

“From Opportunity to Excellence”

2025 - 2026
SALARY SCHEDULES

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INTRODUCTION

The 2025-2026 Salary Schedule provides a uniform and equitable payment of wages for services rendered by certificated and support employees. Certificated employees must possess a valid Alabama Teacher's Certificate or be eligible for a waiver from the State Department of Education. Classified personnel includes all support employees who do not work as certificated employees.

Salaries in the Salary Schedule are based on years of experience, degree/certification, and assignment. Years of experience are categorized as "STEPS" on this schedule. In order to advance steps on the salary schedule, an employee must have been in active pay status a minimum of fifty percent of the contract days from the previous year. Experience is defined as the number of years of service in public education (Code of Alabama Section 16-13-231). It is the responsibility of the employee to verify the accuracy and correctness of his/her compensation and to promptly call questions and discrepancies to the attention of his/her principal/director. In addition, it is the responsibility of the employee to submit appropriate verification of experience, degree/certification, military experience, and/or other information affecting compensation to the Human Resources Department. **It is the responsibility of the employee to request a Supplement EXP Form from all previous school districts.**

Employees who are hired after the beginning date of their contract receive a prorated salary for the balance of that contract year based on the number of days remaining in their contract, to be divided equally over the remaining months of their contract.

If an employee is transferred, or if he or she applies, recommended, and approved for a different position, the salary shall be paid on the appropriate step for the new position unless a different schedule and scale is approved by the Superintendent. Experience in the System will be a factor in determining appropriate step placement.

Paychecks and additional pay due for extra-curricular activities or additional duties will be combined in the employees' monthly check and processed once a month.

Any revisions to the 2025-2026 salary schedule that are made during the year will be posted on the website.

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

CERTIFICATED PERSONNEL

All certified personnel shall be paid on the appropriate salary schedule for their job classification. Years of experience based on employment in a full time position shall be determined by the number of years at that job classification in Marengo County. However, the Human Resources Director and/ or the Chief School Financial Officer, with the approval of the Superintendent, shall be authorized to allow for work experience in the same position in another school system or comparable experience in the private sector at the time of initial employment.

MARENGO COUNTY BOARD OF EDUCATION

Teachers
(9 Month - 187 Day Contract)

2025 -2026

Experience / Completed Years	Yearly Salary			
	BS (Bachelor's)	MS (Master's)	AA (Education Specialist)	Doctorate
0 – 2	47,600	51,875	55,936	59,995
3 – 5	49,616	57,058	61,524	65,997
6 – 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

MARENGO COUNTY BOARD OF EDUCATION
Salary Schedule

Teacher Excellence and Accountability for Mathematics and Science (TEAMS)
(9 Month - 189 Day Contract)

2025 -2026

Experience / Completed Years	BS (Bachelor's)	MS (Master's)	AA (Education Specialist)	Doctorate	Hard to Staff School Supplement
0	50,521	57,285	61,346	65,405	5,000
1	54,082	62,194	67,061	71,932	5,000
2	56,972	65,514	70,661	75,769	5,000
3	58,638	67,433	72,730	77,988	5,000
4	60,350	69,401	74,851	80,263	5,000
5	62,105	71,420	77,030	82,600	5,000
6	63,909	73,493	79,267	84,997	5,000
7	65,759	75,622	81,561	87,458	5,000
8	67,074	77,132	83,193	89,208	5,000
9	68,415	78,676	84,856	90,993	5,000
10	69,440	79,857	86,128	92,356	5,000
11	70,482	81,055	87,421	93,741	5,000
12	71,540	82,271	88,731	95,148	5,000
13	71,540	82,271	88,731	95,148	5,000
14	71,540	82,271	88,731	95,148	5,000
15	72,616	83,510	90,069	96,581	5,000
16	72,616	83,510	90,069	96,581	5,000
17	72,616	83,510	90,069	96,581	5,000
18	73,717	84,774	91,432	98,043	5,000
19	73,717	84,774	91,432	98,043	5,000
20	73,717	84,774	91,432	98,043	5,000
21	74,838	86,065	92,823	99,535	5,000
22	74,838	86,065	92,823	99,535	5,000
23	74,838	86,065	92,823	99,535	5,000
24	75,981	87,378	94,241	101,056	5,000
25	75,981	87,378	94,241	101,056	5,000
26	75,981	87,378	94,241	101,056	5,000
27+	77,148	88,721	95,688	102,607	5,000

MARENGO COUNTY BOARD OF EDUCATION
Salary Schedule

Math Coaches
(10 Month / 207 Day Contract)

2025 - 2026

Experience / Completed Years	Yearly Salary			
	BS (Bachelor's)	MS (Master's)	AA (Education Specialist)	Doctorate
0 – 2	49,936	57,422	61,920	66,411
3 – 5	54,922	63,161	68,104	73,055
6 – 8	57,332	65,929	71,109	75,942
9	59,064	67,920	73,256	78,552
10	59,652	68,599	73,986	79,337
11	60,250	69,284	74,726	80,129
12	60,852	69,980	75,473	80,931
13	61,462	70,678	76,229	81,739
14	62,074	71,385	76,991	82,559
15	62,697	72,099	77,762	83,384
16	63,322	72,819	78,538	84,219
17	63,956	73,548	79,324	85,061
18	64,595	74,282	80,118	85,910
19	65,241	75,026	80,920	86,769
20	65,894	75,775	81,727	87,637
21	66,552	76,535	82,546	88,513
22	67,217	77,299	83,369	89,397
23	67,889	78,072	84,204	90,291
24	68,569	78,854	85,046	91,195
25	69,254	79,641	85,897	92,106
26	69,947	80,437	86,757	93,028
27	70,647	81,241	87,622	93,958
28	71,354	82,054	88,498	94,898
29	72,068	82,875	89,385	95,848
30	72,788	83,704	90,278	96,807
31	73,516	84,541	91,179	97,772
32	74,250	85,386	92,094	98,751
33	74,994	86,239	93,014	99,739
34	75,744	87,102	93,944	100,736
35	76,502	87,972	94,883	101,743

MARENGO COUNTY BOARD OF EDUCATION
Salary Schedule

School Counselors
(10 Month - 202 Day Contract)

2025 - 2026

Experience / Completed Years	Yearly Salary			
	BS (Bachelor's)	MS (Master's)	AA (Education Specialist)	Doctorate
0 – 2	48,730	56,036	60,423	64,808
3 – 5	53,596	61,636	66,460	71,290
6 – 8	55,946	64,336	69,021	74,406
9	57,636	66,280	71,486	76,655
10	58,211	66,942	72,200	77,421
11	58,794	67,612	72,534	78,194
12	59,383	68,288	73,651	78,976
13	59,976	68,971	74,388	79,767
14	60,575	69,660	75,131	80,564
15	61,182	70,358	75,883	81,370
16	61,793	71,061	76,641	82,183
17	62,411	71,771	77,408	83,005
18	63,034	72,489	78,182	83,834
19	63,665	73,213	78,965	84,673
20	64,302	73,552	79,754	85,519
21	64,946	74,686	80,552	86,376
22	65,595	75,433	81,356	86,775
23	66,251	76,186	82,171	88,110
24	66,914	76,948	82,992	88,991
25	67,582	77,717	83,822	89,882
26	68,258	78,495	84,660	90,780
27	68,940	79,279	85,506	91,688
28	69,631	80,073	86,362	92,605
29	70,326	80,873	87,226	93,532
30	71,028	81,682	88,097	94,468
31	71,739	82,498	88,978	95,410
32	72,457	83,324	89,866	96,365
33	73,181	84,157	90,767	97,330
34	73,913	84,998	91,674	98,303
35	74,652	85,848	92,591	99,284

MARENGO COUNTY BOARD OF EDUCATION
Salary Schedule

Psychometrist
(9 Month - 187 Day Contract)

2025 - 2026

Experience / Completed Years	Yearly Salary			
	BS (Bachelor's)	MS (Master's)	AA (Education Specialist)	Doctorate
0 – 2	47,600	51,875	55,936	59,995
3 – 5	49,616	57,058	61,524	65,997
6 – 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

MARENGO COUNTY BOARD OF EDUCATION
Salary Schedule

Instructional Specialist
(10 Month - 202 Day Contract)

2025 - 2025

Experience / Completed Years	Yearly Salary			
	BS (Bachelor's)	MS (Master's)	AA (Education Specialist)	Doctorate
0 – 2	48,730	56,036	60,423	64,808
3 – 5	53,596	61,636	66,460	71,290
6 – 8	55,946	64,336	69,021	74,406
9	57,636	66,280	71,486	76,655
10	58,211	66,942	72,200	77,421
11	58,794	67,612	72,534	78,194
12	59,383	68,288	73,651	78,976
13	59,976	68,971	74,388	79,767
14	60,575	69,660	75,131	80,564
15	61,182	70,358	75,883	81,370
16	61,793	71,061	76,641	82,183
17	62,411	71,771	77,408	83,005
18	63,034	72,489	78,182	83,834
19	63,665	73,213	78,965	84,673
20	64,302	73,552	79,754	85,519
21	64,946	74,686	80,552	86,376
22	65,595	75,433	81,356	86,775
23	66,251	76,186	82,171	88,110
24	66,914	76,948	82,992	88,991
25	67,582	77,717	83,822	89,882
26	68,258	78,495	84,660	90,780
27	68,940	79,279	85,506	91,688
28	69,631	80,073	86,362	92,605
29	70,326	80,873	87,226	93,532
30	71,028	81,682	88,097	94,468
31	71,739	82,498	88,978	95,410
32	72,457	83,324	89,866	96,365
33	73,181	84,157	90,767	97,330
34	73,913	84,998	91,674	98,303
35	74,652	85,848	92,591	99,284

MARENGO COUNTY BOARD OF EDUCATION
Salary Schedule

Central Office PreK – 12 Instructional Leader
(12 Month - 240 Day Contract)

2025 - 2026

Experience / Completed Years	Yearly Salary			
	BS (Bachelor's)	MS (Master's)	AA (Education Specialist)	Doctorate
0 – 2	61,091	66,578	71,790	76,999
3 – 5	63,679	73,230	78,962	84,703
6 – 8	66,472	76,439	82,444	88,404
9	68,479	78,749	84,934	91,075
10	69,162	79,535	85,782	91,985
11	69,855	80,331	86,639	92,904
12	70,553	81,135	87,506	93,833
13	71,259	81,944	88,382	94,771
14	71,971	82,765	89,264	95,719
15	72,691	83,594	90,158	96,677
16	73,417	84,428	91,059	97,643
17	74,152	85,272	91,971	98,620
18	74,893	86,125	92,891	99,604
19	75,642	86,986	93,820	100,600
20	76,399	87,856	94,757	101,608
21	77,162	88,735	95,705	102,624
22	77,934	89,623	96,660	103,650
23	78,713	90,518	97,628	104,685
24	79,501	91,424	98,605	105,733
25	80,295	92,338	99,590	106,790
26	81,097	93,260	100,586	107,858
27	81,910	94,193	101,592	108,937
28	82,729	95,135	102,608	110,026
29	83,556	96,086	103,634	111,127
30	84,391	97,048	104,670	112,238
31	85,235	98,018	105,717	113,359
32	86,089	98,999	106,775	114,493
33	86,949	99,988	107,843	115,639
34	87,817	100,988	108,921	116,796
35	88,697	101,998	110,009	117,962

MARENGO COUNTY BOARD OF EDUCATION
Salary Schedule

Assistant Principals
(10 Month - 207 Day Contract)

2025 - 2026

Experience / Completed Years	Yearly Salary			
	BS (Bachelor's)	MS (Master's)	AA (Education Specialist)	Doctorate
0 – 2	49,936	57,422	61,920	66,411
3 – 5	54,922	63,161	68,104	73,055
6 – 8	57,332	65,929	71,109	75,942
9	59,064	67,920	73,256	78,552
10	59,652	68,599	73,986	79,337
11	60,250	69,284	74,726	80,129
12	60,852	69,980	75,473	80,931
13	61,462	70,678	76,229	81,739
14	62,074	71,385	76,991	82,559
15	62,697	72,099	77,762	83,384
16	63,322	72,819	78,538	84,219
17	63,956	73,548	79,324	85,061
18	64,595	74,282	80,118	85,910
19	65,241	75,026	80,920	86,769
20	65,894	75,775	81,727	87,637
21	66,552	76,535	82,546	88,513
22	67,217	77,299	83,369	89,397
23	67,889	78,072	84,204	90,291
24	68,569	78,854	85,046	91,195
25	69,254	79,641	85,897	92,106
26	69,947	80,437	86,757	93,028
27	70,647	81,241	87,622	93,958
28	71,354	82,054	88,498	94,898
29	72,068	82,875	89,385	95,848
30	72,788	83,704	90,278	96,807
31	73,516	84,541	91,179	97,772
32	74,250	85,386	92,094	98,751
33	74,994	86,239	93,014	99,739
34	75,744	87,102	93,944	100,736
35	76,502	87,972	94,883	101,743

MARENGO COUNTY BOARD OF EDUCATION
Salary Schedule

Principals
(12 Month Contract - 240 Day Contract)

2025 - 2026

Experience / Completed Years	Yearly Salary			
	BS (Bachelor's)	MS (Master's)	AA (Education Specialist)	Doctorate
0 – 2	61,091	66,578	71,790	76,999
3 – 5	63,679	73,230	78,962	84,703
6 – 8	66,472	76,439	82,444	88,404
9	68,479	78,749	84,934	91,075
10	69,162	79,535	85,782	91,985
11	69,855	80,331	86,639	92,904
12	70,553	81,135	87,506	93,833
13	71,259	81,944	88,382	94,771
14	71,971	82,765	89,264	95,719
15	72,691	83,594	90,158	96,677
16	73,417	84,428	91,059	97,643
17	74,152	85,272	91,971	98,620
18	74,893	86,125	92,891	99,604
19	75,642	86,986	93,820	100,600
20	76,399	87,856	94,757	101,608
21	77,162	88,735	95,705	102,624
22	77,934	89,623	96,660	103,650
23	78,713	90,518	97,628	104,685
24	79,501	91,424	98,605	105,733
25	80,295	92,338	99,590	106,790
26	81,097	93,260	100,586	107,858
27	81,910	94,193	101,592	108,937
28	82,729	95,135	102,608	110,026
29	83,556	96,086	103,634	111,127
30	84,391	97,048	104,670	112,238
31	85,235	98,018	105,717	113,359
32	86,089	98,999	106,775	114,493
33	86,949	99,988	107,843	115,639
34	87,817	100,988	108,921	116,796
35	88,697	101,998	110,009	117,962

MARENGO COUNTY BOARD OF EDUCATION
Salary Schedule

Federal Programs / Special Education Director
(12 Month - 240 Day Contract)

2025 - 2026

Experience / Completed Years	Yearly Salary			
	BS (Bachelor's)	MS (Master's)	AA (Education Specialist)	Doctorate
0 – 2	61,091	66,578	71,790	76,999
3 – 5	63,679	73,230	78,962	84,703
6 – 8	66,472	76,439	82,444	88,404
9	68,479	78,749	84,934	91,075
10	69,162	79,535	85,782	91,985
11	69,855	80,331	86,639	92,904
12	70,553	81,135	87,506	93,833
13	71,259	81,944	88,382	94,771
14	71,971	82,765	89,264	95,719
15	72,691	83,594	90,158	96,677
16	73,417	84,428	91,059	97,643
17	74,152	85,272	91,971	98,620
18	74,893	86,125	92,891	99,604
19	75,642	86,986	93,820	100,600
20	76,399	87,856	94,757	101,608
21	77,162	88,735	95,705	102,624
22	77,934	89,623	96,660	103,650
23	78,713	90,518	97,628	104,685
24	79,501	91,424	98,605	105,733
25	80,295	92,338	99,590	106,790
26	81,097	93,260	100,586	107,858
27	81,910	94,193	101,592	108,937
28	82,729	95,135	102,608	110,026
29	83,556	96,086	103,634	111,127
30	84,391	97,048	104,670	112,238
31	85,235	98,018	105,717	113,359
32	86,089	98,999	106,775	114,493
33	86,949	99,988	107,843	115,639
34	87,817	100,988	108,921	116,796
35	88,697	101,998	110,009	117,962

MARENGO COUNTY BOARD OF EDUCATION
Salary Schedule

Technology Coordinator
(12 Month - 240 Day Contract)

2025 - 2026

Experience / Completed Years	Yearly Salary			
	BS (Bachelor's)	MS (Master's)	AA (Education Specialist)	Doctorate
0 – 2	61,091	66,578	71,790	76,999
3 – 5	63,679	73,230	78,962	84,703
6 – 8	66,472	76,439	82,444	88,404
9	68,479	78,749	84,934	91,075
10	69,162	79,535	85,782	91,985
11	69,855	80,331	86,639	92,904
12	70,553	81,135	87,506	93,833
13	71,259	81,944	88,382	94,771
14	71,971	82,765	89,264	95,719
15	72,691	83,594	90,158	96,677
16	73,417	84,428	91,059	97,643
17	74,152	85,272	91,971	98,620
18	74,893	86,125	92,891	99,604
19	75,642	86,986	93,820	100,600
20	76,399	87,856	94,757	101,608
21	77,162	88,735	95,705	102,624
22	77,934	89,623	96,660	103,650
23	78,713	90,518	97,628	104,685
24	79,501	91,424	98,605	105,733
25	80,295	92,338	99,590	106,790
26	81,097	93,260	100,586	107,858
27	81,910	94,193	101,592	108,937
28	82,729	95,135	102,608	110,026
29	83,556	96,086	103,634	111,127
30	84,391	97,048	104,670	112,238
31	85,235	98,018	105,717	113,359
32	86,089	98,999	106,775	114,493
33	86,949	99,988	107,843	115,639
34	87,817	100,988	108,921	116,796
35	88,697	101,998	110,009	117,962

Classified Personnel

All classified personnel shall be paid on the appropriate salary schedule for their job classification. Years of experience based on employment in a full time position shall be determined by the number of years at that job classification in Marengo County. However, the Human Resources Director and/ or the Chief School Financial Officer, with the approval of the Superintendent, shall be authorized to allow for work experience in the same position in another school system or comparable experience in the private sector at the time of initial employment.

MARENGO COUNTY BOARD OF EDUCATION
Salary Schedule

Bus Driver
(9 Month - 182 Day Contract)

2025 - 2026

Experience / Completed Years	Yearly Salary
0 – 2	15,300
3 – 5	16,320
6 – 9	17,386
10	17,473
11	17,561
12	17,650
13	17,737
14	17,827
15	17,917
16	18,008
17	18,097
18	18,188
19	18,280
20	18,372
21	18,464
22	18,556
23	18,650
24	18,744
25	18,839
26	18,933
27	19,028
28	19,218
29	19,411
30	19,605
31	19,802
32	20,001
33	20,202
34	20,405
35	20,610

MARENGO COUNTY BOARD OF EDUCATION
Salary Schedule

Child Nutrition Program
(9 Month - 182 Day Contract)

2025 - 2026

Experience / Completed Years	Yearly Salary			
	Breakfast and Lunch (7 hours)	Breakfast and Lunch (8 hours)	Assistant Manager (8 hours)	Manager (8 hours)
0 – 2	19,493	22,277	23,169	26,645
3 – 5	20,471	23,395	24,332	27,982
6 – 9	21,519	24,593	25,577	29,414
10	21,627	24,716	25,706	29,562
11	21,736	24,841	25,835	29,711
12	21,846	24,966	25,966	29,861
13	21,955	25,091	26,095	30,010
14	22,066	25,218	26,227	30,161
15	22,177	25,345	26,359	30,314
16	22,289	25,473	26,492	30,466
17	22,400	25,599	26,624	30,618
18	22,512	25,727	26,756	30,770
19	22,623	25,854	26,889	30,923
20	22,737	25,985	27,024	31,079
21	22,852	26,116	27,161	31,236
22	22,965	26,245	27,296	31,390
23	23,082	26,379	27,434	31,550
24	23,197	26,510	27,572	31,708
25	23,314	26,644	27,710	31,866
26	23,431	26,778	27,850	32,027
27	23,548	26,912	27,989	32,198
28	23,785	27,182	28,270	32,511
29	24,024	27,456	28,554	32,838
30	24,265	27,731	28,841	33,168
31	24,507	28,008	29,129	33,498
32	24,752	28,288	29,420	33,834
33	25,001	28,572	29,715	34,173
34	25,250	28,857	30,012	34,514
35	25,501	29,143	30,309	34,856

MARENGO COUNTY BOARD OF EDUCATION
Salary Schedule

Child Nutrition Program Director
(12 Month - 240 Day Contract)

2025 - 2026

Experience / Completed Years	Yearly Salary			
	BS (Bachelor's)	MS (Master's)	AA (Education Specialist)	Doctorate
0 – 2	61,091	66,578	71,790	76,999
3 – 5	63,679	73,230	78,962	84,703
6 – 8	66,472	76,439	82,444	88,404
9	68,479	78,749	84,934	91,075
10	69,162	79,535	85,782	91,985
11	69,855	80,331	86,639	92,904
12	70,553	81,135	87,506	93,833
13	71,259	81,944	88,382	94,771
14	71,971	82,765	89,264	95,719
15	72,691	83,594	90,158	96,677
16	73,417	84,428	91,059	97,643
17	74,152	85,272	91,971	98,620
18	74,893	86,125	92,891	99,604
19	75,642	86,986	93,820	100,600
20	76,399	87,856	94,757	101,608
21	77,162	88,735	95,705	102,624
22	77,934	89,623	96,660	103,650
23	78,713	90,518	97,628	104,685
24	79,501	91,424	98,605	105,733
25	80,295	92,338	99,590	106,790
26	81,097	93,260	100,586	107,858
27	81,910	94,193	101,592	108,937
28	82,729	95,135	102,608	110,026
29	83,556	96,086	103,634	111,127
30	84,391	97,048	104,670	112,238
31	85,235	98,018	105,717	113,359
32	86,089	98,999	106,775	114,493
33	86,949	99,988	107,843	115,639
34	87,817	100,988	108,921	116,796
35	88,697	101,998	110,009	117,962

MARENGO COUNTY BOARD OF EDUCATION
Salary Schedule

School Secretary
(9 Month - 187 Day Contract)

2025 - 2026

Experience / Completed Years	Yearly Salary
0 – 2	26,213
3 – 5	27,317
6 – 9	28,420
10	28,563
11	28,705
12	28,849
13	28,994
14	29,140
15	29,286
16	29,433
17	29,580
18	29,729
19	29,878
20	30,028
21	30,179
22	30,331
23	30,482
24	30,635
25	30,789
26	30,943
27	31,098
28	31,409
29	31,724
30	32,041
31	32,362
32	32,686
33	33,013
34	33,343
35	33,678

MARENGO COUNTY BOARD OF EDUCATION
Salary Schedule

Administrative Assistant
(9 Month - 187 Day Contract)

2025 - 2026

Experience / Completed Years	Yearly Salary
0 – 2	26,213
3 – 5	27,317
6 – 9	28,420
10	28,563
11	28,705
12	28,849
13	28,994
14	29,140
15	29,286
16	29,433
17	29,580
18	29,729
19	29,878
20	30,028
21	30,179
22	30,331
23	30,482
24	30,635
25	30,789
26	30,943
27	31,098
28	31,409
29	31,724
30	32,041
31	32,362
32	32,686
33	33,013
34	33,343
35	33,678

MARENGO COUNTY BOARD OF EDUCATION
Salary Schedule

Special Education Assistant/ Administrative Assistant
(202 Day Contract)

2024-2025

Experience / Completed Years	Yearly Salary	Supplement
0 – 2	24,725	
3 – 5	27,100	
6 – 9	32,842	
10	33,008	
11	33,173	
12	33,339	
13	33,507	
14	33,675	
15	33,844	
16	34,014	
17	34,185	
18	34,356	
19	34,529	
20	38,373	
21	34,876	3,672
22	35,050	
23	35,226	
24	35,403	
25	35,580	
26	35,760	
27	35,939	
28	36,299	
29	36,662	
30	37,031	
31	37,401	
32	37,776	
33	38,155	
34	38,536	
35	38,922	

MARENGO COUNTY BOARD OF EDUCATION
Salary Schedule

School Janitor
(9 Month - 182 Day Contract)

2025 - 2026

Experience / Completed Years	Yearly Salary	
	Regular Janitor (7 hours)	Regular and Breakfast Janitor (8 hours)
0 – 2	19,493	22,277
3 – 5	20,111	22,904
6 – 9	21,656	24,158
10	21,765	24,280
11	21,874	24,402
12	21,985	24,524
13	22,095	24,648
14	22,206	24,772
15	22,318	24,896
16	22,430	25,021
17	22,544	25,147
18	22,656	25,273
19	22,771	25,400
20	22,885	25,528
21	23,000	25,656
22	23,115	25,784
23	23,232	25,914
24	23,349	26,043
25	23,467	26,175
26	23,585	26,306
27	23,703	26,439
28	23,942	26,704
29	24,182	26,971
30	24,424	27,241
31	24,669	27,514
32	24,917	27,789
33	25,167	28,068
34	25,419	28,349
35	25,673	28,633

MARENGO COUNTY BOARD OF EDUCATION
Salary Schedule

Teacher Aide
(9 Month - 182 Day Contract / 8 hours)

2025 - 2026

Experience / Completed Years	Yearly Salary
0 – 2	22,277
3 – 5	22,803
6 – 9	25,330
10	25,458
11	25,585
12	25,714
13	25,842
14	25,973
15	26,102
16	26,234
17	26,365
18	26,499
19	26,632
20	26,766
21	26,900
22	27,035
23	27,170
24	27,307
25	27,444
26	27,581
27	27,720
28	27,859
29	27,998
30	28,139
31	28,280
32	28,422
33	28,565
34	28,708
35	28,852

MARENGO COUNTY BOARD OF EDUCATION
Salary Schedule

In-School Suspension Director / ACCESS Instructional Aide
(9 Month - 182 Day Contract)

2025 - 2026

Experience / Completed Years	Yearly Salary
0 – 2	22,277
3 – 5	22,803
6 – 9	25,330
10	25,458
11	25,585
12	25,714
13	25,842
14	25,973
15	26,102
16	26,234
17	26,365
18	26,499
19	26,632
20	26,766
21	26,900
22	27,035
23	27,170
24	27,307
25	27,444
26	27,581
27	27,720
28	27,859
29	27,998
30	28,139
31	28,280
32	28,422
33	28,565
34	28,708
35	28,852

MARENGO COUNTY BOARD OF EDUCATION
Salary Schedule

Auxiliary Teacher / PreKindergarten Aide
(9 Month - 187 Day Contract)

2025 - 2026

Experience / Completed Years	Yearly Salary
0 – 2	22,889
3 – 5	23,338
6 – 9	26,026
10	26,155
11	26,286
12	26,417
13	26,550
14	26,683
15	26,816
16	26,950
17	27,085
18	27,220
19	27,356
20	27,493
21	27,630
22	27,769
23	27,908
24	28,047
25	28,187
26	28,328
27	28,470
28	28,613
29	28,755
30	28,899
31	29,044
32	29,189
33	29,335
34	29,482
35	29,628

MARENGO COUNTY BOARD OF EDUCATION
Salary Schedule

Career Coach
(10 Month - 200 Day Contract)

2025 - 2026

Experience / Completed Years	BS (Bachelor's)	MS (Master's)
0 – 2	47,600	51,875
3 – 5	49,616	57,058
6 – 8	51,792	59,558
9	53,356	61,358
10	53,888	61,971
11	54,428	62,591
12	54,972	63,217
13	55,522	63,848
14	56,077	64,487
15	56,638	65,133
16	57,204	65,783
17	57,776	66,441
18	58,354	67,105
19	58,937	67,776
20	59,527	68,454
21	60,122	69,139
22	60,723	69,831
23	61,330	70,528
24	61,944	71,234
25	62,563	71,946
26	63,188	72,665
27	63,821	73,392
28	64,459	74,126
29	65,104	74,867
30	65,754	75,616
31	66,412	76,372
32	67,077	77,136
33	67,747	77,907
34	68,424	78,686
35	69,109	79,473

MARENGO COUNTY BOARD OF EDUCATION
Salary Schedule

Mental Health Services Worker
(9.5 Month - 197 Day Contract)

2025 - 2026

Experience / Completed Years	Yearly Salary
0 – 2	40,992
3 – 5	41,616
6 – 9	44,285
10	42,035
11	42,245
12	42,457
13	42,670
14	42,884
15	43,100
16	43,316
17	43,533
18	43,752
19	43,972
20	44,192
21	44,413
22	44,637
23	44,860
24	45,084
25	45,310
26	45,537
27	45,765
28	46,223
29	46,686
30	47,153
31	47,625
32	48,093
33	48,583
34	49,070
35	49,560

MARENGO COUNTY BOARD OF EDUCATION
Salary Schedule
LEAD Nurse (Must be at least an RN)
(9.5 Month - 192 Day Contract)

2025 - 2026

Experience / Completed Years	Yearly Salary			
	RN/ASN	RN / BSN	RN / MSN	RN / DNP
0	45,962	49,560	53,441	57,625
1	45,962	49,560	53,441	57,625
2	45,962	49,560	53,441	57,625
3	50,553	54,510	58,779	63,381
4	50,553	54,510	58,779	63,381
5	50,553	54,510	58,779	63,381
6	52,769	56,900	61,357	66,161
7	52,769	56,900	61,357	66,161
8	52,769	56,900	61,357	66,161
9	54,361	58,619	63,208	68,157
10	54,905	59,204	63,839	68,838
11	55,454	59,796	64,479	69,527
12	56,009	60,395	65,123	70,222
13	56,570	60,999	65,775	70,924
14	57,135	61,608	66,433	71,634
15	57,707	62,225	67,098	72,351
16	58,282	62,847	67,768	73,073
17	58,866	63,475	68,446	73,805
18	59,454	64,110	69,130	74,543
19	60,050	64,751	69,821	75,289
20	60,650	65,398	70,519	76,040
21	61,257	66,053	71,225	76,801
22	61,869	66,713	71,936	77,568
23	62,488	67,381	72,655	78,345
24	63,113	68,055	73,383	79,129
25	63,743	68,734	74,117	79,920
26	64,380	69,422	74,857	80,718
27	65,025	70,117	75,607	81,527
28	65,675	70,818	76,362	82,341
29	66,332	71,526	77,127	83,165
30	66,995	72,240	77,896	83,995
31	67,664	72,962	78,675	84,835
32	68,342	73,693	79,463	85,685
33	69,025	74,429	80,257	86,541
34	69,714	75,173	81,059	87,406
35+	70,412	75,925	81,871	88,280

MARENGO COUNTY BOARD OF EDUCATION
Salary Schedule
School Nurse
(9 Month - 187 Day Contract)
2025 - 2026

Experience / Completed Years	Yearly Salary				
	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

MARENGO COUNTY BOARD OF EDUCATION
Salary Schedule

Transportation Department
(12 Month - 240 Month Contract)

2025 -2026

Experience / Completed Years	Yearly Salary		
	Transportation Supervisor	Assistant Transportation Supervisor	Mechanic
0 – 2	48,411	41,762	35,229
3 – 5	52,042	44,177	38,199
6 – 9	55,766	47,891	41,388
10	56,045	48,131	41,595
11	56,326	48,372	41,803
12	56,608	48,615	42,012
13	56,892	48,858	42,504
14	57,178	49,102	42,434
15	57,463	49,348	42,646
16	57,752	49,596	42,859
17	58,041	49,845	43,073
18	58,331	50,094	43,289
19	58,622	50,345	43,507
20	58,916	50,597	43,725
21	59,211	50,851	43,944
22	59,507	51,106	44,164
23	59,805	51,362	44,387
24	60,105	51,619	44,609
25	60,406	51,878	44,833
26	60,708	52,138	45,058
27	61,012	52,399	45,283
28	61,623	52,923	45,737
29	62,240	53,453	46,194
30	62,863	53,987	46,656
31	63,492	54,528	47,123
32	64,128	55,073	47,595
33	64,770	55,625	48,072
34	65,418	56,181	48,554
35	66,073	56,743	49,039

MARENGO COUNTY BOARD OF EDUCATION
Salary Schedule

Maintenance Department
(12 Month - 240 Day Contract)

2025 - 2026

Experience / Completed Years	Yearly Salary			
	Maintenance Supervisor	Assistant Maintenance Supervisor (8 hours)	Maintenance Worker (7 hours)	Facilities Coordinator (supplement)
0 – 2	48,411	41,762	35,229	$5000.00
3 – 5	52,042	44,177	38,199	$5000.00
6 – 9	55,766	47,891	41,388	$5000.00
10	56,045	48,131	41,595	$5000.00
11	56,326	48,372	41,803	$5000.00
12	56,608	48,615	42,012	$5000.00
13	56,892	48,858	42,504	$5000.00
14	57,178	49,102	42,434	$5000.00
15	57,463	49,348	42,646	$5000.00
16	57,752	49,596	42,859	$5000.00
17	58,041	49,845	43,073	$5000.00
18	58,331	50,094	43,289	$5000.00
19	58,622	50,345	43,507	$5000.00
20	58,916	50,597	43,725	$5000.00
21	59,211	50,851	43,944	$5000.00
22	59,507	51,106	44,164	$5000.00
23	59,805	51,362	44,387	$5000.00
24	60,105	51,619	44,609	$5000.00
25	60,406	51,878	44,833	$5000.00
26	60,708	52,138	45,058	$5000.00
27	61,012	52,399	45,283	$5000.00
28	61,623	52,923	45,737	$5000.00
29	62,240	53,453	46,194	$5000.00
30	62,863	53,987	46,656	$5000.00
31	63,492	54,528	47,123	$5000.00
32	64,128	55,073	47,595	$5000.00
33	64,770	55,625	48,072	$5000.00
34	65,418	56,181	48,554	$5000.00
35	66,073	56,743	49,039	$5000.00

MARENGO COUNTY BOARD OF EDUCATION
Salary Schedule

System Technician
(12 Month - 240 Day Contract)

2025 - 2026

Experience / Completed Years	Yearly Salary
0 – 2	43,687
3 – 5	46,184
6 – 9	48,681
10	48,925
11	49,171
12	49,416
13	49,664
14	49,913
15	50,163
16	50,415
17	50,667
18	50,921
19	51,176
20	51,432
21	51,690
22	51,949
23	52,209
24	52,470
25	52,733
26	52,998
27	53,263
28	53,796
29	54,335
30	54,879
31	55,428
32	55,983
33	56,543
34	57,109
35	57,680

MARENGO COUNTY BOARD OF EDUCATION
Salary Schedule
Technology Coordinator
(12 Month - 240 Day Contract)

2025 - 2026

Experience / Completed Years	Yearly Salary			
	BS (Bachelor's)	MS (Master's)	AA (Education Specialist)	Doctorate
0 – 2	61,091	66,578	71,790	76,999
3 – 5	63,679	73,230	78,962	84,703
6 – 8	66,472	76,439	82,444	88,404
9	68,479	78,749	84,934	91,075
10	69,162	79,535	85,782	91,985
11	69,855	80,331	86,639	92,904
12	70,553	81,135	87,506	93,833
13	71,259	81,944	88,382	94,771
14	71,971	82,765	89,264	95,719
15	72,691	83,594	90,158	96,677
16	73,417	84,428	91,059	97,643
17	74,152	85,272	91,971	98,620
18	74,893	86,125	92,891	99,604
19	75,642	86,986	93,820	100,600
20	76,399	87,856	94,757	101,608
21	77,162	88,735	95,705	102,624
22	77,934	89,623	96,660	103,650
23	78,713	90,518	97,628	104,685
24	79,501	91,424	98,605	105,733
25	80,295	92,338	99,590	106,790
26	81,097	93,260	100,586	107,858
27	81,910	94,193	101,592	108,937
28	82,729	95,135	102,608	110,026
29	83,556	96,086	103,634	111,127
30	84,391	97,048	104,670	112,238
31	85,235	98,018	105,717	113,359
32	86,089	98,999	106,775	114,493
33	86,949	99,988	107,843	115,639
34	87,817	100,988	108,921	116,796
35	88,697	101,998	110,009	117,962

MARENGO COUNTY BOARD OF EDUCATION
Salary Schedule
Human Resource Supervisor/ Administrative Assistant to the Superintendent
(12 Month - 240 Month Contract)
2025 - 2026

Experience / Completed Years	Yearly Salary
	BS
0 – 2	51,875
3 – 5	57,058
6 – 8	59,558
9	61,358
10	61,971
11	62,591
12	63,217
13	63,848
14	64,487
15	65,133
16	65,783
17	66,441
18	67,105
19	67,776
20	68,454
21	69,139
22	69,831
23	70,528
24	71,234
25	71,946
26	72,665
27	73,392
28	74,126
29	74,867
30	75,616
31	76,372
32	77,136
33	77,907
34	78,686
35	79,473

MARENGO COUNTY BOARD OF EDUCATION
Salary Schedule

Staff Accountant
(12 Month - 240 Day Contract)

2025 - 2026

Experience / Completed Years	BS (Bachelor's)	MS (Master's)
0 – 2	42,798	61,091
3 – 5	45,244	63,679
6 – 8	47,691	66,472
9	47,929	68,479
10	48,170	69,162
11	48,411	69,855
12	48,654	70,553
13	49,897	71,259
14	49,143	71,971
15	49,389	72,691
16	49,636	73,417
17	49,885	74,152
18	50,135	74,893
19	50,386	75,642
20	50,638	76,399
21	50,892	77,162
22	51,147	77,934
23	51,403	78,713
24	51,661	79,501
25	51,920	80,295
26	52,179	81,097
27	52,702	81,910
28	53,230	82,729
29	53,762	83,556
30	54,301	84,391
31	54,844	85,235
32	55,393	86,089
33	55,948	86,949
34	56,507	87,817
35	57,072	88,697

MARENGO COUNTY BOARD OF EDUCATION
Salary Schedule

Chief School Financial Officer
(12 Month - 240 Day Contract)

2025 - 2026

Experience / Completed Years	Yearly Salary			
	BS (Bachelor's)	MS (Master's)	AA (Education Specialist)	Doctorate
0 – 2	61,091	66,578	71,790	76,999
3 – 5	63,679	73,230	78,962	84,703
6 – 8	66,472	76,439	82,444	88,404
9	68,479	78,749	84,934	91,075
10	69,162	79,535	85,782	91,985
11	69,855	80,331	86,639	92,904
12	70,553	81,135	87,506	93,833
13	71,259	81,944	88,382	94,771
14	71,971	82,765	89,264	95,719
15	72,691	83,594	90,158	96,677
16	73,417	84,428	91,059	97,643
17	74,152	85,272	91,971	98,620
18	74,893	86,125	92,891	99,604
19	75,642	86,986	93,820	100,600
20	76,399	87,856	94,757	101,608
21	77,162	88,735	95,705	102,624
22	77,934	89,623	96,660	103,650
23	78,713	90,518	97,628	104,685
24	79,501	91,424	98,605	105,733
25	80,295	92,338	99,590	106,790
26	81,097	93,260	100,586	107,858
27	81,910	94,193	101,592	108,937
28	82,729	95,135	102,608	110,026
29	83,556	96,086	103,634	111,127
30	84,391	97,048	104,670	112,238
31	85,235	98,018	105,717	113,359
32	86,089	98,999	106,775	114,493
33	86,949	99,988	107,843	115,639
34	87,817	100,988	108,921	116,796
35	88,697	101,998	110,009	117,962

MARENGO COUNTY BOARD OF EDUCATION
Salary Schedule

Superintendent

2025 - 2026

Based upon individual contract terms.

Salary Schedule

Coaching Supplements

2025 - 2026

Any employee that coaches and is employed effective July 1, 2019, or thereafter, will be paid their salary and coaching supplement(s) per the following:

Employee salary – pay equal payments September (with option of dividing this payment ½ in August and ½ in September the first year of employment) through the following August.

Summer recreation supplement – pay ½ in July and the other ½ the following June.

All other supplements will be paid at the end of the season for that particular sport.

EMPLOYEES SERVING AS COACHES		
Athletic Director	$1,357	
Summer Recreation	$6,008	5 days off
Football:		
Head	$2,397	Football teams must play a
First Assistant	$2,193	varsity schedule.
Second Assistant	$1,148	
Third Assistant	$837	
Fourth Assistant	$781	
Basketball (Boys and Girls):		
Head	$1,668	Basketball teams must play at
Assistant	$929	least 10 varsity games.
Baseball and Softball:		
Head	$1,668	Baseball/softball teams must
Assistant	$929	play at least 8 varsity games.
Volleyball:		
Head	$1,005	Volleyball teams must play at
Assistant	$730	least 6 varsity matches.
Track:		
Boys	$653	Track teams must participate

Girls	$653	in at least 3 events.
SUPPLEMENTS WILL BE PRORATED FOR THOSE TEAMS NOT MEETING THE ABOVE REQUIREMENTS.		
NON-FACULTY COACHES (WILL RECEIVE 80% OF ABOVE SUPPLEMENTS)		

EMPLOYEES SERVING AS BAND DIRECTORS		
Supplement	$2,494	

EMPLOYEES SERVING AS CHEERLEADER SPONSORS		
Varsity	$980	
Junior High	$663	

MARENGO COUNTY BOARD OF EDUCATION
Salary Schedule

Substitutes

2025 - 2026

Daily Substitute Teacher (8 hours)	70.00 per day
Extended Substitute Teacher (8 hours, approved by Superintendent)	
Certified	80.00 per day (after 10th consecutive day)
Non-Certified	75.00 per day (after 10th consecutive day)
Substitute Support (Lunch/Breakfast CNP, Secretary, Regular/Breakfast Janitor, Aide – 8 hours)	65.00 per day
Substitute Support (Janitor – 7 hours)	65.00 per day
Substitute Support (Lunch Only – 6 hours)	50.00 per day
Substitute Bus Driver (must have regular license with CDL/ "P" and "S" endorsements, State Department of Education School Bus Driver Certificate, DOT Physical)	60.00 per day