

| Russell County Schools<br>Classified Employees<br>FY27<br>For School Year 2026-27                                                                          |                                                    |                      |          |          |          |          |          |          |          |
|------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|----------------------|----------|----------|----------|----------|----------|----------|----------|
| HOURLY RATES PER YEARS EXPERIENCE                                                                                                                          |                                                    |                      |          |          |          |          |          |          |          |
| JOB CLASS                                                                                                                                                  | JOB TITLE                                          | MUNIS CLASS<br>Grade | 0-3      | 4-8      | 9-14     | 15-19    | 20-24    | 25-27    | 27+      |
| 7212                                                                                                                                                       | Cook (Head Cook) 189 days @8hrs                    | 78                   | \$ 17.79 | \$ 18.43 | \$ 19.07 | \$ 19.69 | \$ 20.34 | \$ 20.98 | \$ 21.62 |
| 7241                                                                                                                                                       | Cook/Cashier 184 days @7hrs                        | 79                   | \$ 15.03 | \$ 15.68 | \$ 16.32 | \$ 16.95 | \$ 17.60 | \$ 18.23 | \$ 18.86 |
| 7765                                                                                                                                                       | District Admin. Assistant                          | 72                   | \$ 18.19 | \$ 18.80 | \$ 19.43 | \$ 20.04 | \$ 20.67 | \$ 21.28 | \$ 21.89 |
| 7163                                                                                                                                                       | District Admin. Bookkeeper                         | 73                   | \$ 18.50 | \$ 19.11 | \$ 19.73 | \$ 20.35 | \$ 20.97 | \$ 21.59 | \$ 22.21 |
| 7192                                                                                                                                                       | District Admin. Finance                            | 75                   | \$ 19.88 | \$ 20.78 | \$ 21.66 | \$ 22.56 | \$ 23.16 | \$ 23.78 | \$ 24.40 |
| 7665                                                                                                                                                       | Employee Benefits Specialist                       | 102                  | \$ 22.96 | \$ 23.59 | \$ 24.21 | \$ 24.82 | \$ 25.47 | \$ 26.09 | \$ 26.71 |
| 7164                                                                                                                                                       | School Based Bookkeeper                            | 74                   | \$ 16.03 | \$ 16.57 | \$ 17.27 | \$ 17.89 | \$ 18.56 | \$ 18.99 | \$ 19.43 |
| 7862                                                                                                                                                       | Attendance Clerk                                   | 96                   | \$ 16.03 | \$ 16.57 | \$ 17.27 | \$ 17.89 | \$ 18.56 | \$ 18.99 | \$ 19.43 |
| 7885                                                                                                                                                       | Registrar                                          | 98                   | \$ 15.94 | \$ 16.49 | \$ 17.18 | \$ 17.81 | \$ 18.48 | \$ 18.91 | \$ 19.34 |
| 7165                                                                                                                                                       | School Based Admin. Assistant 170 days or assigned | 92                   | \$ 15.80 | \$ 16.45 | \$ 17.05 | \$ 17.71 | \$ 18.41 | \$ 18.94 | \$ 19.48 |
| 7271                                                                                                                                                       | District Nurse RN 200 days @8 hrs                  | 70                   | \$ 23.18 | \$ 24.52 | \$ 25.86 | \$ 27.22 | \$ 29.89 | \$ 32.58 | \$ 35.27 |
| 7262                                                                                                                                                       | School Nurse RN 184 days @8 hrs                    | 94                   | \$ 21.98 | \$ 23.32 | \$ 24.68 | \$ 26.02 | \$ 28.71 | \$ 31.39 | \$ 34.08 |
| 7263                                                                                                                                                       | School Nurse LPN 184 days@8 hrs                    | 91                   | \$ 16.67 | \$ 17.83 | \$ 18.98 | \$ 20.16 | \$ 21.21 | \$ 21.60 | \$ 21.99 |
| 7318                                                                                                                                                       | Instructional Assistant                            | 71                   | \$ 14.78 | \$ 15.22 | \$ 15.94 | \$ 16.75 | \$ 17.04 | \$ 17.60 | \$ 18.17 |
| 7320                                                                                                                                                       | Instructional Assistant                            | 71                   | \$ 14.78 | \$ 15.22 | \$ 15.94 | \$ 16.75 | \$ 17.04 | \$ 17.60 | \$ 18.17 |
| 7326                                                                                                                                                       | Child Care Worker (Grant Funded)                   | 88                   | \$ 12.15 | \$ 12.88 | \$ 13.29 | \$ 13.31 | \$ 13.42 | \$ 13.53 | \$ 13.65 |
| 7335                                                                                                                                                       | FR/YSC Assistant 220 days@7.5 hrs                  | 87                   | \$ 16.40 | \$ 16.85 | \$ 17.31 | \$ 17.79 | \$ 17.79 | \$ 17.79 | \$ 17.79 |
| 7342                                                                                                                                                       | Community Education                                | 89                   | \$ 16.40 | \$ 16.85 | \$ 17.31 | \$ 17.79 | \$ 17.79 | \$ 17.79 | \$ 17.79 |
| 7872                                                                                                                                                       | Employment Training Specialist                     | 100                  | \$ 18.82 | \$ 19.44 | \$ 20.05 | \$ 20.67 | \$ 21.29 | \$ 21.90 | \$ 22.51 |
| 7435                                                                                                                                                       | Maintenance Supervisor 240 days@8hrs               | 97                   | \$ 24.66 | \$ 25.97 | \$ 27.26 | \$ 28.56 | \$ 29.86 | \$ 31.16 | \$ 32.46 |
| 7445                                                                                                                                                       | Maintenance 240 days@8hrs                          | 80                   | \$ 18.61 | \$ 19.92 | \$ 22.52 | \$ 23.81 | \$ 25.13 | \$ 25.77 | \$ 26.41 |
| 7605                                                                                                                                                       | Custodian (Head) 240 days@8hrs                     | 84                   | \$ 17.79 | \$ 18.43 | \$ 19.07 | \$ 19.69 | \$ 20.34 | \$ 20.98 | \$ 21.62 |
| 7609                                                                                                                                                       | Custodian                                          | 85                   | \$ 15.03 | \$ 15.68 | \$ 16.32 | \$ 16.95 | \$ 17.60 | \$ 18.23 | \$ 18.86 |
| 7626                                                                                                                                                       | Groundskeeper                                      | 103                  | \$ 17.79 | \$ 18.43 | \$ 19.07 | \$ 19.69 | \$ 20.34 | \$ 20.98 | \$ 21.62 |
| 7821                                                                                                                                                       | School Safety Director 240 days@8hrs               | 93                   | \$ 29.09 | \$ 30.03 | \$ 30.98 | \$ 31.95 | \$ 32.90 | \$ 33.85 | \$ 34.79 |
| 7824                                                                                                                                                       | School Resource Officer                            | 90                   | \$ 18.73 | \$ 19.33 | \$ 19.96 | \$ 20.57 | \$ 21.21 | \$ 21.82 | \$ 22.42 |
| 7825                                                                                                                                                       | School Security Officer                            | 95                   | \$ 16.38 | \$ 17.41 | \$ 18.43 | \$ 19.48 | \$ 20.03 | \$ 20.23 | \$ 20.42 |
| 7902                                                                                                                                                       | Transportation Director 240 days@8hrs              | 83                   | \$ 23.23 | \$ 24.31 | \$ 25.44 | \$ 26.94 | \$ 27.74 | \$ 28.00 | \$ 28.25 |
| 7941                                                                                                                                                       | Bus Driver (Based on a 4 hr. day)                  | 76                   | \$ 23.67 | \$ 24.32 | \$ 24.93 | \$ 25.57 | \$ 25.99 | \$ 26.75 | \$ 27.51 |
| 7942                                                                                                                                                       | Bus Monitor 4hrs/day                               | 77                   | \$ 15.71 | \$ 16.19 | \$ 16.73 | \$ 17.24 | \$ 17.41 | \$ 17.52 | \$ 17.63 |
| 7904                                                                                                                                                       | Assistant-Bus Garage/Transporation 240 days @8hrs  | 99                   | \$ 15.25 | \$ 15.81 | \$ 16.51 | \$ 17.15 | \$ 17.83 | \$ 18.26 | \$ 18.69 |
| 7914                                                                                                                                                       | Head Mechanic 240 days@8hrs                        | 101                  | \$ 18.22 | \$ 19.53 | \$ 22.15 | \$ 23.44 | \$ 24.74 | \$ 25.39 | \$ 26.04 |
| 7915                                                                                                                                                       | Mechanic 240 days@8hrs                             | 82                   | \$ 17.07 | \$ 18.38 | \$ 20.97 | \$ 22.27 | \$ 23.59 | \$ 24.23 | \$ 24.86 |
| 7525                                                                                                                                                       | Technology Assistant 240 days@8hrs                 | 86                   | \$ 23.23 | \$ 24.31 | \$ 25.44 | \$ 26.94 | \$ 27.74 | \$ 28.00 | \$ 28.25 |
| 7292                                                                                                                                                       | Therapy Assistant                                  | 81                   | \$ 32.87 | \$ 33.78 | \$ 34.69 | \$ 35.60 | \$ 36.52 | \$ 37.43 | \$ 38.34 |
| * Notes to the above schedule:                                                                                                                             |                                                    |                      |          |          |          |          |          |          |          |
| ** Specialized routes will be paid according to time, travel, etc. (Ex. Double Runs, Jabez, KSD Routes)                                                    |                                                    |                      |          |          |          |          |          |          |          |
| * Classified substitute pay for each job class will be paid at the rate for 0-3 years of experience. (Ex. Substitute cook would be paid \$14.59 per hour.) |                                                    |                      |          |          |          |          |          |          |          |
| * Standby Bus Drivers (Based on 4 hr. day) are paid minimum wage for standby time. Driving time paid as substitute driver according to scale.              |                                                    |                      |          |          |          |          |          |          |          |
| * All Classified Substitutes are considered temporary employees.                                                                                           |                                                    |                      |          |          |          |          |          |          |          |
| * All Bus Driving for extra trips will be paid \$15.00 per hour.                                                                                           |                                                    |                      |          |          |          |          |          |          |          |

| Substitute Teacher Salary Schedule |          |
|------------------------------------|----------|
| Rank I                             | \$130.00 |
| Rank II                            | \$125.00 |
| Rank III                           | \$120.00 |
| Rank IV                            | \$115.00 |

\*Approved May 27, 2026.