Pickens County Board of Education

2025 - 2026

SALARY SCHEDULES

377 Ladow Center Circle
Carrollton, AL 35447
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PICKENS COUNTY BOARD OF EDUCATION
SUPERVISORY PERSONNEL SALARY SCHEDULE
OCTOBER 1, 2025 – SEPTEMBER 30, 2026 - (240 DAYS)

CENTRAL OFFICE CERTIFIED COORDINATOR PERSONNEL

Years of Experience	Base Salary
0-5 Years	$ 82,406.00
6-11 Years	$ 84,854.00
12-14 Years	$ 84,891.00
15-21 Years	$ 86,079.00
22+ Years	$ 87,800.00

CENTRAL OFFICE CERTIFIED SUPERVISOR PERSONNEL

Years of Experience	Base Salary
0-5 Years	$ 83,932.00
6-11 Years	$ 86,426.00
12-14 Years	$ 86,843.00
15-21 Years	$ 87,672.00
22+ Years	$ 89,425.00

CENTRAL OFFICE ADMINISTRATIVE STAFF

Central office administrative staff who transfer from a principal ship in the system after October 1, 2022, will receive a one-time increase of $2,000 above the highest-paid principal in the area of transfer. This amount will be added during the year of transfer only. This will establish the administrative staff base rate of pay.

ASSISTANT SUPERINTENDENT

Highest paid principal plus $6,000.

PICKENS COUNTY BOARD OF EDUCATION
SUPERVISORY PERSONNEL SALARY SCHEDULE
OCTOBER 1, 2025 – SEPTEMBER 30, 2026 - (240 DAYS)

NON- CERTIFIED SUPERVISORY PERSONNEL

Years of Experience	Interim Supervisors	Supervisors
0-5 Years	$ 58,957.00	$ 68,890.00
	$4,913.08	$5,740.83
	$245.65	$287.04
6-11 Years	$ 60,932.00	$ 70,727.00
	$5,077.67	$5,893.92
	$253.88	$294.70
12-14 Years	$ 62,972.00	$ 72,565.00
	$5,247.67	$6,047.08
	$262.38	$302.35
15-21 Years	$ 65,054.00	$ 74,730.00
	$5,421.17	$6,227.50
	$271.06	$311.38
22+ Years	$ 67,005.00	$ 76,973.00
	$5,583.75	$6,414.42
	$279.19	$320.72

10 MONTH ASSISTANT PRINCIPAL

Teacher's salary schedule as base salary plus 3,600 per year supplement.

Schedule is based on Master's Degree or person must be actively pursuing a graduate program that will earn a Master's Degree
Designation of position will be determined by physical plant, grade structure and enrollment.

PICKENS COUNTY BOARD OF EDUCATION
DIRECTORS WITH ADMINISTRATIVE CERTIFICATION
SALARY SCALE
OCTOBER 1, 2025 – SEPTEMBER 30, 2026

Years of Experience	**Twelve Month - 240**
0-5 Years	$ 104,576.00
	$8,714.67
	$435.73
6-11 Years	$ 107,811.00
	$8,984.25
	$449.21
12-14 Years	$ 108,900.00
	$9,075.00
	$453.75
15-21 Years	$ 110,000.00
	$9,166.67
	$458.33
22-25 Years	$ 112,200.00
	$9,350.00
	$467.50
26-30 Years	$ 113,300.00
	$9,441.67
	$472.08
30+ Years	$ 114,410.00
	$9,534.17
	$476.71

PICKENS COUNTY BOARD OF EDUCATION
SECRETARY/BOOKKEEPER SALARY SCHEDULE
OCTOBER 1, 2025 – SEPTEMBER 30, 2026

Years of Experience	Ten Month - 202	Eleven Month - 222	Twelve Month - 240
0-3 Years	$ 25,489.00	$ 28,014.00	$ 30,287.00
	$2,124.08	$2,334.50	$2,523.92
	$126.18	$126.19	$126.20
4-6 Years	$ 26,850.00	$ 29,507.00	$ 31,901.00
	$2,237.50	$2,458.92	$2,658.42
	$132.92	$132.91	$132.92
7-9 Years	$ 28,710.00	$ 31,549.00	$ 34,110.00
	$2,392.50	$2,629.08	$2,842.50
	$142.13	$142.11	$142.13
10-12 Years	$ 32,130.00	$ 35,308.00	$ 38,175.00
	$2,677.50	$2,942.33	$3,181.25
	$159.06	$159.05	$159.06
13-15 Years	$ 35,547.00	$ 39,067.00	$ 42,234.00
	$2,962.25	$3,255.58	$3,519.50
	$175.98	$175.98	$175.98
16+ Years	$ 36,615.00	$ 40,240.00	$ 43,501.00
	$3,051.25	$3,353.33	$3,625.08
	$181.26	$181.26	$181.25

**Candidates who have related educational experience will be allowed to count all years of educational service
**Candidates who have scretarial like experience (non-educational) will be allowed to count one-half of their time for years of service.

PICKENS COUNTY BOARD OF EDUCATION

CENTRAL OFFICE ADMINISTRATIVE ASSISTANT / EXECUTIVE SECRETARY SALARY SCHEDULE

OCTOBER 1, 2025 – SEPTEMBER 30, 2026

Years of Experience	**Twelve Month - 240**
0-3 Years	$ 35,335.00
	$2,944.58
	$147.23
4-6 Years	$ 37,218.00
	$3,101.50
	$155.08
7-9 Years	$ 39,795.00
	$3,316.25
	$165.81
10-12 Years	$ 44,537.00
	$3,711.42
	$185.57
13-15 Years	$ 49,274.00
	$4,106.17
	$205.31
16+ Years	$ 52,648.00
	$4,387.33
	$219.37

Secretary to Superintendent: Add - $4,500.00
Central Office Admin Assistant: Add- $10,000

**Candidates who have related educational experience will be allowed to count all years of educational service
**Candidates who have scretarial like experience (non-educational) will be allowed to count one-half of their time for years of service.

PICKENS COUNTY BOARD OF EDUCATION
MECHANICS/MAINTENANCE SALARY SCHEDULE
OCTOBER 1, 2025 – SEPTEMBER 30, 2026 - (240 DAYS)

Years of Experience		**Certified**		**Uncertified**
0-3 Years	$	48,960.00	$	45,043.00
		$4,080.00		$3,753.58
		$204.00		$187.68
4-6 Years	$	49,939.00	$	45,944.00
		$4,161.58		$3,828.67
		$208.08		$191.43
7-9 Years	$	50,938.00	$	46,863.00
		$4,244.83		$3,905.25
		$212.24		$195.26
10-12 Years	$	51,957.00	$	47,800.00
		$4,329.75		$3,983.33
		$216.49		$199.17
13-15 Years	$	52,996.00	$	48,756.00
		$4,416.33		$4,063.00
		$220.82		$203.15
16+ Years	$	54,056.00	$	49,731.00
		$4,504.67		$4,144.25
		$225.23		$207.21

PICKENS COUNTY BOARD OF EDUCATION
AIDES & CUSTODIANS SALARY SCHEDULE
OCTOBER 1, 2025 – SEPTEMBER 30, 2026

Years of Experience	Non-certified Aide - 182	Certified Aide - 182	Certified Aide - 202	Custodian (8 Hours) - 202
0 Years	$ 22,723.00	$ 27,593.00	$ 30,626.00	$ 25,220.00
	$1,893.58	$2,299.42	$2,552.17	$2,101.67
	$124.85	$151.61	$151.61	$124.85
1 Year	$ 22,915.00	$ 27,800.00	$ 30,855.00	$ 25,434.00
	$1,909.58	$2,316.67	$2,571.25	$2,119.50
	$125.91	$152.75	$152.75	$125.91
2 Years	$ 23,113.00	$ 28,013.00	$ 31,092.00	$ 25,681.00
	$1,926.08	$2,334.42	$2,591.00	$2,140.08
	$126.99	$153.92	$153.92	$127.13
3-6 Years	$ 23,308.00	$ 28,217.00	$ 31,318.00	$ 25,950.00
	$1,942.33	$2,351.42	$2,609.83	$2,162.50
	$128.07	$155.04	$155.04	$128.47
7-9 Years	$ 23,506.00	$ 28,430.00	$ 31,555.00	$ 26,140.00
	$1,958.83	$2,369.17	$2,629.58	$2,178.33
	$129.15	$156.21	$156.21	$129.41
10 Years	$ 23,693.00	$ 28,631.00	$ 31,778.00	$ 26,357.00
	$1,974.42	$2,385.92	$2,648.17	$2,196.42
	$130.18	$157.31	$157.32	$130.48
11+ Years	$ 23,786.00	$ 28,731.00	$ 31,888.00	$ 29,093.00
	$1,982.17	$2,394.25	$2,657.33	$2,424.42
	$130.69	$157.86	$157.86	$144.02

PICKENS COUNTY BOARD OF EDUCATION
TRANSPORTATION SALARY SCHEDULE
OCTOBER 1, 2025 – SEPTEMBER 30, 2026

Years of Experience	**Bus Driver - 182**	**Bus Aides - 182**	**Parts Clerk - 202**	**Shop Assistant - 182**
0-3 Years	$ 14,696.00	$ 11,361.00	$ 25,849.00	$ 25,756.00
	$1,224.67	$946.75	$2,154.08	$2,146.33
	$80.75	$62.42	$127.97	$141.52
4-6 Years	$ 15,903.00	$ 12,271.00	$ 28,251.00	$ 26,529.00
	$1,325.25	$1,022.58	$2,354.25	$2,210.75
	$87.38	$67.42	$139.86	$145.76
7-9 Years	$ 16,381.00	$ 12,638.00	$ 29,098.00	$ 27,324.00
	$1,365.08	$1,053.17	$2,424.83	$2,277.00
	$90.01	$69.44	$144.05	$150.13
10-12 Years	$ 16,873.00	$ 13,015.00	$ 29,971.00	$ 28,144.00
	$1,406.08	$1,084.58	$2,497.58	$2,345.33
	$92.71	$71.51	$148.37	$154.64
13-15 Years	$ 17,378.00	$ 13,410.00	$ 30,869.00	$ 28,988.00
	$1,448.17	$1,117.50	$2,572.42	$2,415.67
	$95.48	$73.68	$152.82	$159.27
16+ Years	$ 17,899.00	$ 13,810.00	$ 31,795.00	$ 29,858.00
	$1,491.58	$1,150.83	$2,649.58	$2,488.17
	$98.35	$75.88	$157.40	$164.05

PICKENS COUNTY BOARD OF EDUCATION
TRANSPORTATION SALARY SCHEDULE
OCTOBER 1, 2025 – SEPTEMBER 30, 2026

Years of Experience	Mech in Training - 182	Shop Foreman - 240
0-3 Years	$ 27,970.00	$ 51,883.00
	$2,330.83	$4,323.58
	$153.68	$216.18
4-6 Years	$ 30,566.00	$ 56,722.00
	$2,547.17	$4,726.83
	$167.95	$236.34
7-9 Years	$ 31,482.00	$ 58,424.00
	$2,623.50	$4,868.67
	$172.98	$243.43
10-12 Years	$ 32,427.00	$ 60,178.00
	$2,702.25	$5,014.83
	$178.17	$250.74
13-15 Years	$ 33,400.00	$ 61,980.00
	$2,783.33	$5,165.00
	$183.52	$258.25
16+ Years	$ 34,402.00	$ 63,841.00
	$2,866.83	$5,320.08
	$189.02	$266.00

Bus Driver pay for extra-curricular activities:	$15.00 per hour
Substitute Bus Driver Pay (Bus Aide)	$75.00 per day ($32.88 per day)
Retired Pickens County Bus Drive Sub	$85.00 per day
Career Center Route (reg. driver extra route)	$75.00 per day (2 trips)
Career Center Route (reg. driver/ aide extra route)	$75.00 per day (2 trips)
Pre-K Route (reg. driver extra route)	$25.00 per day

PICKENS COUNTY BOARD OF EDUCATION
LPN - RN STATE SALARY SCHEDULE
OCTOBER 1, 2025 – SEPTEMBER 30, 2026

Years of Experience	LPN - 187	RN - ASN 187	RN - BSN 187	RN MSN - 187	RN - DNP 187
<3 Years	$ 33,930.00	$ 44,764.00	$ 48,269.00	$ 52,049.00	$ 56,124.00
	$2,827.50	$3,730.33	$4,022.42	$4,337.42	$4,677.00
	$181.44	$239.38	$258.12	$278.34	$300.13
<6 Years	$ 37,319.00	$ 49,236.00	$ 53,090.00	$ 57,248.00	$ 61,730.00
	$3,109.92	$4,103.00	$4,424.17	$4,770.67	$5,144.17
	$199.57	$263.29	$283.90	$306.14	$330.11
<9 Years	$ 38,955.00	$ 51,394.00	$ 55,418.00	$ 59,758.00	$ 64,437.00
	$3,246.25	$4,282.83	$4,618.17	$4,979.83	$5,369.75
	$208.32	$274.83	$296.35	$319.56	$344.58
9 Years	$ 40,131.00	$ 52,946.00	$ 57,092.00	$ 61,562.00	$ 66,382.00
	$3,344.25	$4,412.17	$4,757.67	$5,130.17	$5,531.83
	$214.60	$283.13	$305.30	$329.21	$354.98
10 Years	$ 40,532.00	$ 53,475.00	$ 57,662.00	$ 62,177.00	$ 67,045.00
	$3,377.67	$4,456.25	$4,805.17	$5,181.42	$5,587.08
	$216.75	$285.96	$308.35	$332.50	$358.53
11 Years	$ 40,937.00	$ 54,009.00	$ 58,238.00	$ 62,799.00	$ 67,715.00
	$3,411.42	$4,500.75	$4,853.17	$5,233.25	$5,642.92
	$218.91	$288.82	$311.43	$335.82	$362.11
12 Years	$ 41,347.00	$ 54,550.00	$ 58,822.00	$ 63,427.00	$ 68,394.00
	$3,445.58	$4,545.83	$4,901.83	$5,285.58	$5,699.50
	$221.11	$291.71	$314.56	$339.18	$365.74
13 Years	$ 41,760.00	$ 55,096.00	$ 59,409.00	$ 64,062.00	$ 69,077.00
	$3,480.00	$4,591.33	$4,950.75	$5,338.50	$5,756.42
	$223.32	$294.63	$317.70	$342.58	$369.40
14 Years	$ 42,179.00	$ 55,647.00	$ 60,004.00	$ 64,702.00	$ 69,768.00
	$3,514.92	$4,637.25	$5,000.33	$5,391.83	$5,814.00
	$225.56	$297.58	$320.88	$346.00	$373.09
15 Years	$ 42,601.00	$ 56,204.00	$ 60,604.00	$ 65,350.00	$ 70,466.00
	$3,550.08	$4,683.67	$5,050.33	$5,445.83	$5,872.17
	$227.81	$300.56	$324.09	$349.47	$376.82

PICKENS COUNTY BOARD OF EDUCATION
LPN - RN STATE SALARY SCHEDULE
OCTOBER 1, 2025 – SEPTEMBER 30, 2026

Years of Experience	LPN - 187	RN - ASN 187	RN - BSN 187	RN MSN - 187	RN - DNP 187
16 Years	$ 43,026.00	$ 56,765.00	$ 61,210.00	$ 66,003.00	$ 71,170.00
	$3,585.50	$4,730.42	$5,100.83	$5,500.25	$5,930.83
	$230.09	$303.56	$327.33	$352.96	$380.59
17 Years	$ 43,457.00	$ 57,333.00	$ 61,822.00	$ 66,663.00	$ 71,882.00
	$3,621.42	$4,777.75	$5,151.83	$5,555.25	$5,990.17
	$232.39	$306.59	$330.60	$356.49	$384.40
18 Years	$ 43,891.00	$ 57,906.00	$ 62,440.00	$ 67,329.00	$ 72,601.00
	$3,657.58	$4,825.50	$5,203.33	$5,610.75	$6,050.08
	$234.71	$309.66	$333.90	$360.05	$388.24
19 Years	$ 44,330.00	$ 58,485.00	$ 63,064.00	$ 68,002.00	$ 73,327.00
	$3,694.17	$4,873.75	$5,255.33	$5,666.83	$6,110.58
	$237.06	$312.75	$337.24	$363.65	$392.12
20 Years	$ 44,772.00	$ 59,070.00	$ 63,694.00	$ 68,682.00	$ 74,060.00
	$3,731.00	$4,922.50	$5,307.83	$5,723.50	$6,171.67
	$239.42	$315.88	$340.61	$367.28	$396.04
21 Years	$ 45,221.00	$ 59,661.00	$ 64,332.00	$ 69,370.00	$ 74,801.00
	$3,768.42	$4,971.75	$5,361.00	$5,780.83	$6,233.42
	$241.82	$319.04	$344.02	$370.96	$400.01
22 Years	$ 45,673.00	$ 60,257.00	$ 64,974.00	$ 70,062.00	$ 75,548.00
	$3,806.08	$5,021.42	$5,414.50	$5,838.50	$6,295.67
	$244.24	$322.23	$347.45	$374.66	$404.00
23 Years	$ 46,130.00	$ 60,860.00	$ 65,625.00	$ 70,763.00	$ 76,304.00
	$3,844.17	$5,071.67	$5,468.75	$5,896.92	$6,358.67
	$246.68	$325.45	$350.94	$378.41	$408.04
24 Years	$ 46,591.00	$ 61,469.00	$ 66,282.00	$ 71,472.00	$ 77,068.00
	$3,882.58	$5,122.42	$5,523.50	$5,956.00	$6,422.33
	$249.15	$328.71	$354.45	$382.20	$412.13
25 Years	$ 47,057.00	$ 62,083.00	$ 66,944.00	$ 72,186.00	$ 77,838.00
	$3,921.42	$5,173.58	$5,578.67	$6,015.50	$6,486.50
	$251.64	$331.99	$357.99	$386.02	$416.25

PICKENS COUNTY BOARD OF EDUCATION
LPN - RN STATE SALARY SCHEDULE
OCTOBER 1, 2025 – SEPTEMBER 30, 2026

Years of Experience	LPN - 187	RN - ASN 187	RN - BSN 187	RN MSN - 187	RN - DNP 187
26 Years	$ 47,527.00	$ 62,703.00	$ 67,613.00	$ 72,907.00	$ 78,616.00
	$3,960.58	$5,225.25	$5,634.42	$6,075.58	$6,551.33
	$254.16	$335.31	$361.57	$389.88	$420.41
27 Years	$ 48,003.00	$ 63,331.00	$ 68,291.00	$ 73,637.00	$ 79,403.00
	$4,000.25	$5,277.58	$5,690.92	$6,136.42	$6,616.92
	$256.70	$338.67	$365.19	$393.78	$424.61
28 Years	$ 48,483.00	$ 63,964.00	$ 68,973.00	$ 74,373.00	$ 80,196.00
	$4,040.25	$5,330.33	$5,747.75	$6,197.75	$6,683.00
	$259.27	$342.05	$368.84	$397.72	$428.86
29 Years	$ 48,968.00	$ 64,604.00	$ 69,662.00	$ 75,117.00	$ 80,999.00
	$4,080.67	$5,383.67	$5,805.17	$6,259.75	$6,749.92
	$261.86	$345.48	$372.52	$401.70	$433.15
30 Years	$ 49,457.00	$ 65,250.00	$ 70,358.00	$ 75,867.00	$ 81,808.00
	$4,121.42	$5,437.50	$5,863.17	$6,322.25	$6,817.33
	$264.48	$348.93	$376.25	$405.71	$437.48
31 Years	$ 49,952.00	$ 65,902.00	$ 71,062.00	$ 76,626.00	$ 82,626.00
	$4,162.67	$5,491.83	$5,921.83	$6,385.50	$6,885.50
	$267.12	$352.42	$380.01	$409.76	$441.85
32 Years	$ 50,452.00	$ 66,562.00	$ 71,774.00	$ 77,393.00	$ 83,453.00
	$4,204.33	$5,546.83	$5,981.17	$6,449.42	$6,954.42
	$269.80	$355.95	$383.82	$413.87	$446.27
33 Years	$ 50,956.00	$ 67,227.00	$ 72,490.00	$ 78,166.00	$ 84,287.00
	$4,246.33	$5,602.25	$6,040.83	$6,513.83	$7,023.92
	$272.49	$359.50	$387.65	$418.00	$450.73
34 Years	$ 51,465.00	$ 67,899.00	$ 73,215.00	$ 78,947.00	$ 85,130.00
	$4,288.75	$5,658.25	$6,101.25	$6,578.92	$7,094.17
	$275.21	$363.10	$391.52	$422.18	$455.24
35 Years	$ 51,980.00	$ 68,578.00	$ 73,947.00	$ 79,738.00	$ 85,981.00
	$4,331.67	$5,714.83	$6,162.25	$6,644.83	$7,165.08
	$277.97	$366.73	$395.44	$426.41	$459.79

PICKENS COUNTY BOARD OF EDUCATION
TEACHER SALARY SCHEDULE
OCTOBER 1, 2025 – SEPTEMBER 30, 2026 - (187 DAYS)

Years of Experience	**B.S. Degree**	**M.S. Degree**	**Ed.S. Degree**	**Ph.D Degree**	**No Degree**
0-2 Years	$ 47,600.00	$ 51,875.00	$ 55,936.00	$ 59,995.00	$ 47,600.00
	$3,966.67	$4,322.92	$4,661.33	$4,999.58	$3,966.67
	$254.55	$277.41	$299.12	$320.83	$254.55
3-5 Years	$ 49,616.00	$ 57,058.00	$ 61,524.00	$ 65,997.00	$ 49,616.00
	$4,134.67	$4,754.83	$5,127.00	$5,499.75	$4,134.67
	$265.33	$305.12	$329.01	$352.93	$265.33
6-8 Years	$ 51,792.00	$ 59,558.00	$ 64,237.00	$ 68,881.00	$ 51,792.00
	$4,316.00	$4,963.17	$5,353.08	$5,740.08	$4,316.00
	$276.96	$318.49	$343.51	$368.35	$276.96
9 Years	$ 53,356.00	$ 61,358.00	$ 66,177.00	$ 70,962.00	$ 53,356.00
	$4,446.33	$5,113.17	$5,514.75	$5,913.50	$4,446.33
	$285.33	$328.12	$353.89	$379.48	$285.33
10 Years	$ 53,888.00	$ 61,971.00	$ 66,838.00	$ 71,671.00	$ 53,888.00
	$4,490.67	$5,164.25	$5,569.83	$5,972.58	$4,490.67
	$288.17	$331.40	$357.42	$383.27	$288.17
11 Years	$ 54,428.00	$ 62,591.00	$ 67,506.00	$ 72,387.00	$ 54,428.00
	$4,535.67	$5,215.92	$5,625.50	$6,032.25	$4,535.67
	$291.06	$334.71	$360.99	$387.10	$291.06
12 Years	$ 54,972.00	$ 63,217.00	$ 68,181.00	$ 73,111.00	$ 54,972.00
	$4,581.00	$5,268.08	$5,681.75	$6,092.58	$4,581.00
	$293.97	$338.06	$364.60	$390.97	$293.97
13 Years	$ 55,522.00	$ 63,848.00	$ 68,864.00	$ 73,842.00	$ 55,522.00
	$4,626.83	$5,320.67	$5,738.67	$6,153.50	$4,626.83
	$296.91	$341.43	$368.26	$394.88	$296.91
14 Years	$ 56,077.00	$ 64,487.00	$ 69,551.00	$ 74,581.00	$ 56,077.00
	$4,673.08	$5,373.92	$5,795.92	$6,215.08	$4,673.08
	$299.88	$344.85	$371.93	$398.83	$299.88
15 Years	$ 56,638.00	$ 65,133.00	$ 70,248.00	$ 75,327.00	$ 56,638.00
	$4,719.83	$5,427.75	$5,854.00	$6,277.25	$4,719.83
	$302.88	$348.30	$375.66	$402.82	$302.88

PICKENS COUNTY BOARD OF EDUCATION
TEACHER SALARY SCHEDULE
OCTOBER 1, 2025 – SEPTEMBER 30, 2026 - (187 DAYS)

Years of Experience	B.S. Degree	M.S. Degree	Ed.S. Degree	Ph.D Degree	No Degree
16 Years	$ 57,204.00	$ 65,783.00	$ 70,950.00	$ 76,080.00	$ 57,204.00
	$4,767.00	$5,481.92	$5,912.50	$6,340.00	$4,767.00
	$305.90	$351.78	$379.41	$406.84	$305.90
17 Years	$ 57,776.00	$ 66,441.00	$ 71,660.00	$ 76,841.00	$ 57,776.00
	$4,814.67	$5,536.75	$5,971.67	$6,403.42	$4,814.67
	$308.96	$355.30	$383.21	$410.91	$308.96
18 Years	$ 58,354.00	$ 67,105.00	$ 72,377.00	$ 77,608.00	$ 58,354.00
	$4,862.83	$5,592.08	$6,031.42	$6,467.33	$4,862.83
	$312.05	$358.85	$387.04	$415.02	$312.05
19 Years	$ 58,937.00	$ 67,776.00	$ 73,101.00	$ 78,384.00	$ 58,937.00
	$4,911.42	$5,648.00	$6,091.75	$6,532.00	$4,911.42
	$315.17	$362.44	$390.91	$419.17	$315.17
20 Years	$ 59,527.00	$ 68,454.00	$ 73,831.00	$ 79,169.00	$ 59,527.00
	$4,960.58	$5,704.50	$6,152.58	$6,597.42	$4,960.58
	$318.33	$366.06	$394.82	$423.36	$318.33
21 Years	$ 60,122.00	$ 69,139.00	$ 74,570.00	$ 79,961.00	$ 60,122.00
	$5,010.17	$5,761.58	$6,214.17	$6,663.42	$5,010.17
	$321.51	$369.73	$398.77	$427.60	$321.51
22 Years	$ 60,723.00	$ 69,831.00	$ 75,314.00	$ 80,760.00	$ 60,723.00
	$5,060.25	$5,819.25	$6,276.17	$6,730.00	$5,060.25
	$324.72	$373.43	$402.75	$431.87	$324.72
23 Years	$ 61,330.00	$ 70,528.00	$ 76,068.00	$ 81,567.00	$ 61,330.00
	$5,110.83	$5,877.33	$6,339.00	$6,797.25	$5,110.83
	$327.97	$377.16	$406.78	$436.19	$327.97
24 Years	$ 61,944.00	$ 71,234.00	$ 76,829.00	$ 82,383.00	$ 61,944.00
	$5,162.00	$5,936.17	$6,402.42	$6,865.25	$5,162.00
	$331.25	$380.93	$410.85	$440.55	$331.25
25 Years	$ 62,563.00	$ 71,946.00	$ 77,597.00	$ 83,207.00	$ 62,563.00
	$5,213.58	$5,995.50	$6,466.42	$6,933.92	$5,213.58
	$334.56	$384.74	$414.96	$444.96	$334.56

PICKENS COUNTY BOARD OF EDUCATION
TEACHER SALARY SCHEDULE
OCTOBER 1, 2025 – SEPTEMBER 30, 2026 - (187 DAYS)

Years of Experience	B.S. Degree	M.S. Degree	Ed.S. Degree	Ph.D Degree	No Degree
26 Years	$ 63,188.00	$ 72,665.00	$ 78,373.00	$ 84,039.00	$ 63,188.00
	$5,265.67	$6,055.42	$6,531.08	$7,003.25	$5,265.67
	$337.90	$388.58	$419.11	$449.41	$337.90
27 Years	$ 63,821.00	$ 73,392.00	$ 79,157.00	$ 84,880.00	$ 63,821.00
	$5,318.42	$6,116.00	$6,596.42	$7,073.33	$5,318.42
	$341.29	$392.47	$423.30	$453.90	$341.29
28 Years	$ 64,459.00	$ 74,126.00	$ 79,948.00	$ 85,728.00	$ 64,459.00
	$5,371.58	$6,177.17	$6,662.33	$7,144.00	$5,371.58
	$344.70	$396.40	$427.53	$458.44	$344.70
29 Years	$ 65,104.00	$ 74,867.00	$ 80,748.00	$ 86,586.00	$ 65,104.00
	$5,425.33	$6,238.92	$6,729.00	$7,215.50	$5,425.33
	$348.15	$400.36	$431.81	$463.03	$348.15
30 Years	$ 65,754.00	$ 75,616.00	$ 81,555.00	$ 87,452.00	$ 65,754.00
	$5,479.50	$6,301.33	$6,796.25	$7,287.67	$5,479.50
	$351.63	$404.36	$436.12	$467.66	$351.63
31 Years	$ 66,412.00	$ 76,372.00	$ 82,371.00	$ 88,325.00	$ 66,412.00
	$5,534.33	$6,364.33	$6,864.25	$7,360.42	$5,534.33
	$355.14	$408.41	$440.49	$472.33	$355.14
32 Years	$ 67,077.00	$ 77,136.00	$ 83,195.00	$ 89,209.00	$ 67,077.00
	$5,589.75	$6,428.00	$6,932.92	$7,434.08	$5,589.75
	$358.70	$412.49	$444.89	$477.05	$358.70
33 Years	$ 67,747.00	$ 77,907.00	$ 84,027.00	$ 90,102.00	$ 67,747.00
	$5,645.58	$6,492.25	$7,002.25	$7,508.50	$5,645.58
	$362.28	$416.61	$449.34	$481.83	$362.28
34 Years	$ 68,424.00	$ 78,686.00	$ 84,867.00	$ 91,003.00	$ 68,424.00
	$5,702.00	$6,557.17	$7,072.25	$7,583.58	$5,702.00
	$365.90	$420.78	$453.83	$486.65	$365.90
35 Years	$ 69,109.00	$ 79,473.00	$ 85,715.00	$ 91,912.00	$ 69,109.00
	$5,759.08	$6,622.75	$7,142.92	$7,659.33	$5,759.08
	$369.57	$424.99	$458.37	$491.51	$369.57

PICKENS COUNTY BOARD OF EDUCATION
TEAMS SALARY SCHEDULE
OCTOBER 1, 2025 – SEPTEMBER 30, 2026 - (189 DAYS)

Years of Experience	**B.S. Degree**	**M.S. Degree**	**Ed.S. Degree**	**Ph.D Degree**
0 Years	$ 50,521.00	$ 57,285.00	$ 61,346.00	$ 65,405.00
	$4,210.08	$4,773.75	$5,112.17	$5,450.42
	$267.31	$303.10	$324.58	$346.06
1 Year	$ 54,082.00	$ 62,194.00	$ 67,061.00	$ 71,932.00
	$4,506.83	$5,182.83	$5,588.42	$5,994.33
	$286.15	$329.07	$354.82	$380.59
2 Years	$ 56,972.00	$ 65,514.00	$ 70,661.00	$ 75,769.00
	$4,747.67	$5,459.50	$5,888.42	$6,314.08
	$301.44	$346.63	$373.87	$400.89
3 Years	$ 58,638.00	$ 67,433.00	$ 72,730.00	$ 77,988.00
	$4,886.50	$5,619.42	$6,060.83	$6,499.00
	$310.25	$356.79	$384.81	$412.63
4 Years	$ 60,350.00	$ 69,401.00	$ 74,851.00	$ 80,263.00
	$5,029.17	$5,783.42	$6,237.58	$6,688.58
	$319.31	$367.20	$396.04	$424.67
5 Years	$ 62,105.00	$ 71,420.00	$ 77,030.00	$ 82,600.00
	$5,175.42	$5,951.67	$6,419.17	$6,883.33
	$328.60	$377.88	$407.57	$437.04
6 Years	$ 63,909.00	$ 73,493.00	$ 79,267.00	$ 84,997.00
	$5,325.75	$6,124.42	$6,605.58	$7,083.08
	$338.14	$388.85	$419.40	$449.72
7 Years	$ 65,759.00	$ 75,622.00	$ 81,561.00	$ 87,458.00
	$5,479.92	$6,301.83	$6,796.75	$7,288.17
	$347.93	$400.12	$431.54	$462.74
8 Years	$ 67,074.00	$ 77,132.00	$ 83,193.00	$ 89,208.00
	$5,589.50	$6,427.67	$6,932.75	$7,434.00
	$354.89	$408.11	$440.17	$472.00
9 Years	$ 68,415.00	$ 78,676.00	$ 84,856.00	$ 90,993.00
	$5,701.25	$6,556.33	$7,071.33	$7,582.75
	$361.98	$416.28	$448.97	$481.44
10 Years	$ 69,440.00	$ 79,857.00	$ 86,128.00	$ 92,356.00
	$5,786.67	$6,654.75	$7,177.33	$7,696.33
	$367.41	$422.52	$455.70	$488.66

PICKENS COUNTY BOARD OF EDUCATION
TEAMS SALARY SCHEDULE
OCTOBER 1, 2025 – SEPTEMBER 30, 2026 - (189 DAYS)

Years of Experience	**B.S. Degree**	**M.S. Degree**	**Ed.S. Degree**	**Ph.D Degree**
11 Years	$ 70,482.00	$ 81,055.00	$ 87,421.00	$ 93,741.00
	$5,873.50	$6,754.58	$7,285.08	$7,811.75
	$372.92	$428.86	$462.54	$495.98
12 Years	$ 71,540.00	$ 82,271.00	$ 88,731.00	$ 95,148.00
	$5,961.67	$6,855.92	$7,394.25	$7,929.00
	$378.52	$435.30	$469.48	$503.43
13 Years	$ 71,540.00	$ 82,271.00	$ 88,731.00	$ 95,148.00
	$5,961.67	$6,855.92	$7,394.25	$7,929.00
	$378.52	$435.30	$469.48	$503.43
14 Years	$ 71,540.00	$ 82,271.00	$ 88,731.00	$ 95,148.00
	$5,961.67	$6,855.92	$7,394.25	$7,929.00
	$378.52	$435.30	$469.48	$503.43
15 Years	$ 72,616.00	$ 83,510.00	$ 90,069.00	$ 96,581.00
	$6,051.33	$6,959.17	$7,505.75	$8,048.42
	$384.21	$441.85	$476.56	$511.01
16 Years	$ 72,616.00	$ 83,510.00	$ 90,069.00	$ 96,581.00
	$6,051.33	$6,959.17	$7,505.75	$8,048.42
	$384.21	$441.85	$476.56	$511.01
17 Years	$ 72,616.00	$ 83,510.00	$ 90,069.00	$ 96,581.00
	$6,051.33	$6,959.17	$7,505.75	$8,048.42
	$384.21	$441.85	$476.56	$511.01
18 Years	$ 73,717.00	$ 84,774.00	$ 91,432.00	$ 98,043.00
	$6,143.08	$7,064.50	$7,619.33	$8,170.25
	$390.04	$448.54	$483.77	$518.75
19 Years	$ 73,717.00	$ 84,774.00	$ 91,432.00	$ 98,043.00
	$6,143.08	$7,064.50	$7,619.33	$8,170.25
	$390.04	$448.54	$483.77	$518.75
20 Years	$ 73,717.00	$ 84,774.00	$ 91,432.00	$ 98,043.00
	$6,143.08	$7,064.50	$7,619.33	$8,170.25
	$390.04	$448.54	$483.77	$518.75
21 Years	$ 74,838.00	$ 86,065.00	$ 92,823.00	$ 99,535.00
	$6,236.50	$7,172.08	$7,735.25	$8,294.58
	$395.97	$455.37	$491.13	$526.64

PICKENS COUNTY BOARD OF EDUCATION
TEAMS SALARY SCHEDULE
OCTOBER 1, 2025 – SEPTEMBER 30, 2026 - (189 DAYS)

Years of Experience	**B.S. Degree**	**M.S. Degree**	**Ed.S. Degree**	**Ph.D Degree**
22 Years	$ 74,838.00	$ 86,065.00	$ 92,823.00	$ 99,535.00
	$6,236.50	$7,172.08	$7,735.25	$8,294.58
	$395.97	$455.37	$491.13	$526.64
23 Years	$ 74,838.00	$ 86,065.00	$ 92,823.00	$ 99,535.00
	$6,236.50	$7,172.08	$7,735.25	$8,294.58
	$395.97	$455.37	$491.13	$526.64
24 Years	$ 75,981.00	$ 87,378.00	$ 94,241.00	$ 101,056.00
	$6,331.75	$7,281.50	$7,853.42	$8,421.33
	$402.02	$462.32	$498.63	$534.69
25 Years	$ 75,981.00	$ 87,378.00	$ 94,241.00	$ 101,056.00
	$6,331.75	$7,281.50	$7,853.42	$8,421.33
	$402.02	$462.32	$498.63	$534.69
26 Years	$ 75,981.00	$ 87,378.00	$ 94,241.00	$ 101,056.00
	$6,331.75	$7,281.50	$7,853.42	$8,421.33
	$402.02	$462.32	$498.63	$534.69
27 Years	$ 77,148.00	$ 88,721.00	$ 95,688.00	$ 102,607.00
	$6,429.00	$7,393.42	$7,974.00	$8,550.58
	$408.19	$469.42	$506.29	$542.89

**An annual supplement of $5,000 will be paid to teachers that are teaching in schools identified as hard-to-staff by ALSDE

PICKENS COUNTY BOARD OF EDUCATION
TEACHER SALARY SCHEDULE
OCTOBER 1, 2025 – SEPTEMBER 30, 2026 - (202 DAYS)

Years of Experience	**B.S. Degree**	**M.S. Degree**	**Ed.S. Degree**	**Ph.D Degree**	**No Degree**
0-2 Years	$ 51,419.00	$ 56,035.00	$ 60,423.00	$ 64,807.00	$ 48,730.00
	$4,284.92	$4,669.58	$5,035.25	$5,400.58	$4,060.83
	$254.55	$277.40	$299.12	$320.83	$241.24
3-5 Years	$ 53,596.00	$ 61,635.00	$ 66,459.00	$ 71,290.00	$ 53,596.00
	$4,466.33	$5,136.25	$5,538.25	$5,940.83	$4,466.33
	$265.33	$305.12	$329.00	$352.92	$265.33
6-8 Years	$ 55,946.00	$ 64,336.00	$ 69,390.00	$ 74,406.00	$ 55,946.00
	$4,662.17	$5,361.33	$5,782.50	$6,200.50	$4,662.17
	$276.96	$318.50	$343.51	$368.35	$276.96
9 Years	$ 57,635.00	$ 66,279.00	$ 71,485.00	$ 76,653.00	$ 57,635.00
	$4,802.92	$5,523.25	$5,957.08	$6,387.75	$4,802.92
	$285.32	$328.11	$353.89	$379.47	$285.32
10 Years	$ 58,211.00	$ 66,941.00	$ 72,199.00	$ 77,419.00	$ 58,211.00
	$4,850.92	$5,578.42	$6,016.58	$6,451.58	$4,850.92
	$288.17	$331.39	$357.42	$383.26	$288.17
11 Years	$ 58,793.00	$ 67,611.00	$ 72,921.00	$ 78,194.00	$ 58,793.00
	$4,899.42	$5,634.25	$6,076.75	$6,516.17	$4,899.42
	$291.05	$334.71	$361.00	$387.10	$291.05
12 Years	$ 59,382.00	$ 68,287.00	$ 73,651.00	$ 78,975.00	$ 59,382.00
	$4,948.50	$5,690.58	$6,137.58	$6,581.25	$4,948.50
	$293.97	$338.05	$364.61	$390.97	$293.97
13 Years	$ 59,975.00	$ 68,970.00	$ 74,387.00	$ 79,765.00	$ 59,975.00
	$4,997.92	$5,747.50	$6,198.92	$6,647.08	$4,997.92
	$296.91	$341.44	$368.25	$394.88	$296.91
14 Years	$ 60,575.00	$ 69,659.00	$ 75,131.00	$ 80,563.00	$ 60,575.00
	$5,047.92	$5,804.92	$6,260.92	$6,713.58	$5,047.92
	$299.88	$344.85	$371.94	$398.83	$299.88
15 Years	$ 61,181.00	$ 70,357.00	$ 75,882.00	$ 81,370.00	$ 61,181.00
	$5,098.42	$5,863.08	$6,323.50	$6,780.83	$5,098.42
	$302.88	$348.30	$375.65	$402.82	$302.88

PICKENS COUNTY BOARD OF EDUCATION
TEACHER SALARY SCHEDULE
OCTOBER 1, 2025 – SEPTEMBER 30, 2026 - (202 DAYS)

Years of Experience	B.S. Degree	M.S. Degree	Ed.S. Degree	Ph.D Degree	No Degree
16 Years	$ 61,793.00	$ 71,060.00	$ 76,641.00	$ 82,183.00	$ 61,793.00
	$5,149.42	$5,921.67	$6,386.75	$6,848.58	$5,149.42
	$305.91	$351.78	$379.41	$406.85	$305.91
17 Years	$ 62,411.00	$ 71,771.00	$ 77,407.00	$ 83,005.00	$ 62,411.00
	$5,200.92	$5,980.92	$6,450.58	$6,917.08	$5,200.92
	$308.97	$355.30	$383.20	$410.92	$308.97
18 Years	$ 63,034.00	$ 72,488.00	$ 78,182.00	$ 83,833.00	$ 63,034.00
	$5,252.83	$6,040.67	$6,515.17	$6,986.08	$5,252.83
	$312.05	$358.85	$387.04	$415.01	$312.05
19 Years	$ 63,665.00	$ 73,213.00	$ 78,965.00	$ 84,672.00	$ 63,665.00
	$5,305.42	$6,101.08	$6,580.42	$7,056.00	$5,305.42
	$315.17	$362.44	$390.92	$419.17	$315.17
20 Years	$ 64,301.00	$ 73,944.00	$ 79,753.00	$ 85,519.00	$ 64,301.00
	$5,358.42	$6,162.00	$6,646.08	$7,126.58	$5,358.42
	$318.32	$366.06	$394.82	$423.36	$318.32
21 Years	$ 64,945.00	$ 74,685.00	$ 80,551.00	$ 86,375.00	$ 64,945.00
	$5,412.08	$6,223.75	$6,712.58	$7,197.92	$5,412.08
	$321.51	$369.73	$398.77	$427.60	$321.51
22 Years	$ 65,594.00	$ 75,432.00	$ 81,356.00	$ 87,238.00	$ 65,594.00
	$5,466.17	$6,286.00	$6,779.67	$7,269.83	$5,466.17
	$324.72	$373.43	$402.75	$431.87	$324.72
23 Years	$ 66,249.00	$ 76,185.00	$ 82,170.00	$ 88,109.00	$ 66,249.00
	$5,520.75	$6,348.75	$6,847.50	$7,342.42	$5,520.75
	$327.97	$377.15	$406.78	$436.18	$327.97
24 Years	$ 66,912.00	$ 76,948.00	$ 82,992.00	$ 88,991.00	$ 66,912.00
	$5,576.00	$6,412.33	$6,916.00	$7,415.92	$5,576.00
	$331.25	$380.93	$410.85	$440.55	$331.25
25 Years	$ 67,582.00	$ 77,717.00	$ 83,821.00	$ 89,881.00	$ 67,582.00
	$5,631.83	$6,476.42	$6,985.08	$7,490.08	$5,631.83
	$334.56	$384.74	$414.96	$444.96	$334.56

PICKENS COUNTY BOARD OF EDUCATION
TEACHER SALARY SCHEDULE
OCTOBER 1, 2025 – SEPTEMBER 30, 2026 - (202 DAYS)

Years of Experience	B.S. Degree	M.S. Degree	Ed.S. Degree	Ph.D Degree	No Degree
26 Years	$ 68,257.00	$ 78,493.00	$ 84,659.00	$ 90,780.00	$ 68,257.00
	$5,688.08	$6,541.08	$7,054.92	$7,565.00	$5,688.08
	$337.91	$388.58	$419.10	$449.41	$337.91
27 Years	$ 68,940.00	$ 79,279.00	$ 85,506.00	$ 91,688.00	$ 68,940.00
	$5,745.00	$6,606.58	$7,125.50	$7,640.67	$5,745.00
	$341.29	$392.47	$423.30	$453.90	$341.29
28 Years	$ 69,630.00	$ 80,071.00	$ 86,361.00	$ 92,605.00	$ 69,630.00
	$5,802.50	$6,672.58	$7,196.75	$7,717.08	$5,802.50
	$344.70	$396.39	$427.53	$458.44	$344.70
29 Years	$ 70,326.00	$ 80,873.00	$ 87,225.00	$ 93,531.00	$ 70,326.00
	$5,860.50	$6,739.42	$7,268.75	$7,794.25	$5,860.50
	$348.15	$400.36	$431.81	$463.02	$348.15
30 Years	$ 71,028.00	$ 81,681.00	$ 88,097.00	$ 94,467.00	$ 71,028.00
	$5,919.00	$6,806.75	$7,341.42	$7,872.25	$5,919.00
	$351.62	$404.36	$436.12	$467.66	$351.62
31 Years	$ 71,739.00	$ 82,498.00	$ 88,978.00	$ 95,410.00	$ 71,739.00
	$5,978.25	$6,874.83	$7,414.83	$7,950.83	$5,978.25
	$355.14	$408.41	$440.49	$472.33	$355.14
32 Years	$ 72,457.00	$ 83,323.00	$ 89,867.00	$ 96,364.00	$ 72,457.00
	$6,038.08	$6,943.58	$7,488.92	$8,030.33	$6,038.08
	$358.70	$412.49	$444.89	$477.05	$358.70
33 Years	$ 73,181.00	$ 84,156.00	$ 90,767.00	$ 97,330.00	$ 73,181.00
	$6,098.42	$7,013.00	$7,563.92	$8,110.83	$6,098.42
	$362.28	$416.61	$449.34	$481.83	$362.28
34 Years	$ 73,913.00	$ 84,998.00	$ 91,674.00	$ 98,303.00	$ 73,913.00
	$6,159.42	$7,083.17	$7,639.50	$8,191.92	$6,159.42
	$365.91	$420.78	$453.83	$486.65	$365.91
35 Years	$ 74,652.00	$ 85,848.00	$ 92,591.00	$ 99,284.00	$ 74,652.00
	$6,221.00	$7,154.00	$7,715.92	$8,273.67	$6,221.00
	$369.56	$424.99	$458.37	$491.50	$369.56

PICKENS COUNTY BOARD OF EDUCATION
TECHNOLOGY SPECIALIST SALARY SCHEDULE
OCTOBER 1, 2025 – SEPTEMBER 30, 2026

Years of Experience	**10 month - 202**	**12 month - 240**
0-3 Years	$ 30,225.00	$ 35,910.00
	$2,518.75	$2,992.50
	$149.63	$149.63
4-6 Years	$ 31,738.00	$ 37,708.00
	$2,644.83	$3,142.33
	$157.12	$157.12
7-9 Years	$ 33,324.00	$ 39,592.00
	$2,777.00	$3,299.33
	$164.97	$164.97
10-12 Years	$ 34,996.00	$ 41,578.00
	$2,916.33	$3,464.83
	$173.25	$173.24
13-15 Years	$ 36,743.00	$ 43,655.00
	$3,061.92	$3,637.92
	$181.90	$181.90
16+ Years	$ 37,846.00	$ 44,964.00
	$3,153.83	$3,747.00
	$187.36	$187.35

PICKENS COUNTY BOARD OF EDUCATION
GROUND MAINTENANCE SALARY SCHEDULE
OCTOBER 1, 2025 – SEPTEMBER 30, 2026 - (240 DAYS)

Years of Experience	Ground/ Maintenance
0-3 Years	$ 30,825.00
	$2,568.75
	$128.44
4-6 Years	$ 31,708.00
	$2,642.33
	$132.12
7-9 Years	$ 32,617.00
	$2,718.08
	$135.90
10-12 Years	$ 33,552.00
	$2,796.00
	$139.80
13-15 Years	$ 34,518.00
	$2,876.50
	$143.83
16+ Years	$ 35,513.00
	$2,959.42
	$147.97

PICKENS COUNTY BOARD OF EDUCATION
CNP SUPERVISOR SALARY SCHEDULE
OCTOBER 1, 2025 – SEPTEMBER 30, 2026 - (240 DAYS)

Years of Experience	CNP Supervisor	Interim Supervisor - Noncertified
0-5 Years	$ 72,865.00	$ 61,315.00
	$6,072.08	$5,109.58
	$303.60	$255.48
6-11 Years	$ 74,807.00	
	$6,233.92	
	$311.70	
12-14 Years	$ 76,750.00	
	$6,395.83	
	$319.79	
15-21 Years	$ 79,041.00	
	$6,586.75	
	$329.34	
22+ Years	$ 81,413.00	
	$6,784.42	
	$339.22	

**CNP Director must be state certified in order to hold the position. A waiver may be granted by the ALSDE provided the Director becomes state certified within 3 years.

PICKENS COUNTY BOARD OF EDUCATION
CNP DISTRICT MANAGER SALARY SCHEDULE
OCTOBER 1, 2025 – SEPTEMBER 30, 2026 - (240 DAYS)

Years of Experience		**District Manager**
0-2 Years	$	43,594.00
		$3,632.83
		$181.64
3-4 Years	$	45,088.00
		$3,757.33
		$187.87
5-6 Years	$	47,455.00
		$3,954.58
		$197.73
7-8 Years	$	49,328.00
		$4,110.67
		$205.53
9-10 Years	$	50,810.00
		$4,234.17
		$211.71
11+ Years	$	52,333.00
		$4,361.08
		$218.05

PICKENS COUNTY BOARD OF EDUCATION
CNP MANAGER SALARY SCHEDULE
OCTOBER 1, 2025 – SEPTEMBER 30, 2026 - (192 DAYS)

Years of Experience		**Manager**
0-2 Years	$	34,875.00
		$2,906.25
		$181.64
3-4 Years	$	36,071.00
		$3,005.92
		$187.87
5-6 Years	$	37,964.00
		$3,163.67
		$197.73
7-8 Years	$	39,462.00
		$3,288.50
		$205.53
9-10 Years	$	40,647.00
		$3,387.25
		$211.70
11+ Years	$	41,866.00
		$3,488.83
		$218.05

PICKENS COUNTY BOARD OF EDUCATION
CNP ASSISTANT MANAGER SALARY SCHEDULE
OCTOBER 1, 2025 – SEPTEMBER 30, 2026 - (188 DAYS)

Years of Experience		Assistant Manager
0-4 Years	$	29,946.00
		$2,495.50
		$159.29
5-6 Years	$	31,181.00
		$2,598.42
		$165.86
7-8 Years	$	32,776.00
		$2,731.33
		$174.34
9-10 Years	$	33,759.00
		$2,813.25
		$179.57
11-12 Years	$	34,771.00
		$2,897.58
		$184.95
13+ Years	$	35,816.00
		$2,984.67
		$190.51

PICKENS COUNTY BOARD OF EDUCATION
FOOD SERVICE ASSISTANT SALARY SCHEDULE
OCTOBER 1, 2025 – SEPTEMBER 30, 2026 - (185 DAYS)

Years of Experience	Food Service Assistant
(Trainee) 0 Years	$ 20,211.00
	$1,684.25
	$109.25
1 Year	$ 22,192.00
	$1,849.33
	$119.96
2 Years	$ 23,529.00
	$1,960.75
	$127.18
3 Years	$ 25,526.00
	$2,127.17
	$137.98
4 Years	$ 26,292.00
	$2,191.00
	$142.12
5+ Years	$ 27,080.00
	$2,256.67
	$146.38

**Salaries are computed on the following basis. Food Service Assistants are paid for 185 work days per year, including two (2) Professional Development days. This is equal to one year. All contracts run from July 1st through June 30th of each year. The annual salary will be divided into twelve equal monthly payments

**CNP part-time employees will be paid in accordance with the minimum wage guidelines plus one free meal for that day. A cooperative education student employed for taining by the CNP program will be provided a free meal plus minimum pay rates. Students and workers working less than four hours per day are not entitled to a paid break and all meal breaks must be taken before or after assigned work hours.

**All part-time employees and cooperative education students will be limited to three hours per day unless authorized by the CNP Director but shall not exceed 19 hours per week.

**Promotions between the pay grades will require meeting all the requirements for that job description as established in the CNP Policy and Procedures Handbook under policy 2.7. No employee shall advance more than one step per year. Advancement requires written recommendation from the manager and school administrator.

PICKENS COUNTY BOARD OF EDUCATION
BOOKKEEPER ASSISTANT/TECHNICAL SUPPORT
SALARY SCHEDULE
OCTOBER 1, 2025 – SEPTEMBER 30, 2026 - (240 DAYS)

Years of Experience	BK Assistant/Tech Support
0-3 Years	$ 29,964.00
	$2,497.00
	$124.85
4-6 Years	$ 31,461.00
	$2,621.75
	$131.09
7-9 Years	$ 33,035.00
	$2,752.92
	$137.65
10-12 Years	$ 34,687.00
	$2,890.58
	$144.53
13-15 Years	$ 36,420.00
	$3,035.00
	$151.75
16+ Years	$ 37,513.00
	$3,126.08
	$156.30

PICKENS COUNTY BOARD OF EDUCATION
PRE-K AIDE SALARY SCHEDULE
OCTOBER 1, 2025 – SEPTEMBER 30, 2026 - (187 DAYS)

Years of Experience	Pre-K CDA	Pre-K CDA w/ Bachelor or Higher Degree
0-2 Years	$ 23,347.00	$ 27,543.00
	$1,945.58	$2,295.25
	$124.85	$147.29
3-5 Years	$ 24,048.00	$ 28,370.00
	$2,004.00	$2,364.17
	$128.60	$151.71
6-8 Years	$ 24,769.00	$ 29,220.00
	$2,064.08	$2,435.00
	$132.45	$156.26
9-11 Years	$ 25,512.00	$ 30,097.00
	$2,126.00	$2,508.08
	$136.43	$160.95
12-14 Years	$ 26,277.00	$ 30,999.00
	$2,189.75	$2,583.25
	$140.52	$165.77
15-17 Years	$ 27,065.00	$ 31,929.00
	$2,255.42	$2,660.75
	$144.73	$170.74
18-20 Years	$ 27,877.00	$ 32,887.00
	$2,323.08	$2,740.58
	$149.07	$175.87
21-23 Years	$ 28,713.00	$ 33,874.00
	$2,392.75	$2,822.83
	$153.55	$181.14
24-26 Years	$ 29,575.00	$ 34,890.00
	$2,464.58	$2,907.50
	$158.16	$186.58
27+ Years	$ 30,463.00	$ 35,936.00
	$2,538.58	$2,994.67
	$162.90	$192.17

PICKENS COUNTY BOARD OF EDUCATION
PRE-K TEACHER SALARY SCHEDULE
OCTOBER 1, 2025 – SEPTEMBER 30, 2026 - (187 DAYS)

Years of Experience	**B.S. Degree**	**M.S. Degree**
0-2 Years	$ 48,295.00	$ 52,633.00
	$4,024.58	$4,386.08
	$258.26	$281.46
3-5 Years	$ 50,342.00	$ 57,895.00
	$4,195.17	$4,824.58
	$269.21	$309.60
6-8 Years	$ 52,549.00	$ 60,429.00
	$4,379.08	$5,035.75
	$281.01	$323.15
9 Years	$ 54,137.00	$ 62,254.00
	$4,511.42	$5,187.83
	$289.50	$332.91
10 Years	$ 54,677.00	$ 62,876.00
	$4,556.42	$5,239.67
	$292.39	$336.24
11 Years	$ 55,224.00	$ 63,506.00
	$4,602.00	$5,292.17
	$295.32	$339.60
12 Years	$ 55,776.00	$ 64,140.00
	$4,648.00	$5,345.00
	$298.27	$342.99
13 Years	$ 56,334.00	$ 64,781.00
	$4,694.50	$5,398.42
	$301.25	$346.42
14 Years	$ 56,898.00	$ 65,429.00
	$4,741.50	$5,452.42
	$304.27	$349.89
15 Years	$ 57,467.00	$ 66,084.00
	$4,788.92	$5,507.00
	$307.31	$353.39

PICKENS COUNTY BOARD OF EDUCATION
PRE-K TEACHER SALARY SCHEDULE
OCTOBER 1, 2025 – SEPTEMBER 30, 2026 - (187 DAYS)

Years of Experience	**B.S. Degree**	**M.S. Degree**
16 Years	$ 58,041.00	$ 66,745.00
	$4,836.75	$5,562.08
	$310.38	$356.93
17 Years	$ 58,622.00	$ 67,413.00
	$4,885.17	$5,617.75
	$313.49	$360.50
18 Years	$ 59,208.00	$ 68,087.00
	$4,934.00	$5,673.92
	$316.62	$364.10
19 Years	$ 59,801.00	$ 68,768.00
	$4,983.42	$5,730.67
	$319.79	$367.74
20 Years	$ 60,398.00	$ 69,455.00
	$5,033.17	$5,787.92
	$322.98	$371.42
21 Years	$ 61,003.00	$ 70,150.00
	$5,083.58	$5,845.83
	$326.22	$375.13
22 Years	$ 61,611.00	$ 70,852.00
	$5,134.25	$5,904.33
	$329.47	$378.89
23 Years	$ 62,228.00	$ 71,561.00
	$5,185.67	$5,963.42
	$332.77	$382.68
24 Years	$ 62,849.00	$ 72,277.00
	$5,237.42	$6,023.08
	$336.09	$386.51
25 Years	$ 63,477.00	$ 72,999.00
	$5,289.75	$6,083.25
	$339.45	$390.37

PICKENS COUNTY BOARD OF EDUCATION
PRE-K TEACHER SALARY SCHEDULE
OCTOBER 1, 2025 – SEPTEMBER 30, 2026 - (187 DAYS)

Years of Experience	**B.S. Degree**	**M.S. Degree**
26 Years	$ 64,111.00	$ 73,729.00
	$5,342.58	$6,144.08
	$342.84	$394.27
27 Years	$ 64,754.00	$ 74,464.00
	$5,396.17	$6,205.33
	$346.28	$398.20
28 Years	$ 65,401.00	$ 75,210.00
	$5,450.08	$6,267.50
	$349.74	$402.19
29 Years	$ 66,056.00	$ 75,962.00
	$5,504.67	$6,330.17
	$353.24	$406.21
30 Years	$ 66,715.00	$ 76,722.00
	$5,559.58	$6,393.50
	$356.76	$410.28
31 Years	$ 67,382.00	$ 77,489.00
	$5,615.17	$6,457.42
	$360.33	$414.38
32 Years	$ 68,057.00	$ 78,265.00
	$5,671.42	$6,522.08
	$363.94	$418.53
33 Years	$ 68,685.00	$ 79,046.00
	$5,723.75	$6,587.17
	$367.30	$422.71
34 Years	$ 69,425.00	$ 79,837.00
	$5,785.42	$6,653.08
	$371.26	$426.94
35 Years	$ 70,118.00	$ 80,634.00
	$5,843.17	$6,719.50
	$374.96	$431.20

PICKENS COUNTY BOARD OF EDUCATION
ACCOUNTANT SALARY SCHEDULE
OCTOBER 1, 2025 – SEPTEMBER 30, 2026 - (240 DAYS)

Years of Experience	Associate Degree	Bachelor Degree	Master Degree
0-3 Years	$ 45,900.00	$ 58,140.00	$ 65,280.00
	$3,825.00	$4,845.00	$5,440.00
	$191.25	$242.25	$272.00
4-6 Years	$ 47,063.00	$ 59,303.00	$ 66,586.00
	$3,921.92	$4,941.92	$5,548.83
	$196.10	$247.10	$277.44
7-9 Years	$ 48,249.00	$ 60,489.00	$ 67,918.00
	$4,020.75	$5,040.75	$5,659.83
	$201.04	$252.04	$282.99
10-12 Years	$ 49,459.00	$ 61,699.00	$ 69,276.00
	$4,121.58	$5,141.58	$5,773.00
	$206.08	$257.08	$288.65
13-15 Years	$ 50,693.00	$ 62,933.00	$ 70,662.00
	$4,224.42	$5,244.42	$5,888.50
	$211.22	$262.22	$294.43
16+ Years	$ 51,952.00	$ 64,192.00	$ 72,075.00
	$4,329.33	$5,349.33	$6,006.25
	$216.47	$267.47	$300.31

**Candidates who related educational accouting experience will be allowed to count all years of educational service

**Candidates who have accounting-like experience (non-edcational) will be allowed to count one-half of their experience like years of service

PICKENS COUNTY BOARD OF EDUCATION
SUBSTITUE PAY SCHEDULE
OCTOBER 1, 2025 – SEPTEMBER 30, 2026

CATEGORY	RATE
Retired Pickens County Certified Teacher	$125.00 / day (effective 09/22/2022)
Long Term Teacher Sub* (Valid Alabama Substitute License) *Long Term Substitute Teacher Pay: 21 days or more	$150.00 / day (effective 09/22/2022)
Teacher Sub (Valid Alabama Substitute License)	$100.00 / day (effective 09/22/2022)
All other Support Staff (Sub):	
-Regular Sub	$75.00 / day
-Long-Term Sub (21 days or more)	$85.00 / day