

Marshall County Schools
Salary Schedule
2025-2026
Effective October 1, 2025

Dr. Cindy L. Wigley
Superintendent of Education

Board of Education
12380 Highway 431 South
Guntersville, AL 35976
256-582-3171

Mr. Bill Hancock, President
Mr. Mark Rains, Vice President
Mr. Tony Simmons
Mrs. Laura Byars
Mr. Terry Kennamer

Pay shall be determined by the years of experience in the position hired.
The Board reserves the right to negotiate the salary of any employee.

Board approved: 11/20/2025

MARSHALL COUNTY BOARD OF EDUCATION
2025-2026 SALARY SCHEDULES

TABLE OF CONTENTS

CERTIFIED TEACHER SALARY SCHEDULE - BACHELORS & MASTERS…..... 1
CERTIFIED TEACHER SALARY SCHEDULE - AA, ED. S., DOCTORAL..…..... 2
MATH AND SCIENCE TEACHER SALARY SCHEDULE - BACHELORS & MASTERS…. 3
MATH AND SCIENCE TEACHER SALARY SCHEDULE - AA, ED.S., DOCTORAL…..... 4
ELEMENTARY SCHOOL PRINCIPAL…..... 5
MIDDLE SCHOOL PRINCIPAL…..... 6
HIGH SCHOOL PRINCIPAL…..... 7
ASSISTANT PRINCIPAL…..... 8
ASSISTANT SUPERINTENDENT, DEPUTY SUPERINTENDENT…… 9
SUPERVISOR, CHIEF TECHNOLOGY OFFICER…… 10
DISTRICT IMPROVEMENT SPECIALIST, TECHNOLOGY DIRECTOR…… 11
ASSISTANT CSFO…..... 12
PAYROLL ACCOUNTANT, ACCOUNTS PAYABLE ACCOUNTANT…… 13
IT - NETWORK SPECIALIST, HARDWARE SPECIALIST, DATA SPECIALIST…… 14
NURSE, CERTIFIED OCCUPATIONAL THERAPIST ASSISTANT…….. 15
OCCUPATIONAL THERAPY ……. 16
INSTRUCTIONAL ASSISTANT…..... 17
BOARD CERTIFIED BEHAVIORAL ANALYST…..... 18
JOB COACH, IT TECHNICIAN I, ATTENDANCE OFFICER …….. 19
ADMINISTRATIVE ASSISTANT…..... 20
SCHOOL BOOKKEEPER, CDL OFFICE MANAGER……. 21
MAINTENANCE…..... 22
CUSTODIAN…..... 23
CNP MANAGER…..... 24
CNP MANAGER ASSISTANT…..... 25
CNP BOOKKEEPER, CNP STOCK CLERK/CUSTODIAN……. 26
BUS DRIVER, BUS AIDE, AND SUPPLY DRIVER…..... 27
TRANSPORTATION-SHOP FOREMAN, MECHANIC…..... 28
ROUTE SPECIALIST…..... 29
HOURLY RATES…..... 30
SUBSTITUTE…..... 31
SUPPLEMENTS - PRIOR TO 2016-2017 SCHOOL YEAR…..... 32
SUPPLEMENTS - EFFECTIVE 2016-2017 SCHOOL YEAR…..... 33

MARSHALL COUNTY BOARD OF EDUCATION
CERTIFIED TEACHERS SALARY SCHEDULE
2025-2026 FISCAL YEAR

	T9-BS	T0-BS	T1-BS	T2-BS	T9-MS	T0-MS	T1-MS	T2-MS
	BACHELORS				MASTERS			
STEP	187 DAYS	202 DAYS	222 DAYS	240 DAYS	187 DAYS	202 DAYS	222 DAYS	240 DAYS
0	$ 47,600	$ 51,418	$ 56,509	$ 61,091	$ 51,875	$ 56,036	$ 61,584	$ 66,578
1	$ 47,600	$ 51,418	$ 56,509	$ 61,091	$ 51,875	$ 56,036	$ 61,584	$ 66,578
2	$ 47,600	$ 51,418	$ 56,509	$ 61,091	$ 51,875	$ 56,036	$ 61,584	$ 66,578
3	$ 49,616	$ 53,596	$ 58,902	$ 63,678	$ 57,058	$ 61,635	$ 67,737	$ 73,230
4	$ 49,616	$ 53,596	$ 58,902	$ 63,678	$ 57,058	$ 61,635	$ 67,737	$ 73,230
5	$ 49,616	$ 53,596	$ 58,902	$ 63,678	$ 57,058	$ 61,635	$ 67,737	$ 73,230
6	$ 51,792	$ 55,946	$ 61,486	$ 66,471	$ 59,558	$ 64,335	$ 70,705	$ 76,438
7	$ 51,792	$ 55,946	$ 61,486	$ 66,471	$ 59,558	$ 64,335	$ 70,705	$ 76,438
8	$ 51,792	$ 55,946	$ 61,486	$ 66,471	$ 59,558	$ 64,335	$ 70,705	$ 76,438
9	$ 53,356	$ 57,636	$ 63,342	$ 68,478	$ 61,358	$ 66,280	$ 72,842	$ 78,748
10	$ 53,888	$ 58,211	$ 63,974	$ 69,161	$ 61,971	$ 66,942	$ 73,570	$ 79,535
11	$ 54,428	$ 58,794	$ 64,615	$ 69,854	$ 62,591	$ 67,612	$ 74,306	$ 80,331
12	$ 54,972	$ 59,382	$ 65,261	$ 70,552	$ 63,217	$ 68,288	$ 75,049	$ 81,134
13	$ 55,522	$ 59,976	$ 65,914	$ 71,258	$ 63,848	$ 68,969	$ 75,798	$ 81,944
14	$ 56,077	$ 60,575	$ 66,573	$ 71,970	$ 64,487	$ 69,660	$ 76,557	$ 82,764
15	$ 56,638	$ 61,181	$ 67,239	$ 72,690	$ 65,133	$ 70,358	$ 77,324	$ 83,593
16	$ 57,204	$ 61,793	$ 67,911	$ 73,417	$ 65,783	$ 71,060	$ 78,095	$ 84,427
17	$ 57,776	$ 62,410	$ 68,590	$ 74,151	$ 66,441	$ 71,770	$ 78,876	$ 85,272
18	$ 58,354	$ 63,035	$ 69,276	$ 74,893	$ 67,105	$ 72,488	$ 79,665	$ 86,124
19	$ 58,937	$ 63,665	$ 69,968	$ 75,641	$ 67,776	$ 73,213	$ 80,461	$ 86,985
20	$ 59,527	$ 64,302	$ 70,668	$ 76,398	$ 68,454	$ 73,945	$ 81,266	$ 87,855
21	$ 60,122	$ 64,945	$ 71,375	$ 77,162	$ 69,139	$ 74,685	$ 82,079	$ 88,735
22	$ 60,723	$ 65,594	$ 72,088	$ 77,933	$ 69,831	$ 75,432	$ 82,901	$ 89,623
23	$ 61,330	$ 66,250	$ 72,809	$ 78,712	$ 70,528	$ 76,185	$ 83,728	$ 90,517
24	$ 61,944	$ 66,913	$ 73,538	$ 79,500	$ 71,234	$ 76,948	$ 84,567	$ 91,423
25	$ 62,563	$ 67,581	$ 74,273	$ 80,295	$ 71,946	$ 77,717	$ 85,412	$ 92,337
26	$ 63,188	$ 68,257	$ 75,015	$ 81,097	$ 72,665	$ 78,494	$ 86,265	$ 93,260
27	$ 63,821	$ 68,940	$ 75,766	$ 81,909	$ 73,392	$ 79,279	$ 87,128	$ 94,193
28	$ 64,459	$ 69,630	$ 76,524	$ 82,728	$ 74,126	$ 80,072	$ 88,000	$ 95,135
29	$ 65,104	$ 70,326	$ 77,289	$ 83,556	$ 74,867	$ 80,872	$ 88,880	$ 96,086
30	$ 65,754	$ 71,028	$ 78,061	$ 84,390	$ 75,616	$ 81,681	$ 89,769	$ 97,047
31	$ 66,412	$ 71,739	$ 78,842	$ 85,235	$ 76,372	$ 82,498	$ 90,666	$ 98,018
32	$ 67,077	$ 72,458	$ 79,632	$ 86,088	$ 77,136	$ 83,323	$ 91,573	$ 98,998
33	$ 67,747	$ 73,181	$ 80,427	$ 86,948	$ 77,907	$ 84,156	$ 92,489	$ 99,988
34	$ 68,424	$ 73,913	$ 81,231	$ 87,817	$ 78,686	$ 84,998	$ 93,413	$ 100,987
35	$ 69,109	$ 74,653	$ 82,044	$ 88,696	$ 79,473	$ 85,848	$ 94,348	$ 101,997

This salary schedule applies to the following jobs:

Sign Language Interpreter - degree required
Speech Pathologist - degree required
Psychometrist - degree required
Occupational Therapist - degree required
Career Coach (10 month)
School Counselor (P-8 10 month)
School Counselor (9th-12th 12 month)

MARSHALL COUNTY BOARD OF EDUCATION
CERTIFIED TEACHERS SALARY SCHEDULE
2025-2026 FISCAL YEAR

	T9-AA	T0-AA	T1-AA	T2-AA	T9-DR	T0-DR	T1-DR	T2-DR
	EDUCATION SPECIALIST OR SIXTH YEAR				DOCTORAL			
STEP	187 DAYS	202 DAYS	222 DAYS	240 DAYS	187 DAYS	202 DAYS	222 DAYS	240 DAYS
0	$ 55,936	$ 60,423	$ 66,405	$ 71,790	$ 59,995	$ 64,807	$ 71,224	$ 76,999
1	$ 55,936	$ 60,423	$ 66,405	$ 71,790	$ 59,995	$ 64,807	$ 71,224	$ 76,999
2	$ 55,936	$ 60,423	$ 66,405	$ 71,790	$ 59,995	$ 64,807	$ 71,224	$ 76,999
3	$ 61,524	$ 66,459	$ 73,039	$ 78,961	$ 65,997	$ 71,291	$ 78,349	$ 84,702
4	$ 61,524	$ 66,459	$ 73,039	$ 78,961	$ 65,997	$ 71,291	$ 78,349	$ 84,702
5	$ 61,524	$ 66,459	$ 73,039	$ 78,961	$ 65,997	$ 71,291	$ 78,349	$ 84,702
6	$ 64,237	$ 69,390	$ 76,260	$ 82,443	$ 68,881	$ 74,406	$ 81,773	$ 88,403
7	$ 64,237	$ 69,390	$ 76,260	$ 82,443	$ 68,881	$ 74,406	$ 81,773	$ 88,403
8	$ 64,237	$ 69,390	$ 76,260	$ 82,443	$ 68,881	$ 74,406	$ 81,773	$ 88,403
9	$ 66,177	$ 71,485	$ 78,563	$ 84,933	$ 70,962	$ 76,654	$ 84,244	$ 91,074
10	$ 66,838	$ 72,199	$ 79,348	$ 85,781	$ 71,671	$ 77,420	$ 85,085	$ 91,984
11	$ 67,506	$ 72,921	$ 80,141	$ 86,639	$ 72,387	$ 78,193	$ 85,935	$ 92,903
12	$ 68,181	$ 73,650	$ 80,942	$ 87,505	$ 73,111	$ 78,976	$ 86,795	$ 93,832
13	$ 68,864	$ 74,388	$ 81,753	$ 88,382	$ 73,842	$ 79,765	$ 87,663	$ 94,770
14	$ 69,551	$ 75,130	$ 82,569	$ 89,263	$ 74,581	$ 80,563	$ 88,540	$ 95,719
15	$ 70,248	$ 75,883	$ 83,396	$ 90,158	$ 75,327	$ 81,369	$ 89,426	$ 96,676
16	$ 70,950	$ 76,641	$ 84,229	$ 91,059	$ 76,080	$ 82,183	$ 90,320	$ 97,643
17	$ 71,660	$ 77,408	$ 85,072	$ 91,970	$ 76,841	$ 83,005	$ 91,223	$ 98,619
18	$ 72,377	$ 78,183	$ 85,923	$ 92,890	$ 77,608	$ 83,833	$ 92,134	$ 99,604
19	$ 73,101	$ 78,965	$ 86,783	$ 93,819	$ 78,384	$ 84,671	$ 93,055	$ 100,600
20	$ 73,831	$ 79,753	$ 87,650	$ 94,756	$ 79,169	$ 85,519	$ 93,987	$ 101,607
21	$ 74,570	$ 80,552	$ 88,527	$ 95,705	$ 79,961	$ 86,375	$ 94,927	$ 102,624
22	$ 75,314	$ 81,355	$ 89,410	$ 96,660	$ 80,760	$ 87,238	$ 95,876	$ 103,649
23	$ 76,068	$ 82,170	$ 90,305	$ 97,627	$ 81,567	$ 88,110	$ 96,834	$ 104,685
24	$ 76,829	$ 82,992	$ 91,209	$ 98,604	$ 82,383	$ 88,991	$ 97,802	$ 105,732
25	$ 77,597	$ 83,821	$ 92,121	$ 99,590	$ 83,207	$ 89,881	$ 98,781	$ 106,790
26	$ 78,373	$ 84,660	$ 93,042	$ 100,586	$ 84,039	$ 90,780	$ 99,768	$ 107,858
27	$ 79,157	$ 85,506	$ 93,972	$ 101,592	$ 84,880	$ 91,689	$ 100,767	$ 108,937
28	$ 79,948	$ 86,361	$ 94,912	$ 102,607	$ 85,728	$ 92,605	$ 101,773	$ 110,025
29	$ 80,748	$ 87,225	$ 95,861	$ 103,634	$ 86,586	$ 93,531	$ 102,792	$ 111,126
30	$ 81,555	$ 88,097	$ 96,819	$ 104,670	$ 87,452	$ 94,467	$ 103,820	$ 112,238
31	$ 82,371	$ 88,978	$ 97,788	$ 105,717	$ 88,325	$ 95,410	$ 104,856	$ 113,358
32	$ 83,195	$ 89,868	$ 98,766	$ 106,774	$ 89,209	$ 96,365	$ 105,906	$ 114,493
33	$ 84,027	$ 90,767	$ 99,754	$ 107,842	$ 90,102	$ 97,329	$ 106,966	$ 115,639
34	$ 84,867	$ 91,675	$ 100,751	$ 108,920	$ 91,003	$ 98,303	$ 108,036	$ 116,795
35	$ 85,715	$ 92,591	$ 101,758	$ 110,009	$ 91,912	$ 99,285	$ 109,115	$ 117,962

This salary schedule applies to the following jobs:

Sign Language Interpreter - degree required
Speech Pathologist - degree required
Psychometrist - degree required
Occupational Therapist - degree required
Career Coach (10 month)
School Counselor (P-8 10 month)
School Counselor (9th-12th 12 month)

MARSHALL COUNTY BOARD OF EDUCATION
TEAMS (MATH AND SCIENCE TEACHER PROGRAM) SALARY SCHEDULE
2025-2026 FISCAL YEAR

	TM-BS				TM-MS			
	BACHELORS				**MASTERS**			
STEP	189 DAYS	202 DAYS	222 DAYS	240 DAYS	189 DAYS	202 DAYS	222 DAYS	240 DAYS
0	$ 50,521	$ 53,996	$ 59,342	$ 64,154	$ 57,285	$ 61,225	$ 67,287	$ 72,743
1	$ 54,082	$ 57,802	$ 63,525	$ 68,676	$ 62,194	$ 66,472	$ 73,053	$ 78,977
2	$ 56,972	$ 60,891	$ 66,919	$ 72,345	$ 65,514	$ 70,020	$ 76,953	$ 83,192
3	$ 58,638	$ 62,671	$ 68,876	$ 74,461	$ 67,433	$ 72,071	$ 79,207	$ 85,629
4	$ 60,350	$ 64,501	$ 70,887	$ 76,635	$ 69,401	$ 74,175	$ 81,519	$ 88,128
5	$ 62,105	$ 66,377	$ 72,949	$ 78,863	$ 71,420	$ 76,332	$ 83,890	$ 90,692
6	$ 63,909	$ 68,305	$ 75,068	$ 81,154	$ 73,493	$ 78,548	$ 86,325	$ 93,324
7	$ 65,759	$ 70,282	$ 77,241	$ 83,503	$ 75,622	$ 80,824	$ 88,826	$ 96,028
8	$ 67,074	$ 71,688	$ 78,785	$ 85,173	$ 77,132	$ 82,437	$ 90,599	$ 97,945
9	$ 68,415	$ 73,121	$ 80,360	$ 86,876	$ 78,676	$ 84,088	$ 92,413	$ 99,906
10	$ 69,440	$ 74,216	$ 81,564	$ 88,178	$ 79,857	$ 85,350	$ 93,800	$ 101,406
11	$ 70,482	$ 75,330	$ 82,788	$ 89,501	$ 81,055	$ 86,630	$ 95,207	$ 102,927
12	$ 71,540	$ 76,461	$ 84,031	$ 90,844	$ 82,271	$ 87,930	$ 96,636	$ 104,471
13	$ 71,540	$ 76,461	$ 84,031	$ 90,844	$ 82,271	$ 87,930	$ 96,636	$ 104,471
14	$ 71,540	$ 76,461	$ 84,031	$ 90,844	$ 82,271	$ 87,930	$ 96,636	$ 104,471
15	$ 72,616	$ 77,611	$ 85,295	$ 92,211	$ 83,510	$ 89,254	$ 98,091	$ 106,044
16	$ 72,616	$ 77,611	$ 85,295	$ 92,211	$ 83,510	$ 89,254	$ 98,091	$ 106,044
17	$ 72,616	$ 77,611	$ 85,295	$ 92,211	$ 83,510	$ 89,254	$ 98,091	$ 106,044
18	$ 73,717	$ 78,787	$ 86,588	$ 93,609	$ 84,774	$ 90,605	$ 99,576	$ 107,650
19	$ 73,717	$ 78,787	$ 86,588	$ 93,609	$ 84,774	$ 90,605	$ 99,576	$ 107,650
20	$ 73,717	$ 78,787	$ 86,588	$ 93,609	$ 84,774	$ 90,605	$ 99,576	$ 107,650
21	$ 74,838	$ 79,986	$ 87,905	$ 95,032	$ 86,065	$ 91,985	$ 101,092	$ 109,289
22	$ 74,838	$ 79,986	$ 87,905	$ 95,032	$ 86,065	$ 91,985	$ 101,092	$ 109,289
23	$ 74,838	$ 79,986	$ 87,905	$ 95,032	$ 86,065	$ 91,985	$ 101,092	$ 109,289
24	$ 75,981	$ 81,207	$ 89,248	$ 96,484	$ 87,378	$ 93,388	$ 102,634	$ 110,956
25	$ 75,981	$ 81,207	$ 89,248	$ 96,484	$ 87,378	$ 93,388	$ 102,634	$ 110,956
26	$ 75,981	$ 81,207	$ 89,248	$ 96,484	$ 87,378	$ 93,388	$ 102,634	$ 110,956
27	$ 77,148	$ 82,454	$ 90,618	$ 97,966	$ 88,721	$ 94,824	$ 104,212	$ 112,662
28	$ 77,148	$ 82,454	$ 90,618	$ 97,966	$ 88,721	$ 94,824	$ 104,212	$ 112,662
29	$ 77,148	$ 82,454	$ 90,618	$ 97,966	$ 88,721	$ 94,824	$ 104,212	$ 112,662
30	$ 77,148	$ 82,454	$ 90,618	$ 97,966	$ 88,721	$ 94,824	$ 104,212	$ 112,662
31	$ 77,148	$ 82,454	$ 90,618	$ 97,966	$ 88,721	$ 94,824	$ 104,212	$ 112,662
32	$ 77,148	$ 82,454	$ 90,618	$ 97,966	$ 88,721	$ 94,824	$ 104,212	$ 112,662
33	$ 77,148	$ 82,454	$ 90,618	$ 97,966	$ 88,721	$ 94,824	$ 104,212	$ 112,662
34	$ 77,148	$ 82,454	$ 90,618	$ 97,966	$ 88,721	$ 94,824	$ 104,212	$ 112,662
35	$ 77,148	$ 82,454	$ 90,618	$ 97,966	$ 88,721	$ 94,824	$ 104,212	$ 112,662

MARSHALL COUNTY BOARD OF EDUCATION
TEAMS (MATH AND SCIENCE TEACHER PROGRAM) SALARY SCHEDULE
2025-2026 FISCAL YEAR

	TM-AA				TM-DR			
	EDUCATION SPECIALIST OR SIXTH YEAR				DOCTORAL			
STEP	189 DAYS	202 DAYS	222 DAYS	240 DAYS	189 DAYS	202 DAYS	222 DAYS	240 DAYS
0	$ 61,346	$ 65,566	$ 72,057	$ 77,900	$ 65,405	$ 69,904	$ 76,825	$ 83,054
1	$ 67,061	$ 71,674	$ 78,770	$ 85,157	$ 71,932	$ 76,880	$ 84,492	$ 91,342
2	$ 70,661	$ 75,521	$ 82,999	$ 89,728	$ 75,769	$ 80,981	$ 88,999	$ 96,215
3	$ 72,730	$ 77,733	$ 85,429	$ 92,356	$ 77,988	$ 83,352	$ 91,605	$ 99,032
4	$ 74,851	$ 79,999	$ 87,920	$ 95,049	$ 80,263	$ 85,784	$ 94,277	$ 101,921
5	$ 77,030	$ 82,328	$ 90,480	$ 97,816	$ 82,600	$ 88,281	$ 97,022	$ 104,889
6	$ 79,267	$ 84,719	$ 93,107	$ 100,657	$ 84,997	$ 90,843	$ 99,838	$ 107,933
7	$ 81,561	$ 87,171	$ 95,802	$ 103,570	$ 87,458	$ 93,474	$ 102,728	$ 111,058
8	$ 83,193	$ 88,915	$ 97,719	$ 105,642	$ 89,208	$ 95,344	$ 104,784	$ 113,280
9	$ 84,856	$ 90,693	$ 99,672	$ 107,754	$ 90,993	$ 97,252	$ 106,881	$ 115,547
10	$ 86,128	$ 92,052	$ 101,166	$ 109,369	$ 92,356	$ 98,709	$ 108,482	$ 117,277
11	$ 87,421	$ 93,434	$ 102,685	$ 111,011	$ 93,741	$ 100,189	$ 110,108	$ 119,036
12	$ 88,731	$ 94,834	$ 104,224	$ 112,674	$ 95,148	$ 101,693	$ 111,761	$ 120,823
13	$ 88,731	$ 94,834	$ 104,224	$ 112,674	$ 95,148	$ 101,693	$ 111,761	$ 120,823
14	$ 88,731	$ 94,834	$ 104,224	$ 112,674	$ 95,148	$ 101,693	$ 111,761	$ 120,823
15	$ 90,069	$ 96,264	$ 105,795	$ 114,373	$ 96,581	$ 103,224	$ 113,444	$ 122,643
16	$ 90,069	$ 96,264	$ 105,795	$ 114,373	$ 96,581	$ 103,224	$ 113,444	$ 122,643
17	$ 90,069	$ 96,264	$ 105,795	$ 114,373	$ 96,581	$ 103,224	$ 113,444	$ 122,643
18	$ 91,432	$ 97,721	$ 107,396	$ 116,104	$ 98,043	$ 104,787	$ 115,162	$ 124,499
19	$ 91,432	$ 97,721	$ 107,396	$ 116,104	$ 98,043	$ 104,787	$ 115,162	$ 124,499
20	$ 91,432	$ 97,721	$ 107,396	$ 116,104	$ 98,043	$ 104,787	$ 115,162	$ 124,499
21	$ 92,823	$ 99,208	$ 109,030	$ 117,870	$ 99,535	$ 106,381	$ 116,914	$ 126,394
22	$ 92,823	$ 99,208	$ 109,030	$ 117,870	$ 99,535	$ 106,381	$ 116,914	$ 126,394
23	$ 92,823	$ 99,208	$ 109,030	$ 117,870	$ 99,535	$ 106,381	$ 116,914	$ 126,394
24	$ 94,241	$ 100,723	$ 110,696	$ 119,671	$ 101,056	$ 108,007	$ 118,701	$ 128,325
25	$ 94,241	$ 100,723	$ 110,696	$ 119,671	$ 101,056	$ 108,007	$ 118,701	$ 128,325
26	$ 94,241	$ 100,723	$ 110,696	$ 119,671	$ 101,056	$ 108,007	$ 118,701	$ 128,325
27	$ 95,688	$ 102,270	$ 112,395	$ 121,509	$ 102,607	$ 109,665	$ 120,523	$ 130,295
28	$ 95,688	$ 102,270	$ 112,395	$ 121,509	$ 102,607	$ 109,665	$ 120,523	$ 130,295
29	$ 95,688	$ 102,270	$ 112,395	$ 121,509	$ 102,607	$ 109,665	$ 120,523	$ 130,295
30	$ 95,688	$ 102,270	$ 112,395	$ 121,509	$ 102,607	$ 109,665	$ 120,523	$ 130,295
31	$ 95,688	$ 102,270	$ 112,395	$ 121,509	$ 102,607	$ 109,665	$ 120,523	$ 130,295
32	$ 95,688	$ 102,270	$ 112,395	$ 121,509	$ 102,607	$ 109,665	$ 120,523	$ 130,295
33	$ 95,688	$ 102,270	$ 112,395	$ 121,509	$ 102,607	$ 109,665	$ 120,523	$ 130,295
34	$ 95,688	$ 102,270	$ 112,395	$ 121,509	$ 102,607	$ 109,665	$ 120,523	$ 130,295
35	$ 95,688	$ 102,270	$ 112,395	$ 121,509	$ 102,607	$ 109,665	$ 120,523	$ 130,295

MARSHALL COUNTY BOARD OF EDUCATION
ELEMENTARY SCHOOL PRINCIPAL SALARY SCHEDULE
2025-2026 FISCAL YEAR

STEP	EP-MS MASTERS, BACHELORS 240 DAYS/8 HOURS	EP-AA ED. S., AA 240 DAYS/8 HOURS	EP-DR DOCTORATE 240 DAYS/8 HOURS
0	$89,211	$94,413	$99,615
1	$90,995	$96,197	$101,399
2	$92,815	$98,017	$103,219
3	$94,671	$99,873	$105,075
4	$95,618	$100,820	$106,022
5	$96,575	$101,777	$106,979
6	$98,023	$103,225	$108,427
7	$99,003	$104,205	$109,407
8	$99,994	$105,196	$110,398
9	$101,493	$106,695	$111,897
10	$103,523	$108,725	$113,927
11	$104,558	$109,760	$114,962
12	$105,343	$110,545	$115,747
13	$106,396	$111,598	$116,800
14	$107,460	$112,662	$117,864
15	$109,072	$114,274	$119,476
16	$110,162	$115,364	$120,566
17	$110,988	$116,190	$121,392
18	$110,988	$116,190	$121,392
19	$110,988	$116,190	$121,392
20	$112,098	$117,300	$122,502
21	$112,098	$117,300	$122,502
22	$112,098	$117,300	$122,502
23	$112,659	$117,861	$123,063
24	$112,659	$117,861	$123,063
25	$113,785	$118,987	$124,189
26	$113,785	$118,987	$124,189
27	$113,785	$118,987	$124,189
28	$114,354	$119,556	$124,758
29	$114,926	$120,128	$125,330
30	$116,076	$121,278	$126,480

Incentive: 471.17 per 100 students
(Enrollment based on previous year's ADM)

MARSHALL COUNTY BOARD OF EDUCATION
MIDDLE SCHOOL PRINCIPAL SALARY SCHEDULE
2025-2026 FISCAL YEAR

STEP	JP-MS MASTERS, BACHELORS 240 DAYS/8 HOURS	JP-AA ED. S., AA 240 DAYS/8 HOURS	JP-DR DOCTORATE 240 DAYS/8 HOURS
0	$ 95,869	$ 101,071	$ 106,273
1	$ 97,786	$ 102,988	$ 108,190
2	$ 99,742	$ 104,944	$ 110,146
3	$ 101,737	$ 106,939	$ 112,141
4	$ 102,754	$ 107,956	$ 113,158
5	$ 103,781	$ 108,983	$ 114,185
6	$ 105,338	$ 110,540	$ 115,742
7	$ 106,391	$ 111,593	$ 116,795
8	$ 107,455	$ 112,657	$ 117,859
9	$ 109,068	$ 114,270	$ 119,472
10	$ 111,248	$ 116,450	$ 121,652
11	$ 112,361	$ 117,563	$ 122,765
12	$ 113,204	$ 118,406	$ 123,608
13	$ 114,336	$ 119,538	$ 124,740
14	$ 115,479	$ 120,681	$ 125,883
15	$ 117,211	$ 122,413	$ 127,615
16	$ 118,383	$ 123,585	$ 128,787
17	$ 119,272	$ 124,474	$ 129,676
18	$ 119,272	$ 124,474	$ 129,676
19	$ 119,272	$ 124,474	$ 129,676
20	$ 120,464	$ 125,666	$ 130,868
21	$ 120,464	$ 125,666	$ 130,868
22	$ 120,464	$ 125,666	$ 130,868
23	$ 121,066	$ 126,268	$ 131,470
24	$ 121,066	$ 126,268	$ 131,470
25	$ 122,277	$ 127,479	$ 132,681
26	$ 122,277	$ 127,479	$ 132,681
27	$ 122,277	$ 127,479	$ 132,681
28	$ 122,889	$ 128,091	$ 133,293
29	$ 123,503	$ 128,705	$ 133,907
30	$ 124,738	$ 129,940	$ 135,142

Incentive: 582.04 per 100 students
(Enrollment based on previous year's ADM)

MARSHALL COUNTY BOARD OF EDUCATION
HIGH SCHOOL PRINCIPAL SALARY SCHEDULE
2025-2026 FISCAL YEAR

STEP	HP-MS MASTERS, BACHELORS 240 DAYS/8 HOURS	HP-AA ED. S., AA 240 DAYS/8 HOURS	HP-DR DOCTORATE 240 DAYS/8 HOURS
0	$ 101,194	$ 106,396	$ 111,598
1	$ 103,219	$ 108,421	$ 113,623
2	$ 105,282	$ 110,484	$ 115,686
3	$ 107,389	$ 112,591	$ 117,793
4	$ 108,463	$ 113,665	$ 118,867
5	$ 109,547	$ 114,749	$ 119,951
6	$ 111,190	$ 116,392	$ 121,594
7	$ 112,302	$ 117,504	$ 122,706
8	$ 113,425	$ 118,627	$ 123,829
9	$ 115,126	$ 120,328	$ 125,530
10	$ 117,429	$ 122,631	$ 127,833
11	$ 118,604	$ 123,806	$ 129,008
12	$ 119,493	$ 124,695	$ 129,897
13	$ 120,687	$ 125,889	$ 131,091
14	$ 121,895	$ 127,097	$ 132,299
15	$ 123,723	$ 128,925	$ 134,127
16	$ 124,960	$ 130,162	$ 135,364
17	$ 125,898	$ 131,100	$ 136,302
18	$ 125,898	$ 131,100	$ 136,302
19	$ 125,898	$ 131,100	$ 136,302
20	$ 127,156	$ 132,358	$ 137,560
21	$ 127,156	$ 132,358	$ 137,560
22	$ 127,156	$ 132,358	$ 137,560
23	$ 127,793	$ 132,995	$ 138,197
24	$ 127,793	$ 132,995	$ 138,197
25	$ 129,070	$ 134,272	$ 139,474
26	$ 129,070	$ 134,272	$ 139,474
27	$ 129,070	$ 134,272	$ 139,474
28	$ 129,715	$ 134,917	$ 140,119
29	$ 130,364	$ 135,566	$ 140,768
30	$ 131,668	$ 136,870	$ 142,072

Incentive: 692.90 per 100 students
(Enrollment based on previous year's ADM)

MARSHALL COUNTY BOARD OF EDUCATION
ASSISTANT PRINCIPAL SALARY SCHEDULE
2025-2026 FISCAL YEAR

STEP	AP-MS MASTERS, BACHELORS 202 DAYS/8 HOURS	AP-AA ED. S., AA 202 DAYS/8 HOURS	AP-DR DOCTORATE 202 DAYS/8 HOURS
0	$ 61,638	$ 66,464	$ 71,287
1	$ 61,638	$ 66,464	$ 71,287
2	$ 61,638	$ 66,464	$ 71,287
3	$ 67,798	$ 73,103	$ 78,419
4	$ 67,798	$ 73,103	$ 78,419
5	$ 67,798	$ 73,103	$ 78,419
6	$ 70,769	$ 76,328	$ 81,845
7	$ 70,769	$ 76,328	$ 81,845
8	$ 70,769	$ 76,328	$ 81,845
9	$ 72,906	$ 78,632	$ 84,317
10	$ 73,634	$ 79,418	$ 85,161
11	$ 74,371	$ 80,212	$ 86,012
12	$ 75,115	$ 81,015	$ 86,871
13	$ 75,866	$ 81,825	$ 87,740
14	$ 76,624	$ 82,642	$ 88,619
15	$ 77,391	$ 83,470	$ 89,505
16	$ 78,165	$ 84,304	$ 90,401
17	$ 78,946	$ 85,148	$ 91,303
18	$ 79,736	$ 85,999	$ 92,216
19	$ 80,534	$ 86,859	$ 93,138
20	$ 81,339	$ 87,727	$ 94,071
21	$ 82,152	$ 88,605	$ 95,011
22	$ 82,974	$ 89,490	$ 95,961
23	$ 83,803	$ 90,385	$ 96,920
24	$ 84,642	$ 91,290	$ 97,889
25	$ 85,487	$ 92,203	$ 98,869
26	$ 86,343	$ 93,125	$ 99,857
27	$ 87,206	$ 94,055	$ 100,857
28	$ 88,078	$ 94,997	$ 101,865
29	$ 88,958	$ 95,946	$ 102,883
30	$ 89,849	$ 96,905	$ 103,913

MARSHALL COUNTY BOARD OF EDUCATION
ASSISTANT/DEPUTY SUPERINTENDENT SALARY SCHEDULE
2025-2026 FISCAL YEAR

STEP	AS-MS MASTERS, BACHELORS 240 DAYS/8 HOURS	AS-AA ED. S., AA 240 DAYS/8 HOURS	AS-DR DOCTORATE 240 DAYS/8 HOURS
0	$ 106,521	$ 111,723	$ 116,925
1	$ 108,651	$ 113,853	$ 119,055
2	$ 110,824	$ 116,026	$ 121,228
3	$ 113,040	$ 118,242	$ 123,444
4	$ 114,171	$ 119,373	$ 124,575
5	$ 115,313	$ 120,515	$ 125,717
6	$ 117,042	$ 122,244	$ 127,446
7	$ 118,213	$ 123,415	$ 128,617
8	$ 119,395	$ 124,597	$ 129,799
9	$ 121,186	$ 126,388	$ 131,590
10	$ 123,610	$ 128,812	$ 134,014
11	$ 124,846	$ 130,048	$ 135,250
12	$ 125,782	$ 130,984	$ 136,186
13	$ 127,040	$ 132,242	$ 137,444
14	$ 128,310	$ 133,512	$ 138,714
15	$ 130,235	$ 135,437	$ 140,639
16	$ 131,537	$ 136,739	$ 141,941
17	$ 132,524	$ 137,726	$ 142,928
18	$ 132,524	$ 137,726	$ 142,928
19	$ 132,524	$ 137,726	$ 142,928
20	$ 133,848	$ 139,050	$ 144,252
21	$ 133,848	$ 139,050	$ 144,252
22	$ 133,848	$ 139,050	$ 144,252
23	$ 134,519	$ 139,721	$ 144,923
24	$ 134,519	$ 139,721	$ 144,923
25	$ 135,863	$ 141,065	$ 146,267
26	$ 135,863	$ 141,065	$ 146,267
27	$ 135,863	$ 141,065	$ 146,267
28	$ 136,542	$ 141,744	$ 146,946
29	$ 137,226	$ 142,428	$ 147,630
30	$ 138,598	$ 143,800	$ 149,002

MARSHALL COUNTY BOARD OF EDUCATION
SUPERVISOR/CHIEF TECHNOLOGY OFFICER
2025-2026 FISCAL YEAR

STEP	SP-MS MASTERS, BACHELORS 240 DAYS/8 HOURS	SP-AA ED. S., AA CETL, SNS 240 DAYS/8 HOURS	SP-DR DOCTORATE 240 DAYS/8 HOURS
0	$ 96,534	$ 101,736	$ 106,938
1	$ 98,465	$ 103,667	$ 108,869
2	$ 100,434	$ 105,636	$ 110,838
3	$ 102,443	$ 107,645	$ 112,847
4	$ 103,468	$ 108,670	$ 113,872
5	$ 104,502	$ 109,704	$ 114,906
6	$ 106,070	$ 111,272	$ 116,474
7	$ 107,131	$ 112,333	$ 117,535
8	$ 108,202	$ 113,404	$ 118,606
9	$ 109,824	$ 115,026	$ 120,228
10	$ 112,022	$ 117,224	$ 122,426
11	$ 113,141	$ 118,343	$ 123,545
12	$ 113,990	$ 119,192	$ 124,394
13	$ 115,129	$ 120,331	$ 125,533
14	$ 116,281	$ 121,483	$ 126,685
15	$ 118,025	$ 123,227	$ 128,429
16	$ 119,205	$ 124,407	$ 129,609
17	$ 120,100	$ 125,302	$ 130,504
18	$ 120,100	$ 125,302	$ 130,504
19	$ 120,100	$ 125,302	$ 130,504
20	$ 121,300	$ 126,502	$ 131,704
21	$ 121,300	$ 126,502	$ 131,704
22	$ 121,300	$ 126,502	$ 131,704
23	$ 121,907	$ 127,109	$ 132,311
24	$ 121,907	$ 127,109	$ 132,311
25	$ 123,126	$ 128,328	$ 133,530
26	$ 123,126	$ 128,328	$ 133,530
27	$ 123,126	$ 128,328	$ 133,530
28	$ 123,741	$ 128,943	$ 134,145
29	$ 124,360	$ 129,562	$ 134,764
30	$ 125,604	$ 130,806	$ 136,008

MARSHALL COUNTY BOARD OF EDUCATION
DISTRICT IMPROVEMENT SPECIALIST/ TECHNOLOGY DIRECTOR
2025-2026 FISCAL YEAR

STEP	IS-BS/MS MASTERS, BACHELORS 240 DAYS/8 HOURS	IS-AA ED. S., AA 240 DAYS/8 HOURS	IS-DR DOCTORATE 240 DAYS/8 HOURS
0	$ 87,879	$ 93,081	$ 98,283
1	$ 89,637	$ 94,839	$ 100,041
2	$ 91,430	$ 96,632	$ 101,834
3	$ 93,259	$ 98,461	$ 103,663
4	$ 94,191	$ 99,393	$ 104,595
5	$ 95,133	$ 100,335	$ 105,537
6	$ 96,560	$ 101,762	$ 106,964
7	$ 97,525	$ 102,727	$ 107,929
8	$ 98,500	$ 103,702	$ 108,904
9	$ 99,978	$ 105,180	$ 110,382
10	$ 101,978	$ 107,180	$ 112,382
11	$ 102,998	$ 108,200	$ 113,402
12	$ 103,770	$ 108,972	$ 114,174
13	$ 104,808	$ 110,010	$ 115,212
14	$ 105,856	$ 111,058	$ 116,260
15	$ 107,444	$ 112,646	$ 117,848
16	$ 108,518	$ 113,720	$ 118,922
17	$ 109,332	$ 114,534	$ 119,736
18	$ 109,332	$ 114,534	$ 119,736
19	$ 109,332	$ 114,534	$ 119,736
20	$ 110,425	$ 115,627	$ 120,829
21	$ 110,425	$ 115,627	$ 120,829
22	$ 110,425	$ 115,627	$ 120,829
23	$ 110,977	$ 116,179	$ 121,381
24	$ 110,977	$ 116,179	$ 121,381
25	$ 112,087	$ 117,289	$ 122,491
26	$ 112,087	$ 117,289	$ 122,491
27	$ 112,087	$ 117,289	$ 122,491
28	$ 112,648	$ 117,850	$ 123,052
29	$ 113,211	$ 118,413	$ 123,615
30	$ 114,343	$ 119,545	$ 124,747

MARSHALL COUNTY BOARD OF EDUCATION
ASSISTANT CHIEF SCHOOL FINANCIAL OFFICER
2025-2026 FISCAL YEAR

AF-MS
NON-INSRUCTIONAL COORDINATOR
ASSISTANT CSFO

STEP	240 DAYS/8 HOURS
0	$89,211
1	$90,995
2	$92,815
3	$94,671
4	$95,618
5	$96,574
6	$98,023
7	$99,003
8	$99,993
9	$101,493
10	$103,523
11	$104,558
12	$105,343
13	$106,395
14	$107,460
15	$109,072
16	$110,163
17	$110,989
18	$110,989
19	$110,989
20	$112,099
21	$112,099
22	$112,099
23	$112,659
24	$112,659
25	$113,785
26	$113,785
27	$113,785
28	$114,354
29	$114,926
30	$116,076

$1,200 annual supplement for each AASBO Certification

Note: The AASBO supplement will not be awarded to any employee hired or transferred to this position after 10/1/2025.

MARSHALL COUNTY BOARD OF EDUCATION
P/R ACCOUNTANT, A/P ACCOUNTANT
2025-2026 FISCAL YEAR

STEP	SO-PR H/R SPECIALIST P/R ACCOUNTANT 240 DAYS/8 HOURS	SO-AP A/P ACCOUNTANT 240 DAYS/8 HOURS
0	$ 57,222	$ 51,818
1	$ 58,653	$ 52,989
2	$ 59,884	$ 53,997
3	$ 61,082	$ 54,976
4	$ 62,915	$ 56,475
5	$ 64,172	$ 57,505
6	$ 66,098	$ 59,080
7	$ 67,420	$ 60,162
8	$ 68,094	$ 60,713
9	$ 69,456	$ 61,827
10	$ 70,845	$ 62,965
11	$ 70,845	$ 62,965
12	$ 72,262	$ 64,123
13	$ 72,984	$ 64,715
14	$ 73,714	$ 65,312
15	$ 75,188	$ 66,518
16	$ 75,941	$ 67,133
17	$ 77,460	$ 68,376
18	$ 79,008	$ 69,644
19	$ 79,008	$ 69,644
20	$ 79,799	$ 70,290
21	$ 81,395	$ 71,596
22	$ 82,209	$ 72,262
23	$ 83,031	$ 72,934
24	$ 84,692	$ 74,293
25	$ 85,538	$ 74,986
26	$ 86,394	$ 75,686
27	$ 87,258	$ 76,393
28	$ 87,693	$ 76,750
29	$ 88,132	$ 77,108
30	$ 88,573	$ 77,469

$1,200 annual supplement for each AASBO Certification

Note: The AASBO supplement will not be awarded to any employee hired or transferred to these positions after 10/1/2025.

MARSHALL COUNTY BOARD OF EDUCATION
INFORMATION TECHNOLOGY SALARY SCHEDULE
2025-2026 FISCAL YEAR

	IT-NS	IT-HS	IT-DS
	NETWORK SPECIALIST	HARDWARE SPECIALIST	DATA SPECIALIST
STEP	240 DAYS/8 HOURS	240 DAYS/8 HOURS	240 DAYS/8 HOURS
0	$ 66,300	$ 55,080	$ 42,840
1	$ 67,692	$ 56,457	$ 43,911
2	$ 69,046	$ 57,642	$ 44,833
3	$ 71,117	$ 58,796	$ 45,730
4	$ 72,540	$ 60,559	$ 47,102
5	$ 74,716	$ 61,770	$ 48,044
6	$ 76,210	$ 63,624	$ 49,485
7	$ 76,972	$ 64,896	$ 50,475
8	$ 78,512	$ 65,545	$ 50,980
9	$ 80,082	$ 66,856	$ 51,999
10	$ 80,082	$ 68,193	$ 53,039
11	$ 81,684	$ 68,193	$ 53,039
12	$ 82,501	$ 69,557	$ 54,100
13	$ 83,326	$ 70,253	$ 54,640
14	$ 84,993	$ 70,955	$ 55,187
15	$ 85,842	$ 72,374	$ 56,291
16	$ 87,559	$ 73,098	$ 56,854
17	$ 89,310	$ 74,560	$ 57,991
18	$ 89,310	$ 76,051	$ 59,151
19	$ 90,204	$ 76,051	$ 59,151
20	$ 92,007	$ 76,811	$ 59,742
21	$ 92,927	$ 78,348	$ 60,937
22	$ 93,856	$ 79,132	$ 61,547
23	$ 95,734	$ 79,922	$ 62,162
24	$ 96,691	$ 81,521	$ 63,405
25	$ 97,658	$ 82,336	$ 64,040
26	$ 98,635	$ 83,160	$ 64,679
27	$ 99,128	$ 83,991	$ 65,327
28	$ 99,623	$ 84,411	$ 65,653
29	$ 100,121	$ 84,833	$ 65,982
30	$ 100,622	$ 85,258	$ 66,311

MARSHALL COUNTY BOARD OF EDUCATION
NURSE SALARY SCHEDULE
2025-2026 FISCAL YEAR

	NU-S9	NU-BS	NU-MS	NU - DR	LP-S9
	RN - ASSN	RN-BSN	RN-MSN	RN - DNP	LPN
STEP	187 DAYS/7.5 HOURS	187 DAYS/7.5 HOURS	187 DAYS/7.5 HOURS	187 DAYS/7.5 HOURS	187 DAYS/7.5 HOURS
0	$ 44,764	$ 48,269	$ 52,049	$ 56,124	$ 33,930
1	$ 44,764	$ 48,269	$ 52,049	$ 56,124	$ 33,930
2	$ 44,764	$ 48,269	$ 52,049	$ 56,124	$ 33,930
3	$ 49,236	$ 53,090	$ 57,248	$ 61,730	$ 37,319
4	$ 49,236	$ 53,090	$ 57,248	$ 61,730	$ 37,319
5	$ 49,236	$ 53,090	$ 57,248	$ 61,730	$ 37,319
6	$ 51,394	$ 55,418	$ 59,758	$ 64,437	$ 38,955
7	$ 51,394	$ 55,418	$ 59,758	$ 64,437	$ 38,955
8	$ 51,394	$ 55,418	$ 59,758	$ 64,437	$ 38,955
9	$ 52,946	$ 57,092	$ 61,562	$ 66,382	$ 40,131
10	$ 53,475	$ 57,662	$ 62,177	$ 67,045	$ 40,532
11	$ 54,009	$ 58,238	$ 62,799	$ 67,715	$ 40,937
12	$ 54,550	$ 58,822	$ 63,427	$ 68,394	$ 41,347
13	$ 55,096	$ 59,409	$ 64,062	$ 69,077	$ 41,760
14	$ 55,647	$ 60,004	$ 64,702	$ 69,768	$ 42,179
15	$ 56,204	$ 60,604	$ 65,350	$ 70,466	$ 42,601
16	$ 56,765	$ 61,210	$ 66,003	$ 71,170	$ 43,026
17	$ 57,333	$ 61,822	$ 66,663	$ 71,882	$ 43,457
18	$ 57,906	$ 62,440	$ 67,329	$ 72,601	$ 43,891
19	$ 58,485	$ 63,064	$ 68,002	$ 73,327	$ 44,330
20	$ 59,070	$ 63,694	$ 68,682	$ 74,060	$ 44,772
21	$ 59,661	$ 64,332	$ 69,370	$ 74,801	$ 45,221
22	$ 60,257	$ 64,974	$ 70,062	$ 75,548	$ 45,673
23	$ 60,860	$ 65,625	$ 70,763	$ 76,304	$ 46,130
24	$ 61,469	$ 66,282	$ 71,472	$ 77,068	$ 46,591
25	$ 62,083	$ 66,944	$ 72,186	$ 77,838	$ 47,057
26	$ 62,703	$ 67,613	$ 72,907	$ 78,616	$ 47,527
27	$ 63,331	$ 68,291	$ 73,637	$ 79,403	$ 48,003
28	$ 63,964	$ 68,973	$ 74,373	$ 80,196	$ 48,483
29	$ 64,604	$ 69,662	$ 75,117	$ 80,999	$ 48,968
30	$ 65,250	$ 70,358	$ 75,867	$ 81,808	$ 49,457
31	$ 65,902	$ 71,062	$ 76,626	$ 82,626	$ 49,952
32	$ 66,562	$ 71,774	$ 77,393	$ 83,453	$ 50,452
33	$ 67,227	$ 72,490	$ 78,166	$ 84,287	$ 50,956
34	$ 67,899	$ 73,215	$ 78,947	$ 85,130	$ 51,465
35	$ 68,578	$ 73,947	$ 79,738	$ 85,981	$ 51,980

Student related activities during non-school hours paid at $25 per hour
Lead nurse will receive a supplement of $4,000 per year

MARSHALL COUNTY BOARD OF EDUCATION
OCCUPATIONAL THERAPY
2025-2026 FISCAL YEAR

	LP-S9	LP-TA
	COTA	COTA/Paraprofessional
STEP	187 DAYS/7.5 HOURS	187 DAYS/7.5 HOURS
0	$ 33,930	$ 28,600
1	$ 33,930	$ 29,198
2	$ 33,930	$ 29,380
3	$ 37,319	$ 31,633
4	$ 37,319	$ 32,151
5	$ 37,319	$ 32,556
6	$ 38,955	$ 33,652
7	$ 38,955	$ 33,936
8	$ 38,955	$ 34,080
9	$ 40,131	$ 34,668
10	$ 40,532	$ 35,015
11	$ 40,937	$ 35,217
12	$ 41,347	$ 35,422
13	$ 41,760	$ 35,629
14	$ 42,179	$ 35,838
15	$ 42,601	$ 36,344
16	$ 43,026	$ 36,557
17	$ 43,457	$ 36,772
18	$ 43,891	$ 36,989
19	$ 44,330	$ 37,209
20	$ 44,772	$ 37,731
21	$ 45,221	$ 37,955
22	$ 45,673	$ 38,181
23	$ 46,130	$ 38,410
24	$ 46,591	$ 38,640
25	$ 47,057	$ 39,027
26	$ 47,527	$ 39,262
27	$ 48,003	$ 39,500
28	$ 48,483	$ 39,817
29	$ 48,968	$ 40,137
30	$ 49,457	$ 40,460
31	$ 49,952	$ 40,786
32	$ 50,452	$ 41,115
33	$ 50,956	$ 41,445
34	$ 51,465	$ 41,778
35	$ 51,980	$ 42,114

MARSHALL COUNTY BOARD OF EDUCATION
INSTRUCTIONAL ASSISTANT
2025-2026 FISCAL YEAR

STEP	TA-BS (CERTIFIED) INTERPRETER INSTRUCTIONAL AIDE 187 DAYS/7.5 HOURS	TA-ND INTERPRETER INSTRUCTIONAL AIDE 187 DAYS/7.5 HOURS	TN-ND INTERPRETER INSTRUCTIONAL AIDE 202 DAYS/ 7.5 HOURS	AT-ND OSR AUX TEACHER 187 DAYS/7.5 HOURS
0	$ 26,911	$ 23,269	$ 25,135	$ 23,269
1	$ 27,492	$ 24,466	$ 26,429	$ 24,466
2	$ 28,470	$ 24,829	$ 26,821	$ 24,829
3	$ 29,587	$ 25,946	$ 28,027	$ 25,946
4	$ 30,624	$ 26,983	$ 29,147	$ 26,983
5	$ 31,434	$ 27,793	$ 30,022	$ 27,793
6	$ 31,990	$ 28,349	$ 30,623	$ 28,349
7	$ 32,557	$ 28,916	$ 31,235	$ 28,916
8	$ 32,846	$ 29,205	$ 31,548	$ 29,205
9	$ 32,846	$ 29,205	$ 31,548	$ 29,205
10	$ 33,139	$ 29,497	$ 31,863	$ 29,497
11	$ 33,139	$ 29,497	$ 31,863	$ 29,497
12	$ 33,139	$ 29,497	$ 31,863	$ 29,497
13	$ 33,139	$ 29,497	$ 31,863	$ 29,497
14	$ 33,139	$ 29,497	$ 31,863	$ 29,497
15	$ 33,728	$ 30,087	$ 32,500	$ 30,087
16	$ 33,728	$ 30,087	$ 32,500	$ 30,087
17	$ 33,728	$ 30,087	$ 32,500	$ 30,087
18	$ 33,728	$ 30,087	$ 32,500	$ 30,087
19	$ 33,728	$ 30,087	$ 32,500	$ 30,087
20	$ 34,330	$ 30,689	$ 33,151	$ 30,689
21	$ 34,330	$ 30,689	$ 33,151	$ 30,689
22	$ 34,330	$ 30,689	$ 33,151	$ 30,689
23	$ 34,330	$ 30,689	$ 33,151	$ 30,689
24	$ 34,330	$ 30,689	$ 33,151	$ 30,689
25	$ 34,637	$ 30,996	$ 33,482	$ 30,996
26	$ 34,637	$ 30,996	$ 33,482	$ 30,996
27	$ 34,637	$ 30,996	$ 33,482	$ 30,996
28	$ 34,792	$ 31,151	$ 33,650	$ 31,151
29	$ 34,947	$ 31,306	$ 33,817	$ 31,306
30	$ 35,104	$ 31,463	$ 33,987	$ 31,463

MARSHALL COUNTY BOARD OF EDUCATION
BOARD CERTIFIED BEHAVIOR ANALYST
2025-2026 FISCAL YEAR

STEP	BC-BS BCBA BACHELORS 222 DAYS/8 HOURS	BC-MS BCBA MASTERS 222 DAYS/8 HOURS	BC-AA BCBA ED. S. OR AA 222 DAYS/8 HOURS	BC-DR BCBA DOCTORATE 222 DAYS/8 HOURS
0	$ 62,333	$ 70,363	$ 75,185	$ 80,003
1	$ 64,203	$ 72,473	$ 77,440	$ 82,403
2	$ 66,129	$ 74,648	$ 79,763	$ 84,875
3	$ 68,113	$ 76,888	$ 82,156	$ 87,421
4	$ 68,794	$ 77,656	$ 82,978	$ 88,295
5	$ 69,482	$ 78,433	$ 83,807	$ 89,179
6	$ 70,524	$ 79,609	$ 85,065	$ 90,873
7	$ 70,595	$ 79,689	$ 85,150	$ 90,964
8	$ 70,666	$ 79,768	$ 85,235	$ 91,054
9	$ 71,725	$ 80,965	$ 86,769	$ 92,420
10	$ 72,084	$ 81,369	$ 87,203	$ 92,883
11	$ 72,444	$ 81,776	$ 87,639	$ 93,347
12	$ 72,748	$ 82,343	$ 88,120	$ 93,856
13	$ 73,039	$ 82,671	$ 88,473	$ 94,232
14	$ 73,331	$ 83,003	$ 88,827	$ 94,609
15	$ 74,064	$ 83,832	$ 89,714	$ 95,744
16	$ 74,212	$ 84,000	$ 89,894	$ 95,936
17	$ 74,361	$ 84,168	$ 90,074	$ 96,128
18	$ 75,848	$ 85,851	$ 91,875	$ 98,051
19	$ 76,000	$ 86,023	$ 92,059	$ 98,148
20	$ 76,152	$ 86,195	$ 92,243	$ 99,130
21	$ 76,913	$ 87,057	$ 93,166	$ 100,121
22	$ 76,991	$ 87,231	$ 93,351	$ 100,321
23	$ 77,067	$ 87,406	$ 93,539	$ 100,522
24	$ 78,224	$ 88,717	$ 94,942	$ 102,030
25	$ 78,380	$ 88,894	$ 95,131	$ 102,234
26	$ 78,537	$ 89,072	$ 95,322	$ 102,439
27	$ 79,715	$ 90,408	$ 96,752	$ 103,463
28	$ 80,512	$ 91,312	$ 97,719	$ 104,497
29	$ 81,316	$ 92,225	$ 98,696	$ 105,542
30	$ 82,130	$ 93,147	$ 99,684	$ 106,598

MARSHALL COUNTY BOARD OF EDUCATION
JOB COACH, ATTENDANCE OFFICER SALARY SCHEDULE, IT TECHNICIAN I
2025-2026 FISCAL YEAR

	JC-S0 JOB COACH / IT TECHNICIAN I ATTENDANCE OFFICER	JC-S2 JOB COACH / IT TECHNICIAN I ATTENDANCE OFFICER
STEP	202 DAYS/8 HOURS	240 DAYS/8 HOURS
0	$29,593	$35,160
1	$30,777	$36,567
2	$30,930	$36,749
3	$31,241	$37,118
4	$31,553	$37,489
5	$31,868	$37,863
6	$32,187	$38,242
7	$32,347	$38,432
8	$32,445	$38,549
9	$32,606	$38,740
10	$32,770	$38,935
11	$32,803	$38,974
12	$32,966	$39,168
13	$33,033	$39,247
14	$33,065	$39,285
15	$33,231	$39,482
16	$33,397	$39,680
17	$33,431	$39,720
18	$33,598	$39,918
19	$33,664	$39,997
20	$33,699	$40,038
21	$33,867	$40,238
22	$34,035	$40,438
23	$34,070	$40,479
24	$34,240	$40,681
25	$34,412	$40,886
26	$34,584	$41,090
27	$34,929	$41,500
28	$35,104	$41,708
29	$35,280	$41,917
30	$35,456	$42,126

MARSHALL COUNTY BOARD OF EDUCATION
ADMINISTRATIVE ASSISTANT SALARY SCHEDULE
2025-2026 FISCAL YEAR

	SS-SO ADMIN ASSISTANT LOCAL SCHOOL	SS-S2 ADMIN ASSISTANT LOCAL SCHOOL	SO-S2 ADMIN ASSISTANT CENTRAL OFFICE	SO-SU EXECUTIVE ASSISTANT SUPERINTENDENT, ASSISTANT & DEPUTY SUPERINTENDENT
STEP	202 DAYS/8 HOURS	240 DAYS/8 HOURS	240 DAYS/8 HOURS	240 DAYS/8 HOURS
0	$ 25,220	$ 29,964	$ 33,959	$ 40,274
1	$ 25,850	$ 30,712	$ 34,808	$ 41,482
2	$ 26,393	$ 31,358	$ 35,539	$ 42,312
3	$ 26,921	$ 31,985	$ 36,250	$ 43,158
4	$ 27,728	$ 32,944	$ 37,337	$ 44,021
5	$ 28,283	$ 33,603	$ 38,084	$ 44,461
6	$ 29,131	$ 34,612	$ 39,226	$ 45,351
7	$ 29,714	$ 35,303	$ 40,011	$ 46,258
8	$ 30,010	$ 35,656	$ 40,410	$ 47,183
9	$ 30,611	$ 36,370	$ 41,219	$ 48,127
10	$ 31,223	$ 37,097	$ 42,043	$ 48,608
11	$ 31,223	$ 37,097	$ 42,043	$ 48,997
12	$ 31,847	$ 37,839	$ 42,884	$ 49,389
13	$ 32,167	$ 38,217	$ 43,313	$ 49,784
14	$ 32,488	$ 38,600	$ 43,746	$ 50,182
15	$ 33,138	$ 39,372	$ 44,621	$ 50,684
16	$ 33,469	$ 39,766	$ 45,068	$ 51,089
17	$ 34,138	$ 40,560	$ 45,968	$ 51,498
18	$ 34,821	$ 41,372	$ 46,888	$ 51,910
19	$ 34,821	$ 41,372	$ 46,888	$ 52,325
20	$ 35,170	$ 41,785	$ 47,357	$ 52,849
21	$ 35,872	$ 42,621	$ 48,304	$ 53,939
22	$ 36,231	$ 43,047	$ 48,787	$ 54,478
23	$ 36,594	$ 43,478	$ 49,275	$ 55,868
24	$ 37,326	$ 44,348	$ 50,261	$ 56,374
25	$ 37,699	$ 44,791	$ 50,763	$ 56,877
26	$ 38,076	$ 45,239	$ 51,270	$ 57,385
27	$ 38,457	$ 45,691	$ 51,783	$ 57,899
28	$ 38,649	$ 45,919	$ 52,042	$ 58,158
29	$ 38,843	$ 46,149	$ 52,303	$ 58,420
30	$ 39,036	$ 46,380	$ 52,564	$ 58,681

MARSHALL COUNTY BOARD OF EDUCATION
LOCAL SCHOOL BOOKKEEPER SALARY SCHEDULE
2025-2026 FISCAL YEAR

STEP	BK-S2 BOOKKEEPER HS 240 DAYS/8 HOURS	B0-S0 BOOKKEEPER MS & ES 202 DAYS/8 HOURS	MS-S2 CDL OFFICE MANAGER 240 DAYS/8 HOURS
0	$ 31,961	$ 25,220	$ 37,730
1	$ 32,760	$ 25,850	$ 38,266
2	$ 33,448	$ 26,393	$ 38,854
3	$ 34,117	$ 26,921	$ 42,740
4	$ 35,141	$ 27,728	$ 44,754
5	$ 35,844	$ 28,283	$ 46,767
6	$ 36,919	$ 29,131	$ 50,794
7	$ 37,657	$ 29,714	$ 50,794
8	$ 38,034	$ 30,010	$ 50,794
9	$ 38,795	$ 30,611	$ 51,332
10	$ 39,570	$ 31,223	$ 51,332
11	$ 39,570	$ 31,223	$ 51,332
12	$ 40,361	$ 31,847	$ 51,916
13	$ 40,765	$ 32,167	$ 51,916
14	$ 41,173	$ 32,488	$ 51,916
15	$ 41,996	$ 33,138	$ 52,490
16	$ 42,417	$ 33,469	$ 52,490
17	$ 43,264	$ 34,138	$ 52,490
18	$ 44,130	$ 34,821	$ 53,078
19	$ 44,130	$ 34,821	$ 53,078
20	$ 44,571	$ 35,170	$ 53,078
21	$ 45,462	$ 35,872	$ 53,506
22	$ 45,917	$ 36,231	$ 53,506
23	$ 46,376	$ 36,594	$ 53,506
24	$ 47,304	$ 37,326	$ 54,173
25	$ 47,777	$ 37,699	$ 54,173
26	$ 48,255	$ 38,076	$ 54,173
27	$ 48,738	$ 38,457	$ 54,840
28	$ 48,981	$ 38,649	$ 55,389
29	$ 49,226	$ 38,843	$ 55,943
30	$ 49,472	$ 39,036	$ 56,503

$1,200 annual supplement for LSA AASBO certification

Note: The AASBO supplement will not be awarded to any employee hired or transferred to the CDL Office Manager position after 10/1/2025.

MARSHALL COUNTY BOARD OF EDUCATION
MAINTENANCE SALARY SCHEDULE
2025-2026 FISCAL YEAR

	MA-L5	MA-MG
	MAINTENANCE	MAINTENANCE LEAD
STEP	240 DAYS/8 HOURS	240 DAYS/8 HOURS
0	$ 52,267	$ 66,229
1	$ 52,515	$ 66,548
2	$ 52,765	$ 66,867
3	$ 53,017	$ 67,190
4	$ 53,269	$ 67,514
5	$ 53,523	$ 67,838
6	$ 53,778	$ 68,165
7	$ 54,034	$ 68,494
8	$ 54,293	$ 68,823
9	$ 54,552	$ 69,155
10	$ 54,812	$ 69,489
11	$ 55,074	$ 69,823
12	$ 55,336	$ 70,160
13	$ 55,600	$ 70,498
14	$ 55,865	$ 70,838
15	$ 56,133	$ 71,180
16	$ 56,401	$ 71,523
17	$ 56,670	$ 71,869
18	$ 56,941	$ 72,215
19	$ 57,214	$ 72,564
20	$ 57,486	$ 72,915
21	$ 57,762	$ 73,266
22	$ 58,038	$ 73,620
23	$ 58,315	$ 73,975
24	$ 58,594	$ 74,332
25	$ 58,875	$ 74,693
26	$ 59,157	$ 75,054
27	$ 59,440	$ 75,416
28	$ 59,725	$ 75,781
29	$ 60,012	$ 76,147
30	$ 60,298	$ 76,515

MARSHALL COUNTY BOARD OF EDUCATION
CUSTODIAN SALARY SCHEDULE
2025-2026 FISCAL YEAR

	J9-S9	J0-S0	J2-S2
	CUSTODIAN	CUSTODIAN	CUSTODIAN
STEP	187 DAYS/8 HOURS	202 DAYS/8 HOURS	240 DAYS/8 HOURS
0	$ 22,889	$ 24,725	$ 29,376
1	$ 23,461	$ 25,343	$ 30,110
2	$ 23,954	$ 25,875	$ 30,743
3	$ 24,433	$ 26,393	$ 31,358
4	$ 25,165	$ 27,184	$ 32,297
5	$ 25,669	$ 27,728	$ 32,944
6	$ 26,439	$ 28,560	$ 33,932
7	$ 26,968	$ 29,131	$ 34,611
8	$ 27,238	$ 29,423	$ 34,958
9	$ 27,783	$ 30,012	$ 35,657
10	$ 28,338	$ 30,611	$ 36,370
11	$ 28,338	$ 30,611	$ 36,370
12	$ 28,905	$ 31,224	$ 37,097
13	$ 29,193	$ 31,535	$ 37,467
14	$ 29,486	$ 31,851	$ 37,843
15	$ 30,076	$ 32,489	$ 38,600
16	$ 30,377	$ 32,814	$ 38,987
17	$ 30,984	$ 33,469	$ 39,766
18	$ 31,604	$ 34,139	$ 40,561
19	$ 31,604	$ 34,139	$ 40,561
20	$ 31,920	$ 34,480	$ 40,967
21	$ 32,557	$ 35,169	$ 41,784
22	$ 32,884	$ 35,522	$ 42,204
23	$ 33,212	$ 35,876	$ 42,625
24	$ 33,876	$ 36,593	$ 43,477
25	$ 34,215	$ 36,960	$ 43,912
26	$ 34,558	$ 37,330	$ 44,353
27	$ 34,903	$ 37,703	$ 44,795
28	$ 35,078	$ 37,892	$ 45,020
29	$ 35,253	$ 38,081	$ 45,244
30	$ 35,429	$ 38,271	$ 45,470

MARSHALL COUNTY BOARD OF EDUCATION
CNP MANAGER SALARY SCHEDULE
2025-2026 FISCAL YEAR

LM-01/02/03/04
BASED ON MEQs
187 DAYS/7.5 HOURS

STEP	0-600	601-1000	1001-1400	1400+
0	$ 27,316	$ 28,074	$ 29,592	$ 30,350
1	$ 27,998	$ 28,776	$ 30,332	$ 31,109
2	$ 29,119	$ 29,927	$ 31,545	$ 32,353
3	$ 30,429	$ 31,273	$ 32,964	$ 33,810
4	$ 31,797	$ 32,681	$ 34,447	$ 35,331
5	$ 32,911	$ 33,825	$ 35,653	$ 36,568
6	$ 33,240	$ 34,163	$ 36,010	$ 36,933
7	$ 33,572	$ 34,505	$ 36,370	$ 37,302
8	$ 33,908	$ 34,850	$ 36,733	$ 37,676
9	$ 34,577	$ 35,537	$ 37,457	$ 38,418
10	$ 35,268	$ 36,248	$ 38,206	$ 39,186
11	$ 35,620	$ 36,610	$ 38,589	$ 39,578
12	$ 36,156	$ 36,976	$ 38,974	$ 39,974
13	$ 36,156	$ 37,161	$ 39,169	$ 40,174
14	$ 36,338	$ 37,346	$ 39,365	$ 40,375
15	$ 36,701	$ 37,720	$ 39,759	$ 40,779
16	$ 36,884	$ 37,909	$ 39,957	$ 40,983
17	$ 37,069	$ 38,098	$ 40,157	$ 41,188
18	$ 37,439	$ 38,480	$ 40,559	$ 41,600
19	$ 37,626	$ 38,671	$ 40,762	$ 41,808
20	$ 37,814	$ 38,865	$ 40,966	$ 42,017
21	$ 38,556	$ 39,628	$ 41,770	$ 42,841
22	$ 38,750	$ 39,826	$ 41,978	$ 43,055
23	$ 38,944	$ 40,025	$ 42,188	$ 43,270
24	$ 39,723	$ 40,826	$ 43,032	$ 44,135
25	$ 40,119	$ 41,234	$ 43,463	$ 44,577
26	$ 40,521	$ 41,647	$ 43,898	$ 45,022
27	$ 40,925	$ 42,063	$ 44,335	$ 45,473
28	$ 41,130	$ 42,273	$ 44,559	$ 45,701
29	$ 41,337	$ 42,484	$ 44,781	$ 45,929
30	$ 41,543	$ 42,697	$ 45,004	$ 46,158

$1,000 supplement for SNA Certification

MARSHALL COUNTY BOARD OF EDUCATION
CNP ASSISTANT MANAGER SALARY SCHEDULE
2025-2026 FISCAL YEAR

LA-01/02/03/04
BASED ON MEQs
187 DAYS/7.5 HOURS

STEP	0-600	601-1000	1001-1400	1400+
0	$ 22,763	$ 23,521	$ 24,281	$ 25,039
1	$ 23,333	$ 24,110	$ 24,887	$ 25,665
2	$ 24,265	$ 25,074	$ 25,884	$ 26,691
3	$ 25,357	$ 26,203	$ 27,047	$ 27,893
4	$ 26,498	$ 27,381	$ 28,264	$ 29,148
5	$ 27,426	$ 28,340	$ 29,254	$ 30,169
6	$ 28,249	$ 29,190	$ 30,132	$ 31,073
7	$ 28,530	$ 29,482	$ 30,433	$ 31,383
8	$ 28,816	$ 29,777	$ 30,738	$ 31,698
9	$ 29,022	$ 29,982	$ 30,946	$ 31,903
10	$ 29,389	$ 30,369	$ 31,350	$ 32,328
11	$ 29,684	$ 30,673	$ 31,663	$ 32,652
12	$ 29,980	$ 30,980	$ 31,979	$ 32,979
13	$ 30,130	$ 31,136	$ 32,139	$ 33,143
14	$ 30,281	$ 31,291	$ 32,300	$ 33,309
15	$ 30,584	$ 31,604	$ 32,623	$ 33,643
16	$ 30,737	$ 31,762	$ 32,786	$ 33,811
17	$ 30,891	$ 31,921	$ 32,949	$ 33,979
18	$ 31,200	$ 32,239	$ 33,280	$ 34,320
19	$ 31,356	$ 32,400	$ 33,446	$ 34,491
20	$ 31,512	$ 32,562	$ 33,613	$ 34,663
21	$ 32,131	$ 33,201	$ 34,273	$ 35,343
22	$ 32,291	$ 33,367	$ 34,443	$ 35,520
23	$ 32,452	$ 33,535	$ 34,616	$ 35,698
24	$ 33,101	$ 34,206	$ 35,308	$ 36,412
25	$ 33,433	$ 34,547	$ 35,662	$ 36,776
26	$ 33,767	$ 34,893	$ 36,018	$ 37,143
27	$ 34,105	$ 35,241	$ 36,378	$ 37,516
28	$ 34,275	$ 35,417	$ 36,561	$ 37,703
29	$ 34,446	$ 35,595	$ 36,742	$ 37,891
30	$ 34,620	$ 35,773	$ 36,927	$ 38,081

$1,000 supplement for SNA Certification

MARSHALL COUNTY BOARD OF EDUCATION
CNP SALARY SCHEDULES-BOOKKEEPER, WORKER, STOCK CLERK/CUSTODIAN
2025-2026 FISCAL YEAR

	SO-SJ	L1-SV	LJ-AD	LJ-NC
	BOOKKEEPER/ ADMIN ASSISTANT	WORKER	STK CLK/CUSTODIAN	STK CLK/CUSTODIAN
STEP	240 DAYS/8 HOURS	187 DAYS/7 HOURS	202 DAYS/7 HOURS	202 DAYS/8 HOURS
0	$ 41,550	$ 20,028	$ 22,917	$ 26,192
1	$ 42,588	$ 20,529	$ 23,491	$ 26,846
2	$ 44,291	$ 21,350	$ 24,430	$ 27,920
3	$ 46,286	$ 22,310	$ 25,530	$ 29,177
4	$ 48,367	$ 23,314	$ 26,679	$ 30,490
5	$ 50,061	$ 24,130	$ 27,612	$ 31,557
6	$ 51,562	$ 24,854	$ 28,441	$ 32,503
7	$ 52,078	$ 25,102	$ 28,725	$ 32,829
8	$ 52,598	$ 25,354	$ 29,013	$ 33,157
9	$ 53,125	$ 25,607	$ 29,303	$ 33,489
10	$ 53,645	$ 25,858	$ 29,590	$ 33,817
11	$ 54,182	$ 26,117	$ 29,886	$ 34,155
12	$ 54,724	$ 26,378	$ 30,185	$ 34,496
13	$ 54,997	$ 26,510	$ 30,336	$ 34,669
14	$ 55,273	$ 26,642	$ 30,487	$ 34,842
15	$ 55,825	$ 26,909	$ 30,792	$ 35,191
16	$ 56,105	$ 27,043	$ 30,946	$ 35,366
17	$ 56,385	$ 27,179	$ 31,101	$ 35,544
18	$ 56,929	$ 27,450	$ 31,412	$ 35,899
19	$ 57,233	$ 27,588	$ 31,569	$ 36,078
20	$ 57,520	$ 27,726	$ 31,726	$ 36,259
21	$ 58,648	$ 28,269	$ 32,349	$ 36,971
22	$ 58,942	$ 28,411	$ 32,510	$ 37,156
23	$ 59,237	$ 28,553	$ 32,674	$ 37,341
24	$ 60,422	$ 29,124	$ 33,326	$ 38,088
25	$ 61,025	$ 29,416	$ 33,660	$ 38,469
26	$ 61,636	$ 29,710	$ 33,997	$ 38,854
27	$ 62,252	$ 30,006	$ 34,337	$ 39,242
28	$ 62,564	$ 30,156	$ 34,509	$ 39,438
29	$ 62,876	$ 30,307	$ 34,681	$ 39,635
30	$ 63,190	$ 30,459	$ 34,854	$ 39,834

$1,000 supplement for SNA Certification

MARSHALL COUNTY BOARD OF EDUCATION
NSPORTATION SALARY SCHEDULES - BUS DRIVER, BUS AIDE, SUPPLY DRI
2025-2026 FISCAL YEAR

STEP	BD-RE 4 HOURS BUS DRIVER 182 DAYS	BA-RE 4 HOURS BUS AIDE 182 DAYS	BD-SD 4 HOURS SUPPLY DRIVER 182 DAYS
0	$ 17,167	$ 11,138	$ 20,042
1	$ 17,338	$ 11,250	
2	$ 17,512	$ 11,362	
3	$ 17,687	$ 11,589	
4	$ 17,863	$ 11,706	
5	$ 18,935	$ 11,823	
6	$ 19,872	$ 11,941	
7	$ 20,288	$ 12,060	
8	$ 20,808	$ 12,181	
9	$ 21,224	$ 12,425	
10	$ 21,436	$ 12,549	
11	$ 21,651	$ 12,675	
12	$ 21,867	$ 12,801	
13	$ 22,086	$ 12,929	
14	$ 22,307	$ 13,058	
15	$ 22,530	$ 13,254	
16	$ 22,755	$ 13,386	
17	$ 22,983	$ 13,520	
18	$ 23,212	$ 13,656	
19	$ 23,445	$ 13,792	
20	$ 23,679	$ 13,930	
21	$ 23,916	$ 14,069	
22	$ 24,155	$ 14,210	
23	$ 24,396	$ 14,352	
24	$ 24,641	$ 14,710	
25	$ 24,887	$ 14,858	
26	$ 25,136	$ 15,006	
27	$ 25,387	$ 15,337	
28	$ 25,641	$ 15,490	
29	$ 25,898	$ 15,645	
30	$ 26,157	$ 15,802	

ANNUAL SUPPLEMENTS

TECH SCHOOL*

One trip per day from home school

Two trips per day from home school	$	10,000.00
Three trips per day from home school	$	15,000.00

TRANSFER ROUTES

BMPS to BMHS	$	1,383.63
BMES to BMHS	$	1,383.63

FUELING BUSES

0-8	$	1,502.52
9-15	$	1,728.77
16-20	$	1,952.01
21+	$	2,175.26

FIELD TRIPS

Per hour	$	14.00
Minimum for single trip	$	35.00

* Time between trips is personal time

MARSHALL COUNTY BOARD OF EDUCATION
TRANSPORTATION SALARY SCHEDULES - SHOP FOREMAN, MECHANIC
2025-2026 FISCAL YEAR

	FS-S2 SHOP FOREMAN	TR-L1 MECHANIC LEVEL 1	TR-L2 MECHANIC LEVEL 2	TR-L3 MECHANIC LEVEL 3
STEP	240 DAYS/8 HOURS	240 DAYS/8 HOURS	240 DAYS/8 HOURS	240 DAYS/8 HOURS
0	$ 63,729	$ 30,240	$ 41,910	$ 56,553
1	$ 64,048	$ 30,300	$ 41,993	$ 56,981
2	$ 64,367	$ 30,361	$ 42,078	$ 57,412
3	$ 64,690	$ 30,664	$ 42,330	$ 57,847
4	$ 65,014	$ 30,726	$ 42,415	$ 58,286
5	$ 65,338	$ 30,788	$ 42,499	$ 58,728
6	$ 65,665	$ 31,064	$ 42,882	$ 58,882
7	$ 65,994	$ 31,126	$ 42,968	$ 58,987
8	$ 66,323	$ 31,190	$ 43,054	$ 59,092
9	$ 66,655	$ 31,502	$ 43,140	$ 59,355
10	$ 66,989	$ 31,564	$ 43,227	$ 59,460
11	$ 67,323	$ 31,627	$ 43,313	$ 59,567
12	$ 67,660	$ 31,943	$ 43,746	$ 59,673
13	$ 67,998	$ 32,007	$ 43,833	$ 59,779
14	$ 68,338	$ 32,072	$ 43,876	$ 59,886
15	$ 68,680	$ 32,392	$ 44,097	$ 60,152
16	$ 69,023	$ 32,456	$ 44,184	$ 60,260
17	$ 69,369	$ 32,522	$ 44,273	$ 60,368
18	$ 69,715	$ 32,586	$ 44,362	$ 60,475
19	$ 70,064	$ 32,652	$ 44,450	$ 60,583
20	$ 70,415	$ 32,718	$ 44,539	$ 60,692
21	$ 70,766	$ 33,044	$ 44,762	$ 60,800
22	$ 71,120	$ 33,111	$ 44,851	$ 60,909
23	$ 71,475	$ 33,177	$ 44,941	$ 61,017
24	$ 71,832	$ 33,508	$ 45,166	$ 61,126
25	$ 72,193	$ 33,575	$ 45,256	$ 61,235
26	$ 72,554	$ 33,643	$ 45,347	$ 61,344
27	$ 72,916	$ 33,979	$ 45,800	$ 61,620
28	$ 73,281	$ 34,319	$ 46,258	$ 62,171
29	$ 73,647	$ 34,662	$ 46,720	$ 62,728
30	$ 74,015	$ 35,008	$ 47,188	$ 63,290

MECHANIC LEVEL 1 - Mechanic Assistant
MECHANIC LEVEL 2 - Skilled Mechanic
MECHANIC LEVEL 3 - Skilled Technicial (must have completed and passed the State of Alabama bus mechanic certification)

MARSHALL COUNTY BOARD OF EDUCATION
ROUTE SPECIALIST - SUPPLY DRIVER
2025-2026 FISCAL YEAR

RS-S2

ROUTE SPECIALIST/SUPPLY DRIVER

STEP	240 DAYS/8 HOURS
0	$55,487
1	$55,764
2	$56,043
3	$56,604
4	$56,887
5	$57,171
6	$57,742
7	$58,032
8	$58,322
9	$58,904
10	$59,200
11	$59,496
12	$60,090
13	$60,391
14	$60,693
15	$60,753
16	$61,057
17	$61,363
18	$62,589
19	$62,902
20	$63,217
21	$67,642
22	$67,981
23	$68,320
24	$68,662
25	$69,006
26	$69,350
27	$70,043
28	$70,744
29	$71,452
30	$72,166

MARSHALL COUNTY BOARD OF EDUCATION
HOURLY SALARY SCHEDULE
2025-2026 FISCAL YEAR

EXTENDED DAY SERVICES	Rate
After School Director	$35.00 per hour
After School Certified Teacher	$35.00 per hour
After School Tutor/Homebound	$16.00 per hour
After School Intructional Staff	$12.00 per hour
After School Program Assistant	$13.00 per hour

PART-TIME EMPLOYEES (Contracted Per-School Year)	
Assistant Principal	$50.00 per hour
Teacher	$45.00 per hour
Maintenance Worker	$30.00 per hour
Bookkeeper	$25.00 per hour
Auxiliary Teacher	$20.00 per hour
Paraprofessional	$15.00 per hour
Custodian	$15.00 per hour

Summer Programs	
Program Director	$35.00 per hour
Team Leader	$35.00 per hour
Certified Teacher	$35.00 per hour
Support Staff	$13.00 per hour
College Student	$11.00 per hour
High School Student	$10.00 per hour

SRO Positions	
Basketball -Varsity Only (H)	$100.00 per night
Basketball -Varsity/JV (H)	$125.00 per night
Basketball -Junioe High (H)	$125.00 per night
Football -Varsity (H)	$125.00 per night
Football -JV/Junior High (H)	$75.00 per night
Other Non-athletic after school events * 3 hour minimum	$35.00 per hour
Other Athlietc events*(H)	$35.00 per hour
For away contests, rates will be negotiated between the SRO and school administrator if security is needed	

MARSHALL COUNTY BOARD OF EDUCATION
SUBSTITUTE SALARY SCHEDULE
2025-2026 FISCAL YEAR

Substitutes

Classroom Teacher/ISS Substitute	$115.00 per day
Aide/Secretaries/Other Support/CNP	$75.00 per day
Custodian	$80.00 per day
Bus Driver	$100.00 per day
Tech Bus Driver	$110.00 per day
Bus Aide/Crossing Guard	$60.00 per day
Pre-K Route	$27.48 per day
*Nurse	

*** Nurse substitutes will receive the daily rate of pay applicable to certification.**

Long-Term Certified Substitute (Teacher)

A subtitute who holds a valid Alabama Teacher's Certificate or has completed requirements for a teacher's certificate or holds a certificate from another state or has a bachelor's degree in field or a related field will be paid $255 per day regardless of rank, certification type, or experience-beginning with the 1st day of continuous substituting for the same teacher and continuing as long as the individual is substituting for the same teacher who has been approved for long term leave by the Board. Long term certified substitutes receive no benefits and do not accrue leave. Long term leave is considered more than 20 days.

MARSHALL COUNTY BOARD OF EDUCATION
SUPPLEMENTS SALARY SCHEDULE - PRIOR TO 2016-2017 SCHOOL YEAR
2025-2026 FISCAL YEAR

SUPPLEMENTS (Prior to 2016-2017 School Year)

Baseball - Varsity Head Coach (10 month)	$	3,521.00

MARSHALL COUNTY BOARD OF EDUCATION
SUPPLEMENTS SALARY SCHEDULE - EFFECTIVE 2016-2017 SCHOOL YEAR
2025-2026 FISCAL YEAR

SUPPLEMENTS (Effective 2016-2017 School Year)

Category		Amount
Football	Varsity Head Coach	$ 14,218
	1st Varsity Assistant*	$ 3,521
	2nd Varsity Assistant*	$ 3,521
	3rd Varsity Assistant*	$ 3,521
	4th Varsity Assistant*	$ 3,521
	Junior High Head Coach	$ 3,521
	Junior High Assistant	$ 1,411
Volleyball	Varsity Head Coach	$ 3,521
	Junior Varsity Head Coach	$ 1,467
	8th Grade Head Coach	$ 734
	7th Grade Head Coach	$ 734
Indoor Track	Head Coach	$ 1,467
Outdoor Track	Head Coach-Boys	$ 1,467
	Head Coach-Girls	$ 1,467
Cross Country	Head Coach -Boys	$ 1,467
	Head Coach-Girls	$ 1,467
Soccer	Varsity Girls Head Coach	$ 3,521
	Varsity Boys Head Coach	$ 3,521
	Junior Varsity Girls Head Coach	$ 1,467
	Junior Varsity Boys Head Coach	$ 1,467
Basketball	Varsity Head Coach Boys	$ 14,218
	Varsity Assistant Coach Boys	$ 3,521
	9th Grade Head Coach Boys	$ 1,411
	8th Grade Head Coach Boys	$ 1,411
	7th Grade Head Coach Boys	$ 1,411
	Varsity Head Coach Girls	$ 14,218
	Varsity Assistant Coach Girls	$ 3,521
	9th Grade Head Coach Girls	$ 1,411
	8th Grade Head Coach Girls	$ 1,411
	7th Grade Head Coach Girls	$ 1,411

Category		Amount
Baseball	Varsity Head Coach	$ 6,598
	Junior Varsity Head Coach	$ 1,467
	Junior High Head Coach	$ 1,411
Softball	Varsity Head Coach	$ 6,598
	Junior Varsity Head Coach	$ 1,467
	Junior High Head Coach	$ 1,411
Tennis	Head Coach Boys	$ 1,467
	Head Coach Girls	$ 1,467
Cheer	Varsity - Football	$ 1,760
	Varsity-Basketball	$ 1,760
	Jr. Varsity Football	$ 1,000
	Jr Varsity-Basketball	$ 1,000
	Jr. High-Football	$ 1,000
	Jr. High Basketball	$ 1,000
Golf	Head Coach-Boys	$ 1,467
	Head Coach-Girls	$ 1,467
****Archery**	Team Sponsor	$ 600
****Fishing**	Team Sponsor	$ 600
****Scholar's Bowl**	High School Sponsor	$ 600
****Scholar's Bowl**	Middle School Sponsor	$ 600
****Math Team**	High School Sponsor	$ 600
****Math Team**	Middle School Sponsor	$ 600
Special Olympics	Sponsor - County Wide	$ 600
Band	Marching Band - 1A/2A	$ 6,598
	Marching Band - 3A/5A	$ 7,577
	Marching Band - 6A/7A	$ 8,077
Choral Sponsor	Sponsor - (Minumum of 2 extra-curricular performances per semester)	$ 2,080
Teaching During Planning Period		$5,000

Supplements will be distributed over 12-months for full-time employees. Individuals not employed full-time with Marshall County Schools will be paid upon completion of the assignment.
**4A/5A and 6A/7A schools will receive one additional assistant coach.*

***Supplement paid to only one staff member who conducts practice after regular school hours. Teams must have 5 members and at least 5 matches.*