72,786	77,813	82,842
3	79,264	84,796	90,331
4	79,264	84,796	90,331
5	79,264	84,796	90,331
6	82,387	88,187	93,943
7	82,387	88,187	93,943
8	82,387	88,187	93,943
9	83,755	89,640	95,520
10	83,755	89,640	95,520
11	83,755	89,640	95,520
12	85,262	91,262	97,265
13	85,262	91,262	97,265
14	85,262	91,262	97,265
15	86,712	92,823	98,934
16	86,712	92,823	98,934
17	86,712	92,823	98,934
18	88,169	94,395	100,625
19	88,169	94,395	100,625
20	88,169	94,395	100,625
21	89,637	95,974	102,310
22	89,637	95,974	102,310
23	89,637	95,974	102,310
24	91,126	97,508	103,889
25	91,126	97,508	103,889
26	91,126	97,508	103,889
27	92,637	99,066	105,494

Ashville Middle

Moody Jr High

Odenville Middle

Springville Middle

FY 2025 - 2026
High School Assistant Principal - 12 Months
240 Day Contract - Public School Experience

Experience	MS	6Y	DO
0	78,248	83,605	88,962
1	78,248	83,605	88,962
2	78,248	83,605	88,962
3	83,726	89,520	95,318
4	83,726	89,520	95,318
5	83,726	89,520	95,318
6	87,025	93,102	99,134
7	87,025	93,102	99,134
8	87,025	93,102	99,134
9	88,844	95,038	101,226
10	88,844	95,038	101,226
11	88,844	95,038	101,226
12	90,695	97,027	103,363
13	90,695	97,027	103,363
14	90,695	97,027	103,363
15	92,382	98,843	105,306
16	92,382	98,843	105,306
17	92,382	98,843	105,306
18	93,906	100,487	107,072
19	93,906	100,487	107,072
20	93,906	100,487	107,072
21	95,465	102,164	108,861
22	95,465	102,164	108,861
23	95,465	102,164	108,861
24	97,050	103,799	110,543
25	97,050	103,799	110,543
26	97,050	103,799	110,543
27	98,661	105,459	112,255

Ashville High

Eden Career Tech Center
Springville High

Moody High
St Clair Co High

Ragland High

FY 2025 - 2026
Board Certified Behavioral Analyst
187 Day Contract / 9 Month
192 Day Contract / 9 Month
240 Day Contract / 12 Month

Experience	187 Day Salary	192 Day Salary	240 Day Salary
0	56,490	58,000	72,500
1	56,490	58,000	72,500
2	56,490	58,000	72,500
3	59,535	61,127	76,408
4	59,535	61,127	76,408
5	59,535	61,127	76,408
6	62,580	64,253	80,316
7	62,580	64,253	80,316
8	62,580	64,253	80,316
9	65,625	67,380	84,225
10	65,625	67,380	84,225
11	65,625	67,380	84,225
12	68,670	70,506	88,133
13	68,670	70,506	88,133
14	68,670	70,506	88,133
15	71,715	73,633	92,041
16	71,715	73,633	92,041
17	71,715	73,633	92,041
18	74,760	76,759	95,949
19	74,760	76,759	95,949
20	74,760	76,759	95,949
21	77,806	79,886	99,857
22	77,806	79,886	99,857
23	77,806	79,886	99,857
24	80,851	83,012	103,766
25	80,851	83,012	103,766
26	80,851	83,012	103,766
27	83,896	86,139	107,674

Must have BCBA certification

FY 2025 - 2026
Teacher Aide / Office Aide / Bus Aide Salary Schedule

Experience	* Instr. Aide * Office Aide 8 Hours/day 9 Month / 182 days	*Dual Position Teacher Aide & Bus Aide 9 Month / 184 days Hired prior to July 1, 2011	*One Position Teacher Aide & Bus Aide 9 Month / 184 days Hired on/after July 1, 2011	*Spec Ed Aide 8/hours/day 9 Month/184 days	*Pre K Instr. Aide 8 hours/day 9 Month / 187 days	** Bus Aide Paid hourly
0	23,198	28,766	27,369	25,335	23,835	16.47
1	23,260	28,995	27,439	25,402	23,898	16.59
2	23,323	29,195	27,515	25,471	23,964	16.70
3	23,531	29,399	27,764	25,701	24,179	16.81
4	23,746	29,599	28,012	25,932	24,397	16.94
5	23,959	29,806	28,266	26,165	24,616	17.05
6	24,174	30,011	28,519	26,401	24,838	17.17
7	24,391	30,218	28,774	26,636	25,060	17.29
8	24,612	30,426	29,033	26,878	25,287	17.42
9	24,832	30,638	29,295	27,120	25,513	17.54
10	25,072	30,820	29,573	27,378	25,760	17.66
11	25,305	31,026	29,853	27,643	26,014	17.83
12	25,538	31,231	30,132	27,908	26,269	18.00
13	25,770	31,437	30,412	28,173	26,523	18.17
14	26,003	31,642	30,692	28,438	26,777	18.35
15	26,236	31,847	30,971	28,703	27,032	18.52
16	26,471	32,054	31,253	28,970	27,288	18.70
17	26,709	32,262	31,538	29,240	27,548	18.88
18	26,948	32,472	31,826	29,512	27,809	19.07
19	27,189	32,683	32,116	29,787	28,073	19.25
20	27,433	32,895	32,408	30,065	28,340	19.44

* Add \$2,400 for multi-need unit with BCBA Training

* Add \$2,400 for bilingual, if a requirement of job

** Add \$2,400 for special needs out-of-district bus route

* May be eligible for one of the following, if applicable:

* Add \$2,000 for Associate Degree from an accredited institution

* Add \$3,000 for Bachelor Degree from an accredited institution

FY 2025 - 2026
School Secretary / Bookkeeper Salary Schedule

Experience	12 Months / 240 Days Annual Salary *	10 Months /202 Days Annual Salary *
0	38,234	32,180
1	38,818	32,672
2	39,402	33,164
3	39,987	33,655
4	40,571	34,147
5	41,155	34,639
6	41,740	35,131
7	42,324	35,623
8	42,908	36,114
9	43,493	36,606
10	44,077	37,098
11	44,661	37,590
12	45,245	38,082
13	45,830	38,573
14	46,414	39,065
15	46,998	39,557
16	47,583	40,049
17	48,167	40,541
18	48,751	41,032
19	49,336	41,524
20	49,920	42,016

* May be eligible for one of the following, if applicable:

* Add \$2,000 for Associate Degree from an accredited institution

* Add \$3,000 for B.S. Degree from an accredited institution

AASBO Certifications earned before July 1, 2019: 1 Certificate is included in the salary schedule.

Add \$1,000 for each additional certificate earned prior to July 1, 2019, for a maximum of \$2,000.

Supplement for ADM ***:

400 - 599 students	\$750
600 - 799 students	\$1,500
800 + students	\$2,250

EdSTREAM Supplement for ADM***

ADM 0 - 599	\$150
ADM 600 and above	\$300

High School Athletics	\$1,000
Middle / Jr. High Athletics	\$500

Mentor Supplement	\$1,000
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***Enrollment based on previous year 20 day after Labor Day enrollment (including Pre-K)

FY 2025 - 2026
Bus Driver Salary Schedule

Experience	Bus Driver 182 day / 9 month	Bus Driver Day Program 210 day / 10 month	Bus Driver 240 day / 12 month	Part-Time Position Vocational
0	17,981	20,747	23,710	8,471
1	18,147	20,939	23,929	8,554
2	18,315	21,132	24,152	8,637
3	18,484	21,328	24,376	8,722
4	18,655	21,524	24,599	8,808
5	18,827	21,724	24,827	8,894
6	19,003	21,927	25,059	8,982
7	19,179	22,129	25,291	9,068
8	19,356	22,333	25,524	9,159
9	19,536	22,541	25,761	9,248
10	19,733	22,769	26,021	9,348
11	19,913	22,971	26,261	9,439
12	20,081	23,173	26,501	9,530
13	20,248	23,374	26,741	9,621
14	20,415	23,576	26,981	9,712
15	20,582	23,777	27,221	9,803
16	20,665	23,873	27,330	9,843
17	20,747	23,968	27,439	9,882
18	20,830	24,064	27,549	9,921
19	20,914	24,160	27,659	9,961
20	20,997	24,257	27,770	10,001

FY 2025 - 2026
Central Office Support
12 Month (240 Days) and 10 Month (202 Days)

Experience	** 202 Days Clerk	** 240 Days Receptionist / Administrative Assistant	* ** 240 Days Administrative Assistant to the Superintendent	* ** 240 Days Bookkeeper / Administrative Assistant	* ** 240 Days Payroll Manager	* 240 Days Staff Accountant
0	30,575	36,326	50,852	47,725	60,275	59,856
1	30,647	36,939	51,618	48,146	61,300	60,874
2	30,723	37,552	52,384	48,566	62,341	61,908
3	30,970	38,164	53,150	48,987	63,401	62,961
4	31,222	38,777	53,916	49,407	64,479	64,031
5	31,474	39,389	54,682	49,828	65,575	65,119
6	31,730	40,002	55,448	50,249	66,690	66,227
7	31,986	40,615	56,213	50,669	67,824	67,353
8	32,248	41,227	56,978	51,090	68,977	68,497
9	32,511	41,840	57,743	51,510	70,150	69,662
10	32,793	42,453	58,513	51,931	71,342	70,846
11	33,068	43,065	59,281	52,352	72,555	72,050
12	33,342	43,678	60,049	52,772	73,788	73,275
13	33,617	44,291	60,817	53,193	75,043	74,521
14	33,892	44,903	61,585	53,613	76,318	75,788
15	34,167	45,516	62,353	54,034	77,616	77,076
16	34,444	46,128	62,977	54,455	78,935	78,386
17	34,723	46,741	63,607	54,875	80,277	79,719
18	35,004	47,354	64,243	55,296	81,642	81,074
19	35,288	47,966	64,885	55,716	83,030	82,452
20	35,574	48,579	65,534	56,137	84,441	83,854

** May be eligible for one of the following, if applicable:
Add \$2,000 for Associate Degree from an accredited institution in a related field
Add \$3,000 for Bachelor Degree from an accredited institution in a related field
Add \$4,000 for Master's Degree from an accredited institution in a related field

AASBO Certifications earned before July 1, 2019: 1 Certificate is included in the salary schedule.
Add \$1,000 for each additional certificate earned prior to July 1, 2019, for a maximum of \$2,000.

FY 2025 - 2026
Lunchroom Managers
187 Day Contract / 9 Month

Experience	1000+	500-999	0-499
0	35,105	33,912	30,893
1	35,369	34,166	31,125
2	35,634	34,422	31,358
3	35,901	34,681	31,593
4	36,171	34,941	31,830
5	36,442	35,203	32,069
6	36,715	35,467	32,309
7	36,991	35,733	32,552
8	37,268	36,001	32,796
9	37,547	36,271	33,042
10	37,829	36,543	33,290
11	38,113	36,817	33,539
12	38,399	37,093	33,791
13	38,687	37,371	34,044
14	38,977	37,652	34,300
15	39,269	37,934	34,557
16	39,564	38,218	34,816
17	39,860	38,505	35,077
18	40,159	38,794	35,340
19	40,460	39,085	35,605
20	40,764	39,378	35,872

*****EXTRA HOURS MAY BE GRANTED WITH PRIOR APPROVAL OF
SUPERINTENDENT*****

Pay is based on ADM from Prior Year from SDE

May be eligible for one of the following, if applicable:
Add \$2,000 for Associate Degree from an accredited institution
Add \$3,000 for Bachelor Degree from an accredited institution

May be eligible for one of the following, if applicable:

CHILD NUTRITION SUPPLEMENTS	
Level 1 Certification	\$500
Level 2 Certification	\$750
Level 3 Certification	\$1,000
Level 4 Certification	\$1,500

- Based on School Nutrition Association Certification
- Certification placement will be determined annually prior to the beginning of the school year
- The supplements, as outlined in the salary schedule, may be terminated or modified at any time by the Board of Education with or without cause.

FY 2025 - 2026
Lunchroom Assistant Managers
187 days / 9 Month

Experience	1000+	999-500	499-0
0	28,874	27,723	26,568
1	29,091	27,931	26,767
2	29,309	28,140	26,968
3	29,529	28,351	27,170
4	29,750	28,564	27,374
5	29,973	28,778	27,579
6	30,198	28,994	27,786
7	30,425	29,212	27,994
8	30,653	29,431	28,204
9	30,883	29,651	28,416
10	31,114	29,874	28,629
11	31,348	30,098	28,844
12	31,583	30,324	29,060
13	31,820	30,551	29,278
14	32,058	30,780	29,498
15	32,299	31,011	29,719
16	32,541	31,244	29,942
17	32,785	31,478	30,166
18	33,031	31,714	30,393
19	33,279	31,952	30,620
20	33,528	32,191	30,850

*****EXTRA HOURS MAY BE GRANTED WITH PRIOR APPROVAL OF
SUPERINTENDENT*****

Pay is based on ADM from Prior Year from SDE

May be eligible for one of the following, if applicable:

CHILD NUTRITION SUPPLEMENTS	
Level 1 Certification	\$500
Level 2 Certification	\$750
Level 3 Certification	\$1,000
Level 4 Certification	\$1,500

- Based on School Nutrition Association Certification
- Certification placement will be determined annually prior to the beginning of the school year
- The supplements, as outlined in the salary schedule, may be terminated or modified at any time by the Board of Education with or without cause.

FY 2025 - 2026
Lunchroom Workers
185 Day Contract / 9 Month

Experience	8 Hour	7.5 Hour	7 Hour	6 Hour	4 Hour
0	24,281	22,763	21,246	18,210	12,140
1	24,463	22,934	21,405	18,347	12,231
2	24,646	23,106	21,565	18,485	12,323
3	24,831	23,279	21,727	18,623	12,416
4	25,017	23,454	21,890	18,763	12,509
5	25,205	23,630	22,054	18,904	12,602
6	25,394	23,807	22,220	19,045	12,697
7	25,584	23,985	22,386	19,188	12,792
8	25,776	24,165	22,554	19,332	12,888
9	25,970	24,347	22,723	19,477	12,985
10	26,164	24,529	22,894	19,623	13,082
11	26,361	24,713	23,066	19,770	13,180
12	26,558	24,898	23,239	19,919	13,279
13	26,758	25,085	23,413	20,068	13,379
14	26,958	25,273	23,588	20,219	13,479
15	27,160	25,463	23,765	20,370	13,580
16	27,364	25,654	23,944	20,523	13,682
17	27,569	25,846	24,123	20,677	13,785
18	27,776	26,040	24,304	20,832	13,888
19	27,984	26,235	24,486	20,988	13,992
20	28,194	26,432	24,670	21,146	14,097

*****EXTRA HOURS MAY BE GRANTED WITH PRIOR APPROVAL OF
SUPERINTENDENT*****

May be eligible for one of the following, if applicable:

CHILD NUTRITION SUPPLEMENTS

Level 1 Certification	\$500
Level 2 Certification	\$750
Level 3 Certification	\$1,000
Level 4 Certification	\$1,500

- Based on School Nutrition Association Certification
- Certification placement will be determined annually prior to the beginn
- The supplements, as outlined in the salary schedule, may be terminated or modified at any time by the Board of Education with or

FY 2025 - 2026
School Custodian Salary Schedule

Experience	9 Month/182 Days 8 Hours per day	10 Month/202 Days 8 Hours per day	12 Month/240 Days 8 Hours per day
0	24,868	27,600	32,792
1	25,057	27,811	33,042
2	25,247	28,021	33,293
3	25,440	28,235	33,547
4	25,637	28,454	33,807
5	25,832	28,670	34,064
6	26,030	28,890	34,325
7	26,230	29,113	34,589
8	26,431	29,336	34,855
9	26,634	29,560	35,121
10	26,843	29,793	35,398
11	27,048	30,020	35,667
12	27,252	30,247	35,937
13	27,457	30,474	36,206
14	27,661	30,701	36,476
15	27,865	30,928	36,746
16	28,072	31,156	37,017
17	28,279	31,387	37,291
18	28,489	31,619	37,567
19	28,699	31,853	37,845
20	28,912	32,089	38,125

FY 2025 - 2026
Homeless Liaison /
Parental Involvement Liaison
202 Day Contract / 10 Month

Experience	Full Time Salary	Half Time Salary
0	51,936	25,968
1	52,807	26,404
2	53,678	26,839
3	54,548	27,274
4	55,419	27,710
5	56,290	28,145
6	57,160	28,580
7	58,031	29,016
8	58,902	29,451
9	59,772	29,886
10	60,643	30,322
11	61,514	30,757
12	62,385	31,192
13	63,255	31,628
14	64,126	32,063
15	64,997	32,498
16	65,867	32,934
17	66,738	33,369
18	67,609	33,804
19	68,479	34,240
20	69,350	34,675

FY 2025 - 2026
Job Coach
202 Days - 10 Month

Experience	Annual Salary
0	31,859
1	32,261
2	32,663
3	33,065
4	33,467
5	33,869
6	34,271
7	34,673
8	35,075
9	35,477
10	35,879
11	36,281
12	36,683
13	37,085
14	37,487
15	37,889
16	38,291
17	38,693
18	39,096
19	39,498
20	39,900

**FY 2025-2026
Maintenance Department
240 Day Contract / 12 Month**

Experience	Worker Annual Salary ***
0	39,627
1	40,380
2	41,147
3	41,929
4	42,725
5	43,536
6	44,364
7	45,205
8	46,065
9	46,939
10	47,709
11	48,509
12	49,309
13	50,109
14	50,909
15	51,709
16	52,071
17	52,436
18	52,803
19	53,173
20	53,545

*** \$7,000.00 Supplement Upon Verification of Appropriate Certifications:
Plumbing, Electrician, HVAC, Refrigeration

*** Supplement is contingent upon prior approval from the Superintendent for any certifications
acquired after initial hire.

FY 2025-2026
Mental Health Liaison - 10 Months
202 Day Contract - Public School Experience

Experience	BS	MS	6Y	DO	ND
0	47,600	51,875	55,936	59,995	47,600
1	47,600	51,875	55,936	59,995	47,600
2	47,600	51,875	55,936	59,995	47,600
3	49,616	57,058	61,524	65,997	49,616
4	49,616	57,058	61,524	65,997	49,616
5	49,616	57,058	61,524	65,997	49,616
6	51,792	59,558	64,237	68,881	51,792
7	51,792	59,558	64,237	68,881	51,792
8	51,792	59,558	64,237	68,881	51,792
9	53,356	61,358	66,177	70,962	53,356
10	53,888	61,971	66,838	71,671	53,888
11	54,428	62,591	67,506	72,387	54,428
12	54,972	63,217	68,181	73,111	54,972
13	55,522	63,848	68,864	73,842	55,522
14	56,077	64,487	69,551	74,581	56,077
15	56,638	65,133	70,248	75,327	56,638
16	57,204	65,783	70,950	76,080	57,204
17	57,776	66,441	71,660	76,841	57,776
18	58,354	67,105	72,377	77,608	58,354
19	58,937	67,776	73,101	78,384	58,937
20	59,527	68,454	73,831	79,169	59,527
21	60,122	69,139	74,570	79,961	60,122
22	60,723	69,831	75,314	80,760	60,723
23	61,330	70,528	76,068	81,567	61,330
24	61,944	71,234	76,829	82,383	61,944
25	62,563	71,946	77,597	83,207	62,563
26	63,188	72,665	78,373	84,039	63,188
27	63,821	73,392	79,157	84,880	63,821
28	64,459	74,126	79,948	85,728	64,459
29	65,104	74,867	80,748	86,586	65,104
30	65,754	75,616	81,555	87,452	65,754
31	66,412	76,372	82,371	88,325	66,412
32	67,077	77,136	83,195	89,209	67,077
33	67,747	77,907	84,027	90,102	67,747
34	68,424	78,686	84,867	91,003	68,424
35	69,109	79,473	85,715	91,912	69,109

FY 2025-2026
School Nurse Salary Schedule
Lead Nurse - 240 Day Contract / 12 Months

Experience	Student Health Services Supervisor Bachelor Degree	Student Health Services Supervisor Masters Degree
0	61,949	66,800
1	61,949	66,800
2	61,949	66,800
3	68,137	73,473
4	68,137	73,473
5	68,137	73,473
6	71,124	76,694
7	71,124	76,694
8	71,124	76,694
9	73,272	79,009
10	74,004	79,798
11	74,744	80,597
12	75,493	81,403
13	76,247	82,217
14	77,010	83,040
15	77,780	83,871
16	78,557	84,709
17	79,343	85,556
18	80,136	86,410
19	80,937	87,274
20	81,746	88,148
21	82,564	89,030
22	83,389	89,919
23	84,224	90,818
24	85,067	91,728
25	85,917	92,644
26	86,776	93,570
27	87,645	94,507
28	88,521	95,451
29	89,406	96,407
30	90,298	97,369
31	91,202	98,343
32	92,115	99,327
33	93,034	100,320
34	93,965	101,322
35	94,905	102,337

FY 2025-2026
School Nurse Salary Schedule
LPN - 187 Day Contract / 9 Month
Transportation LPN - 187 Day Contract / 9 Month

Experience	LPN	Transportation Nurse Hired after 7/1/23 4 Hours
0	33,930	16,965
1	33,930	16,965
2	33,930	16,965
3	37,319	18,660
4	37,319	18,660
5	37,319	18,660
6	38,955	19,478
7	38,955	19,478
8	38,955	19,478
9	40,131	20,066
10	40,532	20,266
11	40,937	20,469
12	41,347	20,674
13	41,760	20,880
14	42,179	21,090
15	42,601	21,301
16	43,026	21,513
17	43,457	21,729
18	43,891	21,946
19	44,330	22,165
20	44,772	22,386
21	45,221	22,611
22	45,673	22,837
23	46,130	23,065
24	46,591	23,296
25	47,057	23,529
26	47,527	23,764
27	48,003	24,002
28	48,483	24,242
29	48,968	24,484
30	49,457	24,729
31	49,952	24,976
32	50,452	25,226
33	50,956	25,478
34	51,465	25,733
35	51,980	25,990

FY 2025-2026
School Nurse Salary Schedule
187 Day Contract - 9 Month

Experience	[*] ^{**} RN-ASSN 187 Days 9 Months	[*] ^{**} RN-BSN 187 Days 9 Months	[*] ^{**} RN-MSN 187 Days 9 Months	[*] ^{**} RN-DNP 187 Days 9 Months
0	44,764	48,269	52,049	56,124
1	44,764	48,269	52,049	56,124
2	44,764	48,269	52,049	56,124
3	49,236	53,090	57,248	61,730
4	49,236	53,090	57,248	61,730
5	49,236	53,090	57,248	61,730
6	51,394	55,418	59,758	64,437
7	51,394	55,418	59,758	64,437
8	51,394	55,418	59,758	64,437
9	52,946	57,092	61,562	66,382
10	53,475	57,662	62,177	67,045
11	54,009	58,238	62,799	67,715
12	54,550	58,822	63,427	68,394
13	55,096	59,409	64,062	69,077
14	55,647	60,004	64,702	69,768
15	56,204	60,604	65,350	70,466
16	56,765	61,210	66,003	71,170
17	57,333	61,822	66,663	71,882
18	57,906	62,440	67,329	72,601
19	58,485	63,064	68,002	73,327
20	59,070	63,694	68,682	74,060
21	59,661	64,332	69,370	74,801
22	60,257	64,974	70,062	75,548
23	60,860	65,625	70,763	76,304
24	61,469	66,282	71,472	77,068
25	62,083	66,944	72,186	77,838
26	62,703	67,613	72,907	78,616
27	63,331	68,291	73,637	79,403
28	63,964	68,973	74,373	80,196
29	64,604	69,662	75,117	80,999
30	65,250	70,358	75,867	81,808
31	65,902	71,062	76,626	82,626
32	66,562	71,774	77,393	83,453
33	67,227	72,490	78,166	84,287
34	67,899	73,215	78,947	85,130
35	68,578	73,947	79,738	85,981

* RN supplement for overseeing careplans of LPN's (reviewed yearly) not to exceed \$3,000

** Supplement for certification from National Board for Certification of School Nurses - \$2,500

** Supplement is contingent upon prior approval from Superintendent for certification acquired after hire date

FY 2025 - 2026
School Nurse Salary Schedule
202 Day Contract - 10 Month

Experience	* , ** RN-ASSN 202 Days 10 Months	* , ** RN-BSN 202 Days 10 Months	* , ** RN-MSN 202 Days 10 Months	* , ** RN-DNP 202 Days 10 Months
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

* RN supplement for overseeing careplans of LPN's (reviewed yearly) not to exceed \$3,000

** Supplement for certification from National Board for Certification of School Nurses - \$2,500

** Supplement is contingent upon prior approval from Superintendent for certification acquired after hire date

FY 2025 - 2026
School Nurse Salary Schedule
Transportation Nurse - 187 Day Contract / 9 Month

Experience	Transportation Nurse
0	27,112
1	27,518
2	27,931
3	28,350
4	28,776
5	29,208
6	29,644
7	30,090
8	30,542
9	31,000
10	31,426
11	31,851
12	32,276
13	32,701
14	33,126
15	33,551
16	33,982
17	34,418
18	34,859
19	35,306
20	35,759

FY 2025-2026
Technology Department
240 Day Contract / 12 Month

	*	*	*	* **	* ** ***
Experience	Help Desk	Desktop Administrator	Logistics/ Project Manager	Network/Server Admin/Systems Analyst	Lead Technology Officer
0	38,139	40,011	43,199	68,476	92,178
1	39,089	40,920	44,410	69,065	92,472
2	40,068	41,846	45,653	69,656	92,770
3	41,071	42,799	46,935	70,250	93,066
4	42,099	43,770	48,254	70,854	93,364
5	43,157	44,768	49,613	71,464	93,663
6	44,245	45,790	51,011	72,077	93,963
7	45,357	46,834	52,452	72,692	94,260
8	46,502	47,906	53,935	73,318	94,566
9	47,673	49,003	55,460	73,947	94,869
10	48,661	50,123	57,036	74,594	95,158
11	49,661	51,123	58,436	75,208	95,443
12	50,661	52,123	59,836	75,822	95,729
13	51,661	53,123	61,236	76,437	96,017
14	52,661	54,123	62,636	77,051	96,305
15	53,661	55,123	64,036	77,666	96,594
16	54,198	56,141	65,468	78,285	96,903
17	54,740	57,179	66,931	78,909	97,213
18	55,287	58,235	68,427	79,538	97,524
19	55,840	59,311	69,956	80,173	97,836
20	56,398	60,407	71,520	80,812	98,149

* May be eligible for one of the following, if applicable:

* Add \$2,000 for Associate Degree from an accredited institution

* Add \$3,000 for Bachelor Degree from an accredited institution

* Add \$4,000 for Master's Degree from an accredited institution

** Exempt Employee

***Add \$1,000 for Alabama Educational Technology Association Certification

FY 2025-2026**Occupational Therapist (Registered) Salary Schedule**
192 Day Contract / 9 Month - Public School Experience
202 Day Contract / 10 Month - Public School Experience

Experience	192 Day / 9 month Salary	202 Day /10 Month Salary
0	53,260	56,034
1	53,260	56,034
2	53,260	56,034
3	58,583	61,634
4	58,583	61,634
5	58,583	61,634
6	61,151	64,335
7	61,151	64,335
8	61,151	64,335
9	62,374	65,622
10	62,374	65,622
11	62,374	65,622
12	63,620	66,934
13	63,620	66,934
14	63,620	66,934
15	64,891	68,272
16	64,891	68,272
17	64,891	68,272
18	66,190	69,637
19	66,190	69,637
20	66,190	69,637
21	67,516	71,032
22	67,516	71,032
23	67,516	71,032
24	68,864	72,451
25	68,864	72,451
26	68,864	72,451
27	70,243	73,902

FY 2025 - 2026
Certified Occupational Therapist Assistant
187 Day Contract / 9 Month - Public School Experience

Experience	9 Month Salary
0	41,365
1	41,365
2	41,365
3	45,873
4	45,873
5	45,873
6	48,046
7	48,046
8	48,046
9	48,740
10	48,740
11	48,740
12	49,694
13	49,694
14	49,694
15	50,912
16	50,912
17	50,912
18	51,617
19	51,617
20	51,617
21	52,326
22	52,326
23	52,326
24	52,992
25	52,992
26	52,992
27	53,661

FY 2025 - 2026
Transportation Department Salary Schedule
240 day contract / 12 Month

Experience	Mechanic	Parts Specialist/ Mechanic	Shop Foreman / Bus Inspt.	Shop Assistant
0	51,598	52,513	54,340	36,006
1	51,867	52,791	54,582	36,260
2	52,139	53,068	54,825	36,524
3	52,412	53,346	55,069	36,790
4	52,688	53,626	55,314	37,057
5	52,964	53,911	55,561	37,325
6	53,240	54,191	55,808	37,596
7	53,519	54,478	56,056	37,870
8	53,801	54,763	56,306	38,143
9	54,083	55,052	56,557	38,418
10	54,366	55,343	56,808	38,694
11	54,651	55,635	57,061	38,972
12	54,938	55,928	57,315	39,252
13	55,226	56,223	57,570	39,534
14	55,515	56,520	57,827	39,818
15	55,806	56,818	58,084	40,104
16	56,030	57,046	58,317	40,305
17	56,254	57,274	58,550	40,506
18	56,479	57,503	58,784	40,709
19	56,705	57,733	59,019	40,912
20	56,931	57,964	59,255	41,117

Salary Based on 8 Hours Per Day