

MORGAN COUNTY BOARD OF EDUCATION



2026-2027 SALARY SCHEDULE

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#MCSunited

2.5% Raise for Full-Time Employees

2026-27 CERTIFIED EMPLOYEE SALARY SCHEDULE

EXPERIENCE	Rank I		Rank II		Rank III	
	Annual	Daily Rate	Annual	Daily Rate	Annual	Daily Rate
0	\$51,848	\$280.26	\$47,426	\$256.36	\$44,075	\$238.24
1	\$51,848	\$280.26	\$47,426	\$256.36	\$44,075	\$238.24
2	\$51,848	\$280.26	\$47,426	\$256.36	\$44,075	\$238.24
3	\$51,848	\$280.26	\$47,426	\$256.36	\$44,075	\$238.24
4	\$51,848	\$280.26	\$47,426	\$256.36	\$44,075	\$238.24
5	\$56,270	\$304.16	\$51,848	\$280.26	\$47,426	\$256.36
6	\$56,270	\$304.16	\$51,848	\$280.26	\$47,426	\$256.36
7	\$56,270	\$304.16	\$51,848	\$280.26	\$47,426	\$256.36
8	\$56,270	\$304.16	\$51,848	\$280.26	\$47,426	\$256.36
9	\$56,270	\$304.16	\$51,848	\$280.26	\$47,426	\$256.36
10	\$62,010	\$335.19	\$57,549	\$311.08	\$51,484	\$278.29
11	\$62,010	\$335.19	\$57,549	\$311.08	\$51,484	\$278.29
12	\$62,010	\$335.19	\$57,549	\$311.08	\$51,484	\$278.29
13	\$62,010	\$335.19	\$57,549	\$311.08	\$51,484	\$278.29
14	\$62,010	\$335.19	\$57,549	\$311.08	\$51,484	\$278.29
15	\$63,697	\$344.31	\$59,258	\$320.31	\$54,714	\$295.75
16	\$63,697	\$344.31	\$59,258	\$320.31	\$54,714	\$295.75
17	\$63,697	\$344.31	\$59,258	\$320.31	\$54,714	\$295.75
18	\$63,697	\$344.31	\$59,258	\$320.31	\$54,714	\$295.75
19	\$63,697	\$344.31	\$59,258	\$320.31	\$54,714	\$295.75
20	\$65,086	\$351.82	\$60,646	\$327.82	\$56,329	\$304.48
21	\$65,086	\$351.82	\$60,646	\$327.82	\$56,329	\$304.48
22	\$65,086	\$351.82	\$60,646	\$327.82	\$56,329	\$304.48
23	\$65,086	\$351.82	\$60,646	\$327.82	\$56,329	\$304.48
24	\$65,086	\$351.82	\$60,646	\$327.82	\$56,329	\$304.48
25	\$69,845	\$377.54	\$62,790	\$339.41	\$57,406	\$310.30
26	\$69,845	\$377.54	\$62,790	\$339.41	\$57,406	\$310.30
27	\$69,845	\$377.54	\$62,790	\$339.41	\$57,406	\$310.30
28	\$71,460	\$386.27	\$64,406	\$348.14	\$59,022	\$319.04
29	\$71,460	\$386.27	\$64,406	\$348.14	\$59,022	\$319.04
30	\$71,460	\$386.27	\$64,406	\$348.14	\$59,022	\$319.04

Rank IV \$30,000.00

Substitutes	Daily Rate
I	\$130.00
II	\$120.00
III	\$110.00
IV	\$100.00
V	\$95.00

*Certified Substitute Teachers will receive regular teacher pay after 20 consecutive days teaching in certification field. Retroactive back to first day of substituting.

*Non-Teaching Certified Speech Pathologists paid from Rank II.

**CLASSIFIED SALARY SCHEDULE
2026-2027**

MORGAN COUNTY BOARD OF EDUCATION

AIII	STTS	SECII/SECI	INST	IAEX	COAD	LCT	HR	SC
Acct.	Sec. to	RECEPT/	INSTR	INSTR	COMPUTER	Lead	Human	Gear Up
Clerk III	Supt.	STAFF SUPP/	ASST I	ASST I	ADMN.	Computer	Resources	Success
		SCHOOL SEC	Stu. Emp. Coord./ jobc	Stu. Emp. Coord./ jobc		Tech	Mngr	Coach

EXP.

0	12.30	11.28	11.28	12.30	13.33	18.04	16.40	27.95	30.39
1	17.94	16.91	14.21	12.67	13.69	26.78	20.01	27.95	30.39
2	17.94	16.91	14.21	12.67	13.69	26.78	20.01	27.95	30.39
3	17.94	16.91	14.21	12.67	13.69	26.78	20.01	27.95	30.39
4	17.94	16.91	14.21	12.67	13.69	26.78	20.01	27.95	30.39
5	17.94	16.91	14.21	12.67	13.69	26.78	20.01	30.30	30.39
6	19.48	18.45	15.12	14.56	15.58	27.64	21.02	30.30	30.39
7	19.48	18.45	15.12	14.56	15.58	27.64	21.02	30.30	30.39
8	19.48	18.45	15.12	14.56	15.58	27.64	21.02	30.30	30.39
9	19.48	18.45	15.12	14.56	15.58	27.64	21.02	30.30	30.39
10	19.48	18.45	15.12	14.56	15.58	27.64	21.02	33.04	30.39
11	21.53	20.50	16.58	15.66	16.69	28.97	22.00	33.04	30.39
12	21.53	20.50	16.58	15.66	16.69	28.97	22.00	33.04	30.39
13	21.53	20.50	16.58	15.66	16.69	28.97	22.00	33.04	30.39
14	21.53	20.50	16.58	15.66	16.69	28.97	22.00	33.04	30.39
15	21.53	20.50	16.58	15.66	16.69	28.97	22.00	35.22	30.39
16	23.58	22.55	18.71	17.32	18.35	31.02	24.16	35.22	30.39
17	23.58	22.55	18.71	17.32	18.35	31.02	24.16	35.22	30.39
18	23.58	22.55	18.71	17.32	18.35	31.02	24.16	35.22	30.39
19	23.58	22.55	18.71	17.32	18.35	31.02	24.16	35.22	30.39
20	23.58	22.55	18.71	17.32	18.35	31.02	24.16	36.32	30.39
21	26.14	25.11	19.73	17.97	18.99	32.36	25.25	36.32	30.39
22	26.14	25.11	19.73	17.97	18.99	32.36	25.25	36.32	30.39
23	26.14	25.11	19.73	17.97	18.99	32.36	25.25	36.32	30.39
24	26.14	25.11	19.73	17.97	18.99	32.36	25.25	36.32	30.39
25	26.14	25.11	19.73	17.97	18.99	32.36	25.25	37.04	30.39
26	28.70	27.68	20.10	18.82	19.84	33.85	26.28	37.04	30.39
27	28.70	27.68	20.10	18.82	19.84	33.85	26.28	37.04	30.39
28	28.70	27.68	20.10	18.82	19.84	33.85	26.28	38.13	30.39
29	28.70	27.68	20.10	18.82	19.84	33.85	26.28	38.13	30.39
30	28.70	27.68	20.10	18.82	19.84	33.85	26.28	38.13	30.39

Paraeducators that have an equivalent Associate's or higher degree are to be paid from the IAEX INSTR ASST I pay scale.

Classified Substitutes are paid (\$10.00) per hour except custodians and bus drivers.

Chief Finance Officer to be paid off the Rank II Certified Schedule beginning FY 22.

Director of School Food & Nutrition will be paid from Rank III Certified Schedule beginning FY 24.

**CLASSIFIED SALARY SCHEDULE
2026-2027**

MORGAN COUNTY BOARD OF EDUCATION

HVAC **	M II	CUST	CAIII	CKBK	MNGR	Level 2/3 Dir FRYSC Coor.	NURSE Registered	CLERK Clerical Asst. for Nurse	OTPT Occ & Phy Thpt & Mntl Hlth Couns
HVAC TECH	MAINT	CUSTODIAN	Clerical	COOK	SFS				
	TECH II		Asst. III	BAKER	MANAGER I				

EXP.

0	23.06	16.40	14.35	11.28	12.05	13.52	21.53	21.90	14.10	52,868
1	24.60	17.34	14.63	13.42	12.53	13.62	21.73	21.90	14.10	54,973
2	24.60	17.34	14.63	14.46	12.58	13.89	21.94	21.90	14.10	54,973
3	24.60	17.34	14.63	15.53	12.63	14.09	22.15	21.90	14.10	54,973
4	24.60	17.34	14.63	16.57	12.68	14.36	22.36	21.90	14.10	54,973
5	24.60	17.34	14.63	16.86	12.73	14.51	22.57	22.98	15.08	54,973
6	27.16	18.07	16.41	17.19	12.79	14.77	22.79	22.98	15.08	57,942
7	27.16	18.07	16.41	17.49	12.84	15.04	23.00	22.98	15.08	57,942
8	27.16	18.07	16.41	17.76	12.95	15.87	23.23	22.98	15.08	57,942
9	27.16	18.07	16.41	18.07	13.20	16.18	23.44	22.98	15.08	57,942
10	27.16	18.07	16.41	18.36	13.52	16.45	23.67	24.07	16.15	57,942
11	28.70	18.78	17.15	18.64	13.78	17.18	23.89	24.07	16.15	60,766
12	28.70	18.78	17.15	18.94	14.04	17.38	24.13	24.07	16.15	60,766
13	28.70	18.78	17.15	19.27	14.30	17.55	24.35	24.07	16.15	60,766
14	28.70	18.78	17.15	19.54	14.62	17.70	24.59	24.07	16.15	60,766
15	28.70	18.78	17.15	20.04	14.88	17.80	24.83	25.15	17.23	60,766
16	33.83	20.80	17.96	20.46	15.14	18.02	25.06	25.15	17.23	62,622
17	33.83	20.80	17.96	20.76	15.46	18.12	25.31	25.15	17.23	62,622
18	33.83	20.80	17.96	21.14	15.76	18.28	25.54	25.15	17.23	62,622
19	33.83	20.80	17.96	21.53	15.98	18.43	25.79	25.15	17.23	62,622
20	33.83	20.80	17.96	22.44	16.24	18.80	26.04	26.24	18.31	62,622
21	38.95	21.53	18.81	23.08	16.55	19.12	26.29	26.24	18.31	65,703
22	38.95	21.53	18.81	23.81	16.81	19.32	26.54	26.24	18.31	65,703
23	38.95	21.53	18.81	24.15	16.91	19.48	26.79	26.24	18.31	65,703
24	38.95	21.53	18.81	24.48	17.03	19.64	27.05	26.24	18.31	65,703
25	38.95	21.53	18.81	24.86	17.23	19.84	27.32	27.33	19.38	65,703
26	44.08	22.55	19.70	25.34	17.44	20.05	27.58	27.33	19.38	69,844
27	44.08	22.55	19.70	25.80	17.64	20.25	27.84	27.33	19.38	69,844
28	44.08	22.55	19.70	26.26	17.85	20.46	28.12	29.73	19.48	70,520
29	44.08	22.55	19.70	26.72	18.05	20.66	28.38	29.73	19.48	71,217
30	44.08	22.55	19.70	27.11	18.26	20.87	28.66	29.73	19.48	71,919

Custodial Substitutes \$12.00 per hour
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CLASSIFIED SALARY SCHEDULE

2026-2027

MORGAN COUNTY BOARD OF EDUCATION

Bus Dr/BD1/

Bus

Mechanic

Assist.

MECH

BMON

TRMG

LEAD****

TRANS.

Mechanic

Bus

MNGR

TRIPS= TO

Monitor /

HRLY RATE

Dispatcher

*ASE

Certified--

Add

\$1,000

EXP.

0	21.53	21.53	11.79	33.06
1	22.04	22.04	12.30	33.83
2	22.04	22.04	12.30	33.83
3	22.04	22.04	12.30	33.83
4	22.04	22.04	12.30	33.83
5	22.04	22.04	12.30	33.83
6	22.55	22.55	12.81	34.85
7	22.55	22.55	12.81	34.85
8	22.55	22.55	12.81	34.85
9	22.55	22.55	12.81	34.85
10	22.55	22.55	12.81	34.85
11	23.06	23.06	14.86	35.88
12	23.06	23.06	14.86	35.88
13	23.06	23.06	14.86	35.88
14	23.06	23.06	14.86	35.88
15	23.06	23.06	14.86	35.88
16	23.58	23.58	16.40	36.90
17	23.58	23.58	16.40	36.90
18	23.58	23.58	16.40	36.90
19	23.58	23.58	16.40	36.90
20	23.58	23.58	16.40	36.90
21	24.09	24.09	17.43	37.93
22	24.09	24.09	17.43	37.93
23	24.09	24.09	17.43	37.93
24	24.09	24.09	17.43	37.93
25	24.09	24.09	17.43	37.93
26	24.60	24.60	18.45	38.95
27	24.60	24.60	18.45	38.95
28	24.60	24.60	18.45	38.95
29	24.60	26.55	18.45	38.95
30	24.60	27.01	18.45	38.95

Substitute Driver Pay = years of verified experience

Bus Driver Trainer Pay = to current hourly rate

**Morgan County Board of Education
2026-2027 Extra Duty Pay**

Principals		Fund
High School	\$15,000	GF
Elementaries	\$7,600	GF
Administrative Contact	\$4,000	GF
<hr/>		
Assistant Principals		
High School	\$5,000	GF
Elementary School	\$4,000	GF
<hr/>		
Deputy Superintendent	\$12,000	GF
Chief Academic Officer	\$8,000	GF
Chief Financial Officer	\$8,000	GF
Director of Buildings and Grounds	\$8,000	GF
Director of District Personnel	\$8,000	GF
Director of District-Wide Programs	\$8,000	GF
Director of Food and Nutrition	\$8,000	F 51
Director of Special Education	\$8,000	GF
Director of Student Services	\$8,000	GF
Director of Student Transportation	\$8,000	GF
Director of Technology	\$8,000	GF

Administrators holding more than one position will receive compensation for the higher paid position only, but may have other duties.

2026-2027

Other Stipends and Extra Duty

District Teacher Mentor	\$2,000	F2
ESS Instructor--Certified (Extended School Services)	\$25 / HR	F2
ESS School Coordinator	\$1,000	F2
National Board Certification (One time upon certification)	\$1,000	GF
National Board Certification (State reimbursed)	\$2,000	GF
School Health Coordinator	\$1,000	GF
School Psychologist	\$6,000	F 2 (IDEA B)
School Technology Coordinator	\$1,500	GF
Speech Therapists Teaching Certification	\$7,613	GF
Licensure	\$5,613	GF
STEAM Coordinator (Science, Technology, Engineering, Arts & Mathematics)	\$2,000	F2
Student Workers	7.25 / HR	F21/F25
Summer Feeding Cook/Baker	\$15 / HR	F51
Summer Feeding Manager	\$18 / HR	F51
TEDS/CTE Coordinator (Technical Education Database System) (Career and Technical Education)	\$3,000	F 2

Morgan County Board of Education
2026-2027
Standard Contract Days

Account Clerk, Secretary to Superintendent	240
Bus Driver	180
Bus Mechanic Assistant	up to 220
Bus Mechanics	240
Bus Monitor/Dispatcher	180
Clerical Assistant III	240
Custodian	240/260 *
Elementary School Secretary	192
Food Service Personnel	180
FRYSC Coordinator	240
High School Attendance/Receptionist	187
High School Bookkeeper/Secretary	225
Instructional Assistant	180
Lead Computer Maintenance Technician	240
Maintenance Personnel	240
Mental Health Counselor	210
Network Administrator	240
Nurse	190
Nurse Clerk	190
Success Coach	190
Transportation Manager	240

* Employees hired or transferred into these positions will receive 240 day contracts.

**Morgan County Board of Education
2026-2027 Extended Days**

POSITION	#Days Recom.	Funding Source
Administrative Contact/Teachers - Woodsbend	35	F 2/ GF
Assistant Principal	35	GF
Chief Academic Officer	55	GF
Chief Finance Officer	55	GF
Coordinator of Early Learning/Special Programs	55	GF
Counselor - High School/Dual Credit/Building Assessment Coordinator	55	GF
Counselor - Student Information System	35	GF
Deputy Superintendent	55	GF
Director of Buildings and Grounds	55	GF
Director of District Personnel	55	GF
Director of District-Wide Programs	55	GF
Director of Food & Nutrition	55	F 51 / GF
Director of Special Education	55	GF
Director of Student Transportation	55	GF
Director of Student Services	55	GF
Director of Technology	55	GF
Gifted & Talented Coordinator/Media Specialist-Elem	55	F 2 / GF
Grant Writer *	Up to 43	GF
Media Specialist - High School	10	GF
Occupational Therapist	10	GF
Principal	55	GF
Speech Therapist	10	GF
Teacher - Agriculture	55	GF
Teacher - Family & Consumer Science	5	GF

If employee holds more than one position with extended days, the total number of extended days cannot exceed 55.

*** If job is performed by retired certified employee, pay will equal their daily wage threshold.**

**MORGAN COUNTY BOARD OF EDUCATION
EXTRA DUTY SALARY SCHEDULE
2026-2027**

ACTIVITY		# OF POSITIONS	ANNUAL SALARY
ACADEMIC TEAM	HIGH SCHOOL - HEAD COACH	1	\$ 2,000.00
	ASSISTANT COACH	1	\$ 500.00
ARCHERY	HEAD COACH	1	\$ 4,500.00
	ASST. COACH	2	\$ 1,000.00
ATHLETICS	ATHLETIC DIRECTOR	1	\$ 7,000.00
BAND DIRECTOR	HIGH SCHOOL	1	\$ 4,000.00
BASEBALL	HIGH SCHOOL HEAD COACH	1	\$ 4,500.00
	HIGH SCHOOL ASSISTANT COACH	2	\$ 1,000.00
	JR HIGH SCHOOL HEAD COACH	1	\$ 1,250.00
	JR HIGH SCHOOL ASST. COACH	1	\$ 500.00
	BASEBALL/SOFTBALL FIELD MNTC	1	\$ 7,200.00
BASKETBALL - BOYS	HIGH SCHOOL HEAD COACH	1	\$ 5,000.00
	HIGH SCHOOL ASST. COACH	2	\$ 1,000.00
BASKETBALL - GIRLS	HIGH SCHOOL HEAD COACH	1	\$ 5,000.00
	HIGH SCHOOL ASST. COACH	2	\$ 1,000.00
BASKETBALL - BOYS	JR HIGH SCHOOL HEAD COACH	1	\$ 4,000.00
	JR HIGH SCHOOL ASST. COACH	1	\$ 500.00
BASKETBALL - GIRLS	JR HIGH SCHOOL HEAD COACH	1	\$ 4,000.00
	JR HIGH SCHOOL ASST. COACH	1	\$ 500.00
BASS FISHING	HEAD COACH	1	\$ 4,500.00
	ASST. COACH	1	\$ 1,000.00
CHEERLEADING	HIGH SCHOOL HEAD COACH	1	\$ 5,000.00
	HIGH SCHOOL ASSISTANT COACH	1	\$ 1,000.00
	JR HIGH SCHOOL HEAD COACH	1	\$ 4,000.00
	JR HIGH SCHOOL ASST. COACH	1	\$ 500.00
CHESS TEAM	HIGH SCHOOL HEAD COACH	1	\$ 2,500.00
FOOTBALL	HIGH SCHOOL HEAD COACH	1	\$ 5,000.00
	HIGH SCHOOL ASST. COACH	5	\$ 1,000.00
	JR HIGH SCHOOL HEAD COACH	1	\$ 4,000.00
	JR HIGH SCHOOL ASST. COACH	3	\$ 500.00
GOLF - BOYS	HEAD COACH	1	\$ 4,500.00
	ASSISTANT COACH	1	\$ 1,000.00
GOLF - GIRLS	HEAD COACH	1	\$ 4,500.00
	ASSISTANT COACH	1	\$ 1,000.00

**MORGAN COUNTY BOARD OF EDUCATION
(Continued)**

ACTIVITY		POSITIONS	SALARY
HONOR SOCIETY SPONSORS	HIGH SCHOOL 10-12/JR. 7-9	2	\$ 500.00
SOFTBALL	HIGH SCHOOL HEAD COACH	1	\$ 4,500.00
	HIGH SCHOOL ASSISTANT COACH	2	\$ 1,000.00
	JR HIGH SCHOOL HEAD COACH	1	\$ 1,250.00
	JR HIGH SCHOOL ASST. COACH	1	\$ 500.00
SOCCER - BOYS	HIGH SCHOOL HEAD COACH	1	\$ 4,500.00
	HIGH SCHOOL ASST. COACH	1	\$ 1,000.00
	JR HIGH SCHOOL HEAD COACH	1	\$ 1,250.00
	JR HIGH SCHOOL ASST. COACH	1	\$ 500.00
SOCCER - GIRLS	HIGH SCHOOL HEAD COACH	1	\$ 4,500.00
	HIGH SCHOOL ASST. COACH	1	\$ 1,000.00
	JR HIGH SCHOOL HEAD COACH	1	\$ 1,250.00
	JR HIGH SCHOOL ASST. COACH	1	\$ 500.00
STLP	HEAD COACH	1	\$ 1,250.00
	ASSISTANT COACH	1	\$ 500.00
TENNIS - BOYS	HEAD COACH	1	\$ 4,500.00
	ASSISTANT COACH	1	\$ 1,000.00
TENNIS - GIRLS	HEAD COACH	1	\$ 4,500.00
	ASSISTANT COACH	1	\$ 1,000.00
TRACK - BOYS	HEAD COACH	1	\$ 4,500.00
	ASSISTANT COACH	1	\$ 1,000.00
TRACK - GIRLS	HEAD COACH	1	\$ 4,500.00
	ASSISTANT COACH	1	\$ 1,000.00
CROSS COUNTRY	HEAD COACH	1	\$ 4,500.00
	ASSISTANT COACH	1	\$ 1,000.00
VOLLEYBALL	HIGH SCHOOL HEAD COACH	1	\$ 4,500.00
	ASSISTANT COACH	2	\$ 1,000.00
SCIENCE OLYMPIAD	HIGH SCHOOL HEAD COACH	1	\$ 1,250.00
	HIGH SCHOOL ASST. COACH	1	\$ 500.00
YEARBOOK	HIGH SCHOOL SPONSOR	2	\$ 1,000.00

**NOTE: If "1 POSITION" is indicated, there is one salary allotted for that position.
When two or more persons share that responsibility, the salary will be equally divided.**

*** NOTE: If athletic head coach / Athletic Director position is filled by a Morgan County Board employee whose primary contract is that of a teacher, add \$1,000 to extra duty pay.**

*** NOTE: If Assistant Coach position is filled by a Morgan County Board employee whose primary contract is that of a teacher, add \$1,000 to extra duty pay in High School Basketball and High School Football. For all other athletic assistant coaching positions, if filled by a certified individual whose primary contract is that of teacher, add an additional \$500 to extra duty pay.**

*** NOTE: If High School Band Director position is filled by a Morgan County Board employee whose primary contract is that of a teacher, add \$1,000 to extra duty pay.**

NOTE: All Positions are Funded by GF.