



MIDFIELD CITY SCHOOLS

A tradition of Excellence & Pathway to Success

**Salary Schedule
Midfield City Board of Education
2025-2026**

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TEACHER*
9 MONTH, 187 DAYS

Experience (Years)	Bachelor (BS)	Master (MS)	6-Year (6YR)	Doctoral (DO)	Non-Degree (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

*This level of compensation is applicable to employees hired on or after January 1, 2026.

TEACHER (GRANDFATHERED)*
9 MONTH, 187 DAYS

Experience (Years)	Bachelor (BS)	Master (MS)	6-Year (6YR)	Doctoral (DO)	Non-Degree (ND)
0	\$46,898	\$53,928	\$57,054	\$61,193	\$46,898
1	\$46,898	\$53,928	\$57,054	\$61,193	\$46,898
2	\$51,582	\$59,319	\$63,962	\$68,607	\$51,582
3	\$51,582	\$59,319	\$63,962	\$68,607	\$51,582
4	\$51,582	\$59,319	\$63,962	\$68,607	\$51,582
5	\$53,841	\$61,915	\$66,780	\$71,610	\$53,841
6	\$53,841	\$61,915	\$66,780	\$71,610	\$53,841
7	\$53,841	\$61,915	\$66,780	\$71,610	\$53,841
8	\$55,108	\$63,375	\$68,338	\$73,296	\$55,108
9	\$55,659	\$64,008	\$69,020	\$74,030	\$55,659
10	\$56,215	\$64,648	\$69,710	\$74,769	\$56,215
11	\$56,676	\$65,175	\$70,315	\$75,382	\$56,676
12	\$57,241	\$65,826	\$71,016	\$76,135	\$57,241
13	\$57,818	\$66,484	\$71,725	\$76,895	\$57,818
14	\$58,554	\$67,337	\$72,608	\$77,873	\$58,554
15	\$59,144	\$68,009	\$73,333	\$78,523	\$59,144
16	\$59,733	\$68,696	\$74,070	\$79,443	\$59,733
17	\$59,914	\$68,896	\$74,291	\$79,678	\$59,914
18	\$61,114	\$69,584	\$74,599	\$80,479	\$61,114
19	\$61,114	\$70,277	\$75,780	\$81,283	\$61,114
20	\$61,289	\$70,523	\$76,061	\$81,561	\$61,289
21	\$61,900	\$71,226	\$76,820	\$82,374	\$61,900
22	\$62,523	\$71,939	\$77,584	\$83,184	\$62,523
23	\$62,643	\$72,658	\$78,363	\$84,029	\$62,643
24	\$63,273	\$73,386	\$79,151	\$84,874	\$63,273
25	\$63,902	\$74,118	\$79,938	\$85,719	\$63,902
26	\$64,024	\$74,861	\$80,741	\$86,579	\$64,024
27	\$64,661	\$75,605	\$81,545	\$87,431	\$64,661
28	\$65,307	\$76,362	\$82,360	\$88,305	\$65,307
29	\$65,961	\$77,125	\$83,184	\$89,188	\$65,961
30	\$66,620	\$77,896	\$84,016	\$90,080	\$66,620
31	\$67,286	\$78,675	\$84,856	\$90,981	\$67,286
32	\$67,959	\$79,462	\$85,705	\$91,890	\$67,959
33	\$68,639	\$80,257	\$86,562	\$92,809	\$68,639
34	\$69,325	\$81,059	\$87,427	\$93,737	\$69,325
35+	\$70,018	\$81,870	\$88,301	\$94,675	\$70,018

*This level of compensation is applicable to employees grandfathered into this position. There will be no new appointments for this position as of January 1, 2026.

TEAMS TEACHER
(TEACHER EXCELLENCE AND ACCOUNTABILITY FOR MATHEMATICS AND SCIENCE)
9 MONTH, 189 DAYS

Experience (Years)	Bachelor (BS)	Master (MS)	6-Year (6YR)	Doctoral (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

Alabama Act 2022-340 gives the opportunity for certain teachers who are certified in Math, Science, and Computer Science to apply to participate in TEAMS. Approved TEAMS teachers may be eligible for additional supplements as provided by the State Department of Education. Qualifications, supplement amounts, and payment schedule are defined in the Act and determined by the State Department of Education.

To be eligible for the TEAMS salary, supplements, and contract terms, teachers must fill out and be approved for a TEAMS Teaching Contract per the State Department of Education's qualifications and requirements.

COUNSELOR
10 MONTH, 202 DAYS

Experience (Years)	Bachelor (BS)	Master (MS)	6-Year (6YR)	Doctoral (DO)	Non-Degree (ND)
0	\$53,211	\$61,189	\$64,368	\$69,040	\$53,211
1	\$53,211	\$61,189	\$64,368	\$69,040	\$53,211
2	\$58,525	\$67,307	\$72,572	\$77,841	\$58,525
3	\$58,525	\$67,307	\$72,572	\$77,841	\$58,525
4	\$58,525	\$67,307	\$72,572	\$77,841	\$58,525
5	\$61,089	\$70,249	\$75,771	\$81,249	\$61,089
6	\$61,089	\$70,249	\$75,771	\$81,249	\$61,089
7	\$61,089	\$70,249	\$75,771	\$81,249	\$61,089
8	\$61,908	\$71,074	\$76,769	\$82,342	\$61,908
9	\$61,908	\$71,074	\$76,769	\$82,342	\$61,908
10	\$61,908	\$71,074	\$76,769	\$82,342	\$61,908
11	\$63,033	\$72,487	\$78,201	\$83,838	\$63,033
12	\$63,033	\$72,487	\$78,201	\$83,838	\$63,033
13	\$63,033	\$72,487	\$78,201	\$83,838	\$63,033
14	\$64,472	\$74,143	\$79,944	\$85,744	\$64,472
15	\$64,472	\$74,143	\$79,944	\$85,744	\$64,472
16	\$64,472	\$74,143	\$79,944	\$85,744	\$64,472
17	\$65,303	\$75,096	\$80,974	\$86,854	\$65,303
18	\$65,303	\$75,096	\$80,974	\$86,854	\$65,303
19	\$65,303	\$75,096	\$80,974	\$86,854	\$65,303
20	\$66,138	\$76,059	\$82,011	\$87,964	\$66,138
21	\$66,138	\$76,059	\$82,011	\$87,964	\$66,138
22	\$66,138	\$76,059	\$82,011	\$87,964	\$66,138
23	\$66,927	\$76,849	\$82,801	\$88,753	\$66,927
24	\$66,927	\$76,849	\$82,801	\$88,753	\$66,927
25	\$66,927	\$76,849	\$82,801	\$88,753	\$66,927
26	\$67,714	\$77,637	\$83,589	\$89,540	\$67,714
27+	\$67,714	\$77,637	\$83,589	\$89,540	\$67,714

MATH COACH/CAREER COACH
10 MONTH, 202 DAYS

MATH COACH
Annual Salary
\$76,406

CAREER COACH
Annual Salary
\$54,517

ASSISTANT PRINCIPAL
10 MONTH, 202 DAYS

Step	High School	Elementary/ Middle School
1	\$66,595	\$64,714
2	\$66,595	\$64,714
3	\$73,235	\$71,354
4	\$73,235	\$71,354
5	\$73,235	\$71,354
6	\$76,432	\$74,551
7	\$76,432	\$74,551
8	\$76,432	\$74,551
9	\$77,457	\$75,576
10	\$77,457	\$75,576
11	\$77,457	\$75,576
12	\$78,861	\$76,980
13	\$78,861	\$76,980
14	\$78,861	\$76,980
15	\$80,652	\$78,772
16	\$80,652	\$78,772
17	\$80,652	\$78,772
18	\$81,693	\$79,812
19	\$81,693	\$79,812
20	\$81,693	\$79,812
21	\$82,735	\$80,853
22	\$82,735	\$80,853
23	\$82,735	\$80,853
24	\$83,420	\$81,538
25	\$83,420	\$81,538
26	\$83,420	\$81,538
27+	\$83,420	\$82,221

CERTIFICATED ADMINISTRATOR

12 MONTH, 240 DAYS

**SPECIAL ED COORDINATOR, CURRICULUM COORDINATOR,
CAREER TECH DIRECTOR, FEDERAL PROGRAMS DIRECTOR,
TECHNOLOGY DIRECTOR**

Step	Annual Salary
1	\$86,137
2	\$87,475
3	\$88,813
4	\$90,151
5	\$91,489
6	\$92,827
7	\$94,165
8	\$95,507
9	\$96,845
10	\$98,183
11	\$99,521
12	\$100,861
13	\$102,201
14	\$103,539
15	\$104,878
16	\$106,241
17	\$107,623
18	\$109,022
19	\$110,439
20+	\$111,874

Add \$3400 for 6th year (Ed.S) Degree or \$4500 for Doctoral Degree

PARAPROFESSIONAL

PARAPROFESSIONAL 9 MONTH, 182 DAYS, 7 HOURS

Step	Annual Salary
1	\$20,921
2	\$21,303
3	\$21,697
4	\$22,085
5	\$22,474
6	\$22,856
7	\$23,250
8	\$23,636
9	\$24,016
10	\$24,416
11	\$24,841
12	\$25,311
13	\$25,782
14	\$26,253
15	\$26,723
16	\$27,194
17	\$27,664
18	\$28,135
19	\$28,606
20+	\$29,076

PRE-K PARAPROFESSIONAL 9 MONTH, 187 DAYS, 7 HOURS

Step	Annual Salary
1	\$22,505
2	\$22,505
3	\$22,505
4	\$23,015
5	\$23,015
6	\$23,015
7	\$23,524
8	\$23,524
9	\$23,524
10	\$24,033
11	\$24,033
12	\$24,033
13	\$24,542
14	\$24,542
15	\$24,542
16	\$25,077
17	\$25,610
18	\$26,144
19	\$26,677
20+	\$27,211

CHILD NUTRITION (CNP)

Step	CNP Workers 184 Days/ 6 Hours	CNP Assistant Managers 185 Days/ 7 Hours	CNP Managers 187 Days/ 8 Hours
1	\$20,681	\$24,501	\$28,587
2	\$21,336	\$25,278	\$29,493
3	\$21,996	\$26,060	\$30,406
4	\$22,696	\$26,889	\$31,373
5	\$23,399	\$27,721	\$32,344
6	\$24,183	\$28,651	\$33,429
7	\$24,967	\$29,579	\$34,511
8	\$25,751	\$30,508	\$35,596
9	\$26,533	\$31,435	\$36,677
10	\$27,317	\$32,363	\$37,760
11	\$28,099	\$33,290	\$38,841
12	\$28,882	\$34,218	\$39,924
13	\$29,666	\$35,146	\$41,007
14	\$30,449	\$36,074	\$42,090
15	\$31,231	\$37,001	\$43,171
16	\$32,213	\$38,163	\$44,528
17	\$33,194	\$39,326	\$45,884
18	\$34,175	\$40,489	\$47,241
19	\$35,156	\$41,651	\$48,597
20+	\$36,137	\$42,812	\$49,952

NURSE
9 MONTH, 187 DAYS

Step	LPN (7.5 Hour)	RN-ASN	RN-BSN	RN-MSN	RN-DNP
1	\$38,657	\$44,764	\$48,268	\$54,686	\$56,123
2	\$38,657	\$44,764	\$48,472	\$55,031	\$56,123
3	\$39,083	\$44,764	\$53,491	\$60,806	\$56,123
4	\$39,512	\$49,235	\$53,918	\$61,166	\$61,729
5	\$39,941	\$49,235	\$54,291	\$61,919	\$61,729
6	\$40,754	\$49,235	\$55,418	\$64,521	\$61,729
7	\$40,797	\$51,394	\$57,662	\$65,263	\$64,436
8	\$41,226	\$51,394	\$58,204	\$66,058	\$64,436
9	\$41,656	\$51,394	\$58,943	\$66,058	\$64,436
10	\$42,085	\$52,945	\$59,709	\$67,568	\$66,382
11	\$42,513	\$53,475	\$60,447	\$68,366	\$67,045
12	\$42,941	\$54,009	\$61,544	\$69,432	\$67,715
13	\$42,941	\$54,550	\$61,544	\$69,432	\$68,393
14	\$42,941	\$55,095	\$61,544	\$69,432	\$69,076
15	\$43,368	\$55,646	\$62,134	\$70,097	\$69,768
16	\$43,368	\$56,203	\$62,134	\$70,097	\$70,466
17	\$43,456	\$56,764	\$62,439	\$70,763	\$71,170
18	\$43,889	\$57,332	\$63,064	\$71,471	\$71,881
19	\$44,329	\$57,905	\$63,694	\$72,185	\$72,600
20	\$44,772	\$58,485	\$64,331	\$72,907	\$73,327
21	\$45,221	\$59,069	\$67,613	\$73,637	\$74,060
22	\$45,670	\$59,661	\$68,300	\$74,372	\$74,801
23	\$46,130	\$60,257	\$68,972	\$75,117	\$75,547
24	\$46,590	\$60,859	\$69,662	\$75,867	\$76,303
25	\$47,057	\$61,468	\$71,061	\$76,625	\$77,067
26	\$47,527	\$62,082	\$71,773	\$77,393	\$77,837
27	\$48,002	\$62,702	\$73,215	\$78,166	\$78,615
28+	\$48,483	\$63,330	\$73,947	\$78,947	\$79,403

**SECRETARY, EXECUTIVE SECRETARY,
EXECUTIVE ASSISTANT
12 MONTH, 240 DAYS, 7.5 HOURS/DAY**

School Secretary	
Step	Annual Salary
1	\$37,171
2	\$38,056
3	\$38,937
4	\$39,822
5	\$39,906
6	\$40,771
7	\$41,637
8	\$42,502
9	\$43,370
10	\$44,235
11	\$45,183
12	\$46,132
13	\$47,078
14	\$48,027
15	\$48,974
16	\$47,116
17	\$50,870
18	\$51,819
19	\$52,767
20	\$53,715
21	\$54,663
22	\$55,611
23	\$56,560
24	\$57,508
25+	\$58,455

Executive Secretary to the Superintendent	
Step	Annual Salary
1	\$42,830
2	\$42,871
3	\$44,627
4	\$45,528
5	\$46,425
6	\$47,328
7	\$48,225
8	\$49,125
9	\$50,026
10	\$50,922
11	\$51,877
12	\$52,880
13	\$53,903
14	\$54,944
15	\$56,008
16	\$57,101
17	\$57,977
18	\$58,859
19	\$59,741
20+	\$60,624

Executive Assistant to the CSFO	
Step	Annual Salary
1	\$42,830
2	\$42,871
3	\$44,627
4	\$45,528
5	\$46,425
6	\$47,328
7	\$48,225
8	\$49,125
9	\$50,026
10	\$50,922
11	\$51,877
12	\$52,880
13	\$53,903
14	\$54,944
15	\$56,008
16	\$57,101
17	\$57,977
18	\$58,859
19	\$59,741
20+	\$60,624

JANITOR

10 Month Janitor 202 Days/8 Hours			
Step	High School		Elementary/ Middle School
1	\$24,812		\$24,790
2	\$25,770		\$25,806
3	\$26,465		\$26,822
4	\$27,460		\$27,838
5	\$28,456		\$28,854
6	\$29,453		\$29,870
7	\$30,448		\$30,886
8	\$31,445		\$31,902
9	\$32,440		\$32,916
10	\$33,436		\$33,932
11	\$34,432		\$34,948
12	\$35,428		\$35,964
13	\$36,424		\$36,980
14	\$37,420		\$37,996
15	\$38,415		\$39,012
16	\$39,412		\$40,028
17	\$40,407		\$41,037
18	\$41,404		\$42,047
19	\$42,398		\$43,056
20+	\$43,389		\$44,067

12 Month Janitor 240 Days/8 Hours			
Step	High School		Elementary/ Middle School
1	\$30,069		\$30,381
2	\$31,230		\$33,824
3	\$32,073		\$37,268
4	\$33,094		\$40,711
5	\$34,114		\$44,155
6	\$35,134		\$44,155
7	\$36,155		\$44,155
8	\$37,175		\$47,600
9	\$38,196		\$47,600
10	\$39,216		\$47,600
11	\$40,236		\$50,861
12	\$41,257		\$50,861
13	\$42,277		\$50,861
14	\$43,297		\$50,861
15	\$44,318		\$53,763
16	\$45,338		\$53,763
17	\$46,359		\$57,294
18	\$47,379		\$57,294
19	\$48,407		\$60,854
20+	\$49,493		\$60,854

BUS DRIVER

9 Month Bus Driver 182 Days/4 Hours

Step	Annual Salary
1	\$16,535
2	\$16,801
3	\$17,070
4	\$17,338
5	\$17,605
6	\$17,870
7	\$18,140
8	\$18,406
9	\$18,670
10	\$18,940
11	\$19,203
12	\$19,203
13	\$19,467
14	\$19,467
15	\$19,467
16+	\$19,732

Mid Day Route 182 Days

Annual Salary
\$6,739

MAINTENANCE
12 MONTH, 240 DAYS

Maintenance Supervisor

Step	Annual Salary
1	\$62,000
2	\$62,546
3	\$63,096
4	\$63,651
5	\$64,211
6	\$64,776
7	\$65,346
8	\$65,922
9	\$66,502
10	\$67,087
11	\$67,677
12	\$68,273
13	\$68,874
14	\$69,480
15	\$70,091
16	\$70,708
17	\$71,330
18	\$71,958
19	\$72,591
20+	\$73,230

**Maintenance
8 Hours**

Step	Annual Salary
1	\$37,058
2	\$37,555
3	\$37,996
4	\$38,442
5	\$41,343
6	\$42,708
7	\$44,071
8	\$45,435
9	\$46,801
10	\$47,560
11	\$48,317
12	\$49,076
13	\$49,834
14	\$50,593
15	\$51,350
16	\$52,371
17	\$53,391
18	\$54,411
19	\$55,432
20+	\$56,452

INFORMATION TECHNOLOGY
12 MONTH, 240 DAYS

Technology Coordinator	
Step	Annual Salary
1	\$65,838
2	\$66,249
3	\$66,659
4	\$67,070
5	\$67,480
6	\$67,890
7	\$68,301
8	\$68,712
9	\$69,124
10	\$69,534
11	\$69,945
12	\$70,356
13	\$70,766
14	\$71,177
15	\$71,587
16	\$72,160
17	\$72,734
18	\$73,308
19	\$73,882
20+	\$74,456

IT Specialist	
Step	Annual Salary
1	\$45,064
2	\$45,955
3	\$46,846
4	\$47,737
5	\$48,629
6	\$49,519
7	\$50,410
8	\$51,302
9	\$52,242
10	\$53,184
11	\$54,125
12	\$55,067
13	\$56,007
14	\$56,949
15	\$57,890
16	\$58,832
17	\$59,772
18	\$60,713
19	\$61,655
20+	\$62,595

FINANCE
12 MONTH, 240 DAYS

**Human Resources
and Payroll Director**

Step	Annual Salary
1	\$66,660
2	\$67,994
3	\$69,324
4	\$70,658
5	\$71,992
6	\$73,327
7	\$74,658
8	\$75,992
9	\$77,325
10	\$78,659
11	\$79,989
12	\$81,549
13	\$83,109
14	\$84,667
15	\$86,227
16+	\$87,785

**LSA/Central Office
Bookkeeper**

Step	Annual Salary
1	\$42,406
2	\$43,295
3	\$44,187
4	\$45,077
5	\$45,966
6	\$46,859
7	\$47,748
8	\$48,640
9	\$49,528
10	\$50,420
11	\$51,311
12	\$52,201
13	\$53,241
14	\$54,293
15	\$55,340
16	\$56,384
17	\$57,431
18	\$58,477
19	\$59,522
20+	\$60,569