

**2600 North Hand Avenue
Bay Minette, AL 36507
(251) 937-0306
www.bcbe.org**



2026-2027

Salary Schedules

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BALDWIN COUNTY BOARD OF EDUCATION
Bay Minette, Alabama

2026-2027 SALARY SCHEDULES

TABLE OF CONTENTS

INTRODUCTION.....	2
INFORMATION REGARDING CERTIFICATED & CLASSIFIED SALARIES.....	3
SPECIAL EDUCATION, BILINGUAL, & DEPARTMENT CHAIR SUPPLEMENTS.....	4-8
TEACHER 9-MONTH.....	9
TEACHER 10, 11 & 12 MONTH.....	10
TEAMS TEACHER.....	11
GUIDELINES – EXPERIENCE CREDIT.....	12-13
JROTC.....	14
ACADEMIC COACHING SUPPLEMENTS.....	15
EXTRACURRICULAR SUPPLEMENTS.....	16-18
EXTRACURRICULAR SUPPLEMENT ALLOCATION FORMULA.....	19
ASSISTANT PRINCIPAL.....	20-21
PRINCIPALS.....	22-23
COORDINATOR, SUPERVISOR AND DIRECTOR.....	24
ASSISTANT SUPERINTENDENT.....	25
NURSE.....	26-27
PROFESSIONAL SUPPORT PERSONNEL.....	28
BUS DRIVER/BUS AIDE/BUS DRIVER FIELD TRIP.....	29
SUPPORT PERSONNEL 12-MONTH.....	30-32
SUPPORT PERSONNEL 10-MONTH.....	33
CUSTODIAN 10 & 12 -MONTH.....	34
BUILDING & GROUNDS MANAGER.....	35
CHILD NUTRITION MANAGER.....	36
CHILD NUTRITION ASSISTANT/LEAD MANAGER.....	37
CHILD NUTRITION WORKER.....	38
STUDENT SUPPORT 9-MONTH.....	39-40
FACILITIES & MAINTENANCE TRADES.....	41
FACILITIES & MAINTENANCE SUPPLEMENTAL PAY.....	42
TRANSPORTATION SUPPLEMENTAL PAY.....	43
BUSINESS AND FINANCE SUPPLEMENTAL PAY.....	44
SUBSTITUTE.....	45
CLERICAL ALLOCATION FORMULA.....	46-47

2026-2027
BALDWIN COUNTY BOARD OF EDUCATION
INTRODUCTION

The 2026-2027 Salary Schedule provides a uniform and equitable payment of wages for services rendered by certificated and classified employees. Certificated employees must possess a valid Alabama Teacher's Certificate or be eligible for a waiver from the State Department of Education. Classified personnel include all employees who do not work as certificated employees.

The salary schedule of the Baldwin County Board of Education as set forth herein is predicated upon a school calendar that includes 180 instructional days or the hourly equivalent and the number of employee work days as set forth in contract days below. In the event the number of instructional days is reduced as a result of legislative enactment, the Board reserves the right and ability to make corresponding reductions to the number of work days for Board employees together with a prorated reduction in compensation. Similarly, if as a consequence of legislative enactment, the number of employee work days is reduced, the Board reserves the right and ability to reduce compensation on a prorated basis for all affected employees. In no event will any employee whose pay is subject to a state minimum salary schedule be paid less than the applicable state minimum salary schedule.

The employee shall be responsible for ensuring the correctness of his/her records. Errors attributable to the board may be corrected for the current school term and the two preceding years, as appropriate. Errors not attributable to the board may be corrected for the current school term only.

CONTRACT DAYS & PAY SCHEDULES

Annual salaries for the indicated months of employment are based on the following number of working days per scholastic year:

	Monthly Pay Schedules	*Semi-Mo Pay Schedules
Nine-Month Employees.....182/185/187/189	September 30-August 31	September 15-August 31
Ten-Month Employees.....202	August 31-July 31	August 31-August 15
Eleven-Month Employees.....222	August 31-July 31	August 15-July 31
Twelve-Month Employees.....242	July 31-June 30	July 15-June 30

For payroll purposes, annual salaries will be divided into twelve (12) equal payments. Beginning the 2021-2022 school year, all new classified employees will be paid on the above monthly pay schedule. Existing classified employees will continue to be paid per the semi-monthly pay schedule.

Baldwin County Board of Education is an equal pay district and the annual salary for all employees is paid equally over a 12-month period in accordance with state laws and requirements. Employees not employed in a 12-month position, who are hired after the start of the school year, are paid a prorated portion of their annual contract pay. The prorated amount is calculated by multiplying the employees' daily rate of pay by the number of working days left on the corresponding work calendar for the contract year. That amount is divided by the number of remaining payrolls in the current school year according to the above contract payment schedule.

Supplements are for one year only and are not included when the base salary is computed. The principal must recommend a particular individual for a specific supplement each school year; no continuing service status in the supplement position is implied or should be assumed by the individual receiving a supplement. Paid leave days are neither earned, nor accrued in a supplemental position. Except as specified herein, employees in administrative positions shall not receive athletic and extracurricular supplements.

***Classified employees with a start date prior to July 1st, 2021, who are currently paid semi-monthly, will continue to have the option to convert to monthly pay at the beginning of their contract period for the new school year.**

2026-2027
BALDWIN COUNTY BOARD OF EDUCATION

INFORMATION REGARDING CERTIFICATED SALARIES

Teachers will be placed on the appropriate step of the Teachers or TEAMS Salary Schedule as applicable.

Certificated employees will be paid at the level of their highest earned degree from a regionally accredited institution or Distance Education Accreditation Commission (DEAC) upon proper documentation of that degree (i.e., an **official** transcript showing the date of conferral) and verification of that degree by the Alabama State Department of Education. It should be noted that State Department reviews for higher degrees are only performed for individuals with current valid Alabama certification.

Teachers holding career and technical education certificates endorsed in technical education or healthcare science and technology shall be paid at the appropriate degree equivalency in accordance with Rule 290-3-2.

EDD/PHD compensation for employees not paid from the teacher's salary schedule is the AA salary at the appropriate level of experience plus \$4,500 annual supplement. Supplement does not apply to employees with a separate contract.

In cases where salaries are affected due to enrollment increase, the enrollment will be reviewed in October of each year, to determine salaries for the upcoming school year. In cases where enrollment has increased based on the 20-day attendance report, salaries will be reviewed and adjusted accordingly retroactive to the 1st day of the current school contract year.

Employees hired prior to January 1 of the calendar year or who work 50% or more of their employee calendar year will receive the appropriate step increase at the beginning of the subsequent school year.

INFORMATION REGARDING CLASSIFIED SALARIES

Classified employees placed on Ranks B, BG, C, E, F, FP, G, GM, H, I, J, K, L, P, T, TI, or TII with an associate, bachelor's or master's degree are eligible to receive a supplement for each degree held, based on the number of months (9, 10, 11, or 12) of their employment. The rates are as follows: associates \$150 per month of employment, bachelor's \$250 per month of employment, master's \$275 per month of employment. In addition, employees with an earned bachelor's degree or higher on Ranks B, BG, C, E, F, FP, G, GM, or P will be paid at Step 6 of that salary schedule. All degrees must be earned from a regionally accredited institution or Distance Education Accreditation Commission (DEAC) and verified with an **official** transcript reflecting the degree conferral. Consideration will be given to RNs who graduated from a school or college of nursing accredited by an organization (accrediting body) recognized by the U.S. Department of Education and affiliated with the American Nurses Credentialing Center (ANCC). Supplements will be prorated for less than full-time employment. Social Workers, Occupational Therapists, Board Certified Behavior Analysts, Physical Therapists & RNs, with an earned master's degree from a regionally accredited institution or Distance Education Accreditation Commission (DEAC) may be placed on the appropriate Social Worker, OT, PT, BCBA & RN, Master's salary schedule. EDD/PHD compensation for Social Workers, Occupational Therapists, Board Certified Behavior Analysts, and Physical Therapists is the Master's salary schedule at the appropriate level of experience plus an additional \$375 monthly supplement for each month employed.

Employees moving from a lower salary schedule rank to a higher rank may begin at the first step, reflecting at least a 5% increase. New hires will be placed on Step NEW except as further specified herein regarding K-12 commiserate experience and/or applicable nursing experience as identified further herein. Step placement will be lateral when moving from one salary schedule rank to another of equal or lower rank. RN/LPNs are placed on a step equal to applicable verified public K-12 experience as a school nurse. Coaching supplements will be assigned as stipulated herein. Rank C-L are ordered lowest to highest with Rank B and P following Rank F and Rank BG following Rank H.

Full-time equivalents for indicated positions are as follows:

Position	Hours/Day	Position	Hours/Day
Bus Driver	N/A	RN/LPN/Preschool Aide	7.5
CNP-Worker/Asst Manager/Manager	6.5	Bus Aide	4
Clerical/Custodian/Maintenance/Admin	8	Other Student Support Classified Personnel	7

BALDWIN COUNTY BOARD OF EDUCATION

**SPECIAL EDUCATION TEACHER, SPEECH THERAPIST, MEDICATION DELEGATION, and LEAD PSYCHOMETRIST
SUPPLEMENTS**

SPECIAL EDUCATION SUPPLEMENT

In accordance with the State Education Trust Fund's appropriation Act #2026-380, all certificated teachers employed in a special education teacher position will receive a supplement/stipend in the amount of \$1,200.

This supplement will be paid in two (2) installments upon verification of proof of employment in the applicable special education teacher position: one payment for the Fall and one payment for the Spring.

1st Semester- \$600

2nd Semester- \$600

SPEECH PATHOLOGIST SUPPLEMENT

In accordance with the State Education Trust Fund's appropriation Act #2026-380, all licensed speech pathologists employed to provide speech therapy services to students will receive a supplement/stipend in the amount of \$1,000.

This supplement will be paid in two (2) installments upon verification of proof of employment in the applicable speech pathology position: one payment for the Fall and one payment for the Spring.

1st Semester- \$500

2nd Semester- \$500

UNLICENSED MEDICATION DELEGATION/ASSISTANT SUPPLEMENT

Employees that are eligible for this supplement must:

- Be trained, listed, assigned, and acting as the unlicensed (nonmedical) school personnel medication delegate/assistant to assist students with medication outside the instructional day.
- Be trained, listed, assigned, and acting as the unlicensed medication delegation personnel outside the instructional day for a specified student and/or students including but not limited to Afterschool Care positions, Bus Drivers, and/or Bus Paraprofessionals.

Supplements will be paid upon verified proof of assignment by the Health Services Department and Human Resources Department at the close of each semester.

Fall Semester - \$400

Spring Semester - \$400

Summer Semester - \$200

LEAD PSYCHOMETRIST ANNUAL SUPPLEMENT - \$4,200

The lead psychometrist supplement will be paid over 12 months from September to August in accordance with the 9-month employee pay schedule.

Supplements will be allotted and distributed per semester. No continuing service status in the supplement is implied or should be assumed by the individual receiving the supplement. In other words, receipt of the supplement one semester does not guarantee an award of the supplement in another semester, and an employee does not earn tenure in the supplement.

2026-2027
BALDWIN COUNTY BOARD OF EDUCATION
SPECIAL EDUCATION SELF-CONTAINED AND BRAILLE TRANSCRIPTION SUPPLEMENTS

SPECIAL EDUCATION SPECIALIZED INTENSITY UNITS SUPPLEMENT

Self-contained middle and high school REACH classrooms as well as self-contained elementary PATHWAYS classroom serve as specialized classrooms serving students with high-intensity and behavioral needs. The educators and paraprofessionals working in these specialized intensity classrooms face unique challenges that extend beyond the expectations of other self-contained classrooms and special education professionals.

Teachers that are eligible for this supplement must:

- Be MCS trained and fully certified in the required content area for the assigned program and
- Teach in either the self-contained middle and high school Project REACH or elementary Pathways classrooms
- Provide direct instruction to special education students in one of the above settings.

Special Education paraprofessionals that are eligible for this supplement must:

- Be assigned to either the self-contained middle and high school Project REACH or elementary Pathways classrooms
- Provide direct support to special education students placed in one of the above settings.

Supplements will be paid in two (2) installments upon verified proof of assignment by the Human Resources Department: one payment for the Fall and one payment for the Spring.

Teacher 1st Semester - \$4,000
Teacher 2nd Semester- \$4,000

Support Staff 1st Semester - \$2,000
Support Staff 2nd Semester- \$2,000

SPECIAL EDUCATION SPECIALIZED SELF-CONTAINED SUPPLEMENT

Teachers that are eligible for this supplement must:

- Be MCS trained and fully certified in the required content area for the assigned program; and
- Teach in a self-contained, specialized special education program (Elementary Project REACH, MD, and/or Crossroads); and
- Provide direct instruction to special education students in one of the above settings.

Special Education paraprofessionals and/or nurses that are eligible for this supplement must:

- Be assigned to a self-contained, specialized special education program (Elementary Project REACH, MD, and/or Crossroads); and
- Provide direct support to special education students placed in one of the above settings.

Supplements will be paid in two (2) installments upon verified proof of assignment by the Human Resources Department: one payment for the Fall and one payment for the Spring.

Teacher 1st Semester - \$2,000
Teacher 2nd Semester- \$2,000

Support Staff 1st Semester - \$1,000
Support Staff 2nd Semester- \$1,000

2026-2027
BALDWIN COUNTY BOARD OF EDUCATION
SPECIAL EDUCATION SELF-CONTAINED AND BRAILLE TRANSCRIPTION SUPPLEMENTS

SPECIAL EDUCATION PARAPROFESSIONAL BRAILLE TRANSCRIPTION SUPPLEMENT

Special Education paraprofessionals that are eligible for this supplement must:

- Be assigned to a student who is visually impaired and required to have all classroom materials transcribed to braille; and
- Be responsible for transcribing classroom materials to braille; and
- Provide direct support to a visually impaired student throughout the school day.

Supplements will be paid in two (2) installments upon verified proof of assignment by the Human Resources Department: one payment for the Fall and one payment for the Spring.

Support Staff 1st Semester - \$1,000

Support Staff 2nd Semester- \$1,000

Supplements will be allotted and distributed per semester. No continuing service status in the supplement is implied or should be assumed by the individual receiving the supplement. In other words, receipt of the supplement one semester does not guarantee an award of the supplement in another semester, and an employee does not earn tenure in the special education self-contained and/or braille transcription supplements.

2026-2027
BALDWIN COUNTY BOARD OF EDUCATION
DEPARTMENT CHAIR SUPPLEMENTS

IEP DEPARTMENT CHAIR

Serving under 500 students - \$250

Serving over 499 students - \$500

IEP department chair supplements will be allocated to one special education teacher per school for the purpose of providing consultation and oversight to IEP teams in the provision of special education and IEP team documentation.

Supplements will be paid in one installment upon verified proof of assignment by the Human Resources Department: One payment at the completion of the school year.

CTE DEPARTMENT CHAIR

High School - \$750

Middle School - \$500

The CTE Department Chair will receive a supplement in recognition of the additional leadership responsibilities necessary to manage and support the CTE programs in compliance with ALSDE requirements. A primary duty includes oversight of the Technical Assistance for Program Effectiveness (TAPE) process, ensuring the department meets all required indicators for program quality and compliance.

Supplements will be paid in one installment upon verified proof of assignment by the Human Resources Department: One payment at the completion of the school year.

Supplements will be allotted and distributed annually. No continuing service status in the supplement is implied or should be assumed by the individual receiving the supplement. In other words, receipt of the supplement one year does not guarantee an award of the supplement in another year, and an employee does not earn tenure in the department chair supplements.

2026-2027
BALDWIN COUNTY BOARD OF EDUCATION
BILINGUAL SUPPLEMENTS

BILINGUAL SUPPLEMENT

Overview of Bilingual Supplement- \$1000 per semester: one payment for the Fall and one payment for the Spring.

Pre-k through 12th grade teachers and support personnel who are assigned to teach and/or serve their schools by using their bilingual knowledge to translate beyond their regular work hours or regular job duties, may be eligible to receive a bilingual semester supplement. Schools will be designated supplements based on the enrollment of ESL/bilingual students. Administrators will select and recommend the employees that they have designated to receive the supplement based upon their additional assigned job duties.

Criteria:

Teachers and support staff eligible for the bilingual supplement must:

- Be designated as a bilingual teacher or support person in the Human Resources System by his/her principal or direct supervisor;
OR
- Be designated as a campus/central office bilingual translator in the Human Resources System by his/her principal or direct supervisor.
- Being designated for the supplement indicates that the employee is required to go beyond their regular assigned duties and/or work hours.

In other words, teachers and support staff are eligible for this supplement if the principal or direct supervisor certified that the employee provides direct instruction or translation services to students, parents, or other individuals in the scope of their duties during the school/work day or for school related activities, which is beyond their regular Board approved position. All bilingual supplements will be reviewed and verified by the Human Resources Department.

Verification of bilingual supplements will be reviewed using the following criteria:

- The employee is fluent in listening and speaking the designated language of need; or
- The employee is biliterate, or fluent in reading and writing the designated language of need.

Additional verification information:

- Language of need is defined as the native language of students in a school's population who are not bilingual.

Enrollment Criteria: 3 employee supplements per 100 students.

1 employee supplement for sites with less than 100 students in need of bilingual assistance.

Supplements will be allotted at the start of each school year and distributed per semester. No continuing service status in the supplement is implied or should be assumed by the individual receiving the supplement, and eligibility must be reevaluated each school year. An employee does not earn tenure in the bilingual supplements.

2026-2027
BALDWIN COUNTY BOARD OF EDUCATION
 9-MONTH TEACHER SALARY SCHEDULE

	Bachelor/ Non-Degree 9-Month	Master 9-Month	6- Year 9-Month	Doctoral 9-Month
New	51,951	56,616	61,049	65,479
Step 1-2	51,951	56,616	61,049	65,479
3-5	54,151	62,273	67,148	72,029
6-8	56,525	65,002	70,109	75,177
9	58,233	66,966	72,225	77,448
10	58,813	67,635	72,947	78,222
11	59,403	68,311	73,676	79,003
12	59,996	68,995	74,413	79,794
13	60,597	69,683	75,158	80,591
14	61,202	70,371	75,908	81,398
15	61,815	71,086	76,668	82,212
16	62,432	71,796	77,435	83,034
17	63,056	72,514	78,210	83,864
18	63,688	73,238	78,992	84,702
19	64,324	73,970	79,782	85,548
20	64,968	74,711	80,579	86,405
21	65,618	75,459	81,386	87,269
22	66,273	76,213	82,198	88,141
23	66,935	76,974	83,021	89,023
24	67,606	77,744	83,851	89,913
25	68,281	78,522	84,690	90,812
26	68,963	79,307	85,536	91,720
27	69,654	80,100	86,392	92,638
28	70,350	80,901	87,255	93,564
29	71,054	81,710	88,128	94,500
30	71,764	82,527	89,009	95,445
31	72,482	83,352	89,900	96,398
32	73,207	84,187	90,799	97,363
33	73,939	85,027	91,707	98,337
34	74,678	85,878	92,624	99,320
35	75,426	86,737	93,549	100,313

This schedule applies to the following categories of employees in positions requiring current valid Alabama educator certification: Audiologists; Behavioral Consultants; Counselors; Curriculum Leaders; Library/Media Specialist; Psychometrists; Reading Coaches; Resource Consultants; Speech Pathologists; Speech Pathologist Assistant; Teachers; Technology Facilitators and other certificated personnel. This schedule reflects 100% (or more) of the State Minimum Salary Schedule for the corresponding years of experience.

FOR INFORMATION REGARDING CERTIFICATED SALARY SCHEDULES, PLEASE SEE PAGES 2-3.

BALDWIN COUNTY BOARD OF EDUCATION

10-, 11- & 12-MONTH TEACHER SALARY SCHEDULE *Grandfathered Employees Only

Bachelor / Non-Degree	Masters	6-Year	Doctoral	
	10-Month	10-Month	10-Month	
NEW	56,117	61,157	65,629	70,395
Step 1-2	56,117	61,157	65,628	70,395
3-5	58,923	67,273	72,191	77,434
6-8	61,280	69,964	75,368	80,823
9-11	62,506	71,363	76,875	82,440
12-14	63,756	72,790	78,412	84,089
15-17	65,031	74,246	79,981	85,771
18-20	66,332	75,731	81,580	87,486
21-23	67,658	77,246	83,212	89,236
24-26	69,011	78,791	84,876	91,020
27	70,392	80,366	86,574	92,841
Bachelor / Non-Degree	Masters	6-Year	Doctoral	
	11-Month	11-Month	11-Month	11-Month
NEW	61,674	67,212	72,126	77,364
Step 1-2	61,674	67,212	72,126	77,364
3-5	64,757	73,934	79,339	85,101
6-8	67,347	76,891	83,306	89,356
9-11	68,694	78,429	84,972	91,143
12-14	70,068	79,997	86,671	92,966
15-17	71,470	81,597	88,405	94,825
18-20	72,899	83,229	90,173	96,722
21-23	74,357	84,894	91,976	98,656
24-26	75,844	86,592	93,816	100,629
27	77,361	88,323	95,692	102,642
Bachelor / Non-Degree	Masters	6-Year	Doctoral	
	12-Month	12-Month	12-Month	12-Month
NEW	67,230	73,267	78,624	84,334
Step 1-2	67,230	73,267	78,624	84,334
3-5	70,591	80,594	86,487	92,767
6-8	73,415	83,818	90,811	97,406
9-11	74,883	85,494	92,627	99,354
12-14	76,381	87,204	94,480	101,341
15-17	77,908	88,948	96,369	103,368
18-20	79,467	90,727	98,297	105,435
21-23	81,056	92,542	100,263	107,544
24-26	82,677	94,393	102,268	109,695
27	84,331	96,281	104,313	111,889

This schedule applies to the following categories of employees in positions requiring current valid Alabama educator certification: Audiologists; Behavioral Consultants; Counselors; Curriculum Leaders; Library/Media Specialist; Psychometrists; Reading Coaches; Resource Consultants; Speech Pathologists; Teachers; Technology Facilitators and other certificated personnel. This schedule reflects 100% (or more) of the State Minimum Salary Schedule for the corresponding years of experience.

FOR INFORMATION REGARDING CERTIFICATED SALARY SCHEDULES, PLEASE SEE PAGES 2-3.

2026-2027
BALDWIN COUNTY BOARD OF EDUCATION
TEAMS TEACHER SALARY SCHEDULE

	Bachelor	Master	6-Year	Doctoral
New	53,839	61,047	65,375	69,700
Step 1	57,634	66,279	71,466	76,657
2	60,713	69,817	75,302	80,746
3	62,489	71,861	77,505	83,110
4	64,313	73,958	79,768	85,536
5	66,184	76,111	82,089	88,025
6	68,106	78,320	84,474	90,580
7	70,078	80,589	86,918	93,203
8	71,490	82,199	88,657	95,068
9	72,909	83,845	90,429	96,968
10	74,498	85,102	91,786	98,423
11	75,112	86,379	93,163	99,899
12-14	76,238	87,674	94,560	101,397
15-17	77,387	88,996	95,984	102,926
18-20	78,558	90,342	97,439	104,483
21-23	80,151	91,717	98,920	106,072
24-26	80,972	93,118	100,432	107,694
27	82,215	94,548	101,973	109,347

In accordance with the Teacher Excellence and Accountability for Mathematics and Science (TEAMS) Salary Schedule Program, Act 2021-340, in order to be eligible for placement on the TEAMS salary schedule, a teacher of mathematics and/or science must apply to the program, meet the required qualifications, and agree to the contract terms for employment.

All teachers employed under TEAMS contract are required to be employed on a 189-day contract with the local board.

Participating teachers employed under a TEAMS contract shall **not** attain continuing service status in regard to the above TEAMS salaries or positions, or any other previously earned position or status of employment with the Board. In accordance with the TEAMS bill, any teacher who elects to participate in the TEAMS program with the Board shall be deemed to have voluntarily relinquished his or her status and protections under the Students First Act of 2011, Chapter 24C of Title 16, Code of Alabama 1975.

TEAMS Hard to Staff Salary Supplement-In accordance with the TEAMS Act, participating teachers may be eligible for certain hard-to-staff supplements. The hard-to-staff supplement shall be five thousand dollars (\$5,000) per year. To qualify for the hard-to-staff supplements, a participating teacher shall teach in a school designated as hard-to-staff by the Alabama State Department of Education. All TEAMS hard-to-staff supplements are for one year only and are not included when base salary is computed. All TEAMS hard-to-staff supplements will be prorated over the applicable monthly pay schedule. No continuing service status in the supplement is implied or should be assumed by the individual receiving the supplement. In the event a participating TEAMS teacher is transferred, in accordance with the Teacher's contract, to a location or school that is not designated as a hard-to-staff school by the Alabama State Department of Education, the Teacher will no longer have a right or entitlement to the hard-to-staff supplement. The Board reserves the right to recoup from the employee's pay, all sums paid but not earned as the circumstances require.

FOR INFORMATION REGARDING CERTIFICATED SALARY SCHEDULES, PLEASE SEE PAGES 2-3.

BALDWIN COUNTY BOARD OF EDUCATION
GUIDELINES-EXPERIENCE CREDIT

Assignment to Step within Pay Grade: The steps within each of the pay schedules are compensation steps and are not necessarily based on experience credit or years of service. They are NOT experience steps. In general, when experience verification is received during the first year of hire, credit will be given retroactively to the date of hire. Experience credit received after the first year of hire will be given retroactively to the beginning of the school year in which the documentation is received and NOT the date of hire. Experience verification received after the last day of school will be honored only for the succeeding year forward (i.e., pay will not be retroactive to prior school year). Experience credit, for determination of appropriate placement on a step, is provided in accordance with the following guidelines:

CERTIFICATED:

1. Experience credit shall be given for teaching full-time under contract in secondary and postsecondary public schools registered with their state's department of education or in regionally accredited private schools.
2. It shall be the sole responsibility of each employee to complete the experience credit verification process for all eligible prior employers. Upon employee request, verification forms will be furnished to the employee by the Human Resources Office. The Board does not track the processing of employment verification with prior employers.
3. Upon an employee's completion of the verification process, the employee shall receive experience credit for verified teaching experience toward step raises. In the event an employee begins employment with the Board prior to completing the verification process, the employee will, upon completion of the verification process, be given retroactive experience credit for the current school year only. In no event will an employee's failure to complete the verification process entitle the employee to receive experience credit for prior school years, nor will it be considered an error as provided for on page two (2) herein.
4. If an employee re-enters the workforce following retirement with the Teachers' Retirement System (TRS), the employee will be given experience credit for placement on the salary schedule following verification of years of service from TRS. In no event will an employee's failure to complete the verification process entitle the employee to receive credit for prior school years, nor will it be considered an error as provided for on page two (2) herein.
5. In accordance with Alabama act #2024-299, Certificated teachers hired on or after June 1, 2024, shall receive 1 year of experience credit on the local teacher schedule for every 2 years of full-time experience earned in a public school while employed as a paraprofessional or classroom teachers' aide.

PRINCIPALS AND ASSISTANT PRINCIPALS:

1. In calculating a principal or assistant principal's placement on the teacher's salary matrix for purposes of calculating initial pay, experience credit shall be given for full-time teaching and administrative experience in elementary, secondary and postsecondary public schools registered with their state's department of education or in regionally accredited private schools.
2. It shall be the sole responsibility of each employee to complete the experience credit verification process for all eligible prior employers. Upon employee request, verification forms will be furnished to the employee by the Human Resources Office. The Board does not track the processing of employment verification with prior employers.
3. Upon the principal or assistant principal's completion of the verification process, the principal or assistant principal shall receive experience credit for verified teaching and administrative experience toward step raises on the teacher's salary matrix for purposes of calculating initial pay each year. In the event the principal or assistant principal begins employment with the Board prior to completing the verification process, the principal or assistant principal will, upon completion of the verification process, be given retroactive experience credit for the current school year only. In no event will a principal or assistant principal's failure to complete the verification process entitle the principal or assistant principal to receive experience credit for prior school years, nor will it be considered an error as provided for on page three (3) herein.

FOR INFORMATION REGARDING CERTIFICATED & CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2-3.

2026-2027
BALDWIN COUNTY BOARD OF EDUCATION
GUIDELINES-EXPERIENCE CREDIT

CLASSIFIED:

1. Credit shall be given for full-time classified employees, in public K-12 schools and shall receive credit toward step raises for the school experience verified in accordance with the procedures set forth above.
2. Experience shall be credited only from those public schools registered with their state's department of education or in a regional private school.
3. Classified employees shall be responsible for furnishing proof to establish experience credit. Forms shall be furnished by the Human Resources Office.
4. In the event an employee begins employment with the Board prior to completing the verification process, the employee will, upon completion of the verification process, be given retroactive experience credit for the current school year only. In no event will an employee's failure to complete the verification process entitle the employee to receive experience credit for prior school years, nor will it be considered an error as provided for on page two (2) herein.

FOR INFORMATION REGARDING CERTIFICATED & CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2-3.

2026-2027
BALDWIN COUNTY BOARD OF EDUCATION
JROTC SALARY SCHEDULE

JROTC instructors' salaries will be paid in accordance with ROTC Minimum Instructor Pay (MIP) information and they will receive either a 10, 11 or 12-month contract. Changes in active duty and retired pay affect an instructor's MIP. If there is an increase in either local and/or state salaries or the federal salary reimbursement, the JROTC instructor's salary will be recalculated to reflect such adjustments. This new calculation could result in a change of salary.

JROTC instructors are expected to conduct several simultaneous extracurricular activities such as drill teams, rifle teams, sabre teams, color guards, honor guards, model military and technological clubs, school service activities, and community service activities. These activities are essential functions of the position. Certain instructors may be eligible for an additional supplement in accordance with an extracurricular supplement schedule.

FOR INFORMATION REGARDING CERTIFICATED & CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2 -3.

2026-2027
BALDWIN COUNTY BOARD OF EDUCATION
ACADEMIC COACHING SUPPLEMENT SALARY SCHEDULE

Academic coaching supplements are for one year only and are not included when base salary is computed. The principal must recommend a particular certificated employee for a specific supplement each school year and the recommendation must also be approved by the applicable Assistant Superintendent in advance of the supplement being paid; no continuing service status in the supplement is implied or should be assumed by the employee receiving a supplement. Paid leave days are neither earned, nor accrued in a supplemental position. Employees in administrative positions shall not be eligible to receive academic coaching supplements. In the event an employee is paid a supplement under circumstances where the employee fails to perform, in whole or in part, the related duties, the Board shall recoup from the employee's pay all sums paid but not earned, as the circumstances require. This includes occasions where the employee is placed on administrative leave by the Superintendent, and the employee does not perform supplemental duties. Additional academic and criteria are listed below.

Academic Supplement Criteria:

- Activity must support or supplement academic content areas and not be a student-led organization or club.
- Activity must take place after school hours and not be offered during the school day.
- Employee is responsible for meeting with students after school at least once a week.
- Employee and team must be able to, and does, participate in multiple after school competitions/activities.
- Activity/team must be, and has been, approved or sponsored by the district through the Assistant Superintendent's office.
Activity is **not** regulated by the Alabama High School Association (AHSAA) or used in conjunction with a sporting activity.

\$1,000 per supplement for both Middle and High Schools. There is no maximum on the number of supplements per school so long as the above criteria is met.

BALDWIN COUNTY BOARD OF EDUCATION
EXTRACURRICULAR SUPPLEMENT SALARY SCHEDULE

Supplements are for one year only and are not included when base salary is computed. The principal must recommend a particular individual for a specific supplement each school year or athletic season; no continuing service status in the supplement position is implied or should be assumed by the individual receiving a supplement. Paid leave days are neither earned, nor accrued in a supplemental position.

High School Fall Sports	Supplement	High School Winter Sports	Supplement
Head Football**	11,500	Basketball (Boys & Girls)	5,500
Athletic Director**	8,000	Basketball Assist (Boys & Girls)	2,050
Football Coordinators	7,500	Basketball JV (Boys & Girls)	2,050
Football Var. Assist.	6,100	Basketball JV Assist. (Boys & Girls)	1,050
Football Freshman	2,050	Basketball Freshman	2,050
Volleyball	5,500	Basketball Freshman Assist.	1,050
Volleyball Assist.	2,050	Wrestling (Boys & Girls)	5,500
Volleyball JV	2,050	Wrestling Assist. (Boys & Girls)	2,050
Volleyball JV Assist.	1,050	Bowling (Boys & Girls) *	3,400
Volleyball Freshman	2,050	Bowling Assist. *	2,050
Volleyball Freshman Assist.	1,050	Indoor Track (Boys & Girls) *	2,050
Flag Football	3,400	Indoor Track Assist. *	1,050
Flag Football Assist.	2,050		
Flag Football Freshman	2,050		
Flag Football Freshman Assist.	1,050		
Cross Country (Boys & Girls) *	3,400		
Cross Country Assist. *	2,050		
Swim/Dive (Boys & Girls) *	3,400		
Swim/Dive Assist. *	2,050		
Esport	2,050		
Cheer (2 Seasons)	5,500		
Cheer Assist.	2,050		
Cheer JV	2,050		
Cheer Freshman	2,050		
Athletic Trainer	2,050		
Academic Advisor	2,050		
High School Performing Arts	Supplement		
Band Director	10,500		
Assist. Band Director	4,500		
Assist. Band Director (120+)	4,500		
Assist. Band Director (160+)	4,500		
Assist. Band Director (200+)	4,500		
JROTC	2,750		
Dance / Flex Fine Arts	2,750		
Drama / Flex Fine Arts	2,750		
Chorus / Flex Fine Arts	2,750		
Flex Fine Arts	2,750		
Social Media Manager/Flex Fine Arts	2,750		

** Except for the athletic director supplement, employees in administrative positions shall not receive an athletic and/or extracurricular supplement. See extra work agreement wage sheet for applicable EWA days for select positions.

*This applies to all sports teams with a separate boys and girls team.

In order to have a team, the team must have at least the minimum number of players needed to participate in the athletic event. (ex. Basketball needs 5).

If a team (boys or girls) has less than 5 participants, then the two teams will be combined and one coach assigned. If one coach is assigned and the combined number of participants is 20 or more, then an assistant coach can be assigned.

2026-2027
BALDWIN COUNTY BOARD OF EDUCATION
 EXTRACURRICULAR SUPPLEMENT SALARY SCHEDULE

High School Spring Sports	Supplement	Middle School Fall Sports	Supplement
Softball	5,500	Head Football	2,800
Softball Assist.	2,050	Football Assist.	1,400
Softball JV	2,050	Volleyball 8th Grade	2,050
Softball JV Assist.	1,050	Volleyball 7th Grade	1,050
Softball Freshman	2,050	Cross Country	1,050
Softball Freshman Assist.	1,050	Cheerleading (2 seasons)	2,750
Baseball	5,500	Cheerleading (1 season)	1,400
Baseball Assist.	2,050	Wrestling	2,050
Baseball JV	2,050	Academic Advisor	2,050
Baseball JV Assist.	1,050		
Baseball Freshman	2,050	Middle School Winter Sports	Supplement
Baseball Freshman Assist.	1,050	Basketball 7th Grade (Girls)	1,050
Soccer (Boys & Girls)	5,500	Basketball 7th Grade (Boys)	1,050
Soccer Assist. (Boys & Girls)	2,050	Basketball 8th Grade (Girls)	2,050
Soccer JV (Boys & Girls)	2,050	Basketball 8th Grade (Boys)	2,050
Soccer JV Assist. (Boys & Girls)	1,050		
Soccer Freshman (Boys & Girls)	2,050	Middle School Spring Sports	Supplement
Soccer Freshman Assist. (Boys & Girls)	1,050	Soccer (Girls)	2,050
Golf (Boys & Girls) #	3,400	Soccer (Boys)	2,050
Golf Assist. #	2,050	Track (Girls)	1,050
Tennis (Boys & Girls) #	3,400	Track (Boys)	1,050
Tennis Assist. #	2,050		
Outdoor Track (Boys & Girls)	3,400	Middle School Performing Arts	Supplement
Outdoor Track Assist. (Boys & Girls)	2,050	Band Director	4,100
		Chorus / Flex Fine Arts	2,000
		Drama / Flex Fine Arts	2,000

➤ Fall and Winter supplements will be paid in five payments beginning on September 30 and ending on January 31.

➤ Spring supplements will be paid in five payments beginning on February 28 and ending on June 30.

➤ Athletic Director, Head Football, Academic Advisor and Performing Arts supplements will be paid over a 12-month period.

BALDWIN COUNTY BOARD OF EDUCATION
EXTRACURRICULAR SUPPLEMENT SALARY SCHEDULE

Principals shall assign yearly coaching/instructor assignments on an equitable basis. Supplements may be utilized as desired based upon the percent of the total unit allocation upon the recommendation of the Athletic Director and approval of the principal. All coaching personnel are expected to coach in the sport in which they are assigned and perform athletic duties throughout the school year. All assistant coaches will be expected to have non-active coaching responsibilities in other sports, such as, but not limited to, timer, judges, ticket seller or taker, transportation of or supervision of non-players, etc., as the need or occasion may arise. In the event an employee is paid a supplement under circumstances where the employee fails to perform, in whole or in part, the related duties, the Board shall recoup from the employee's pay all sums paid but not earned, as the circumstances require. This includes occasions where the employee is placed on administrative leave by the Superintendent, and the employee does not perform supplemental duties. Extracurricular supplement allocation formulas can be found on page 18 of the salary schedule.

BALDWIN COUNTY BOARD OF EDUCATION
EXTRACURRICULAR SUPPLEMENT ALLOCATION FORMULA

HIGH SCHOOL**Units Allocated**

All grade levels:	Athletic Director Head Football Coach Football Offensive Coordinator Football Defensive Coordinator Cross Country Swimming Bowling Wrestling *Dance / Flex Fine Arts *Chorus / Flex Fine Arts *Drama / Flex Fine Arts Social Media Manager / Flex Fine Arts Assistant Indoor Track Academic Advisor	1 each
Varsity:	Assistant Football	7 each
All grade levels:	Golf Tennis Indoor Track Outdoor Track	2 each
Varsity:	Basketball Soccer Assistant Basketball, Soccer & Outdoor Track	2 each
Varsity:	Volleyball Baseball Softball Cheerleading Flag Football Assistant Volleyball, Baseball, Softball, & Cheerleading Wrestling & Flag Football	1 each
JV:	Basketball Soccer Assistant Basketball & Soccer	2 each
JV:	Volleyball Baseball Softball Cheerleading Flag Football Assistant Baseball, Softball, Volleyball & Flag Football	1 each

JROTC**Units Allocated**

JROTC	1 per unit
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MIDDLE SCHOOL**Units Allocated**

Head Football 8 th Gr Volleyball 7 th Gr Volleyball Cross Country Cheerleading *Chorus / Flex Fine Arts *Drama / Flex Fine Arts Wrestling Academic Advisor	1 each
8 th & 7 th Gr Basketball Soccer Track	2 each
Assistant Football	3 each

*Minimum of 2 choral concerts/theatre productions/fine arts performances per year plus additional hours outside the normal school day in preparation for such performance.

BALDWIN COUNTY BOARD OF EDUCATION
GRANDFATHERED ASSISTANT PRINCIPAL SALARY SCHEDULE
ELEMENTARY/MIDDLE SCHOOL

	Master	6-Year
	12-Month	12-Month
New	87,251	92,770
1	87,650	93,168
2	88,047	93,564
3	88,444	93,965
4	88,841	94,362
5	89,240	94,758
6	89,637	95,156
7	90,035	95,554
8	90,431	95,950
9	90,831	96,352
10-11	91,239	96,785
12-14	91,650	97,221
15	92,062	97,658

HIGH SCHOOL**

	Master	6-Year
	12-Month	12-Month
New	92,050	97,570
1	92,571	98,088
2	93,089	98,610
3	93,611	99,130
4	94,130	99,650
5	94,650	100,168
6	95,169	100,688
7	95,690	101,210
8	96,210	101,729
9	96,728	102,249
10-11	97,260	102,781
12-14	97,795	103,316
15	98,333	103,853

Supplements: Add the following appropriate amount based on classroom experience:

Experience in years:

0 - <6	\$750
6 - <10	\$1475
10+	\$2350

*Athletic/Extracurricular Supplement: Add the following amount based on grade level:

Middle School & K-8	\$3,600
High School	\$6,000

* Athletic/Extracurricular Supplement – Not applicable for virtual, career tech and alternative schools.

** Grandfathered Career Tech and Alternative School Assistant Principals.

*Grandfathered AP salary schedule will only apply to those currently employed AP's who elect not to receive a contract AP position and pay.

FOR INFORMATION REGARDING CERTIFICATED SALARY SCHEDULES, PLEASE SEE PAGES 2 – 3.

BALDWIN COUNTY BOARD OF EDUCATION
ASSISTANT PRINCIPAL SALARY SCHEDULE

ELEMENTARY SCHOOL			MIDDLE SCHOOL		
	Master	6-Year		Master	6-Year
	12-Month	12-Month		12-Month	12-Month
New	94,662	97,502	New	99,395	102,377
1	95,609	98,477	1	100,389	103,401
2	96,565	99,462	2	101,393	104,435
3	97,530	100,456	3	102,407	105,479
4	98,506	101,461	4	103,431	106,534
5	99,491	102,475	5	104,465	107,599
6	100,486	103,500	6	105,510	108,675
7	101,490	104,535	7	106,565	109,762
8	102,505	105,581	8	107,631	110,859
9	103,530	106,636	9	108,707	111,968
10	104,566	107,703	10	109,794	113,088
11	105,611	108,780	11	110,892	114,219
12	106,668	109,868	12	112,001	115,361
13	107,734	110,966	13	113,121	116,514
14	108,812	112,076	14	114,252	117,680
15	109,900	113,197	15	115,395	118,856

HIGH SCHOOL*				
	Master	6-Year		
	12-Month	12-Month		
New	104,365	107,496	Assistant Principal Supplements	
1	105,409	109,108	Middle School & K-8 Athletic/Extra Curricular 3,600	
2	106,463	110,745		
3	107,527	112,406	High School Athletic/Extra Curricular 6,000	
4	108,603	114,092		
5	109,689	115,804	*Hard To Staff 2,500	
6	110,786	117,541		
7	111,893	119,304		
8	113,012	121,093	*Hard to Staff Schools as designated by Alabama	
9	114,142	122,910	Department of Education	
10	115,284	124,753		
11	116,437	126,625	Doctoral Supplement 4,500 per page 3 of schedule	
12	117,601	128,524		
13	118,777	130,452		
14	119,965	132,409		
15	121,165	134,395		

FOR INFORMATION REGARDING CERTIFICATED SALARY SCHEDULES, PLEASE SEE PAGES 2 – 3.

2026-2027
BALDWIN COUNTY BOARD OF EDUCATION
 ELEMENTARY AND MIDDLE SCHOOL PRINCIPAL SALARY SCHEDULE

ELEMENTARY SCHOOL								
Enr<500			Enr 500-900			900+		
	Master	6-Year		Master	6-Year		Master	6-Year
NEW	115,122	118,576	NEW	118,000	121,540	NEW	120,950	124,579
Step 1	116,849	120,354	Step 1	119,770	123,363	Step 1	122,764	126,447
2	118,602	122,160	2	121,567	125,214	2	124,606	128,344
3	120,381	123,992	3	123,390	127,092	3	126,475	130,269
4	122,186	125,852	4	125,241	128,998	4	128,372	132,223
5	124,019	127,740	5	127,120	130,933	5	130,298	134,206
6	125,879	129,656	6	129,026	132,897	6	132,252	136,220
7	127,768	131,601	7	130,962	134,891	7	134,236	138,263
8	129,684	133,575	8	132,926	136,914	8	136,249	140,337
9	131,629	135,578	9	134,920	138,968	9	138,293	142,442
10	133,604	137,612	10	136,944	141,052	10	140,367	144,578
11	135,608	139,676	11	138,998	143,168	11	142,473	146,747
12	137,642	141,771	12	141,083	145,315	12	144,610	148,948
13	139,707	143,898	13	143,199	147,495	13	146,779	151,183
14	141,802	146,056	14	145,347	149,708	14	148,981	153,450
15	143,929	148,247	15	147,527	151,953	15	151,216	155,752

MIDDLE SCHOOL								
Enr < 600			Enr 600+			PRINCIPAL SUPPLEMENTS		
	Master	6-Year		Master	6-Year			
NEW	118,000	121,540	NEW	120,950	124,579			
Step 1	119,770	123,363	Step 1	122,764	126,447	1ST CONTRACT TERM		1,500
2	121,567	125,214	2	124,606	128,344	2ND CONTRACT TERM		2,000
3	123,390	127,092	3	126,475	130,269	3RD CONTRACT TERM		2,500
4	125,241	128,998	4	128,372	132,223	4TH CONTRACT TERM		3,500
5	127,120	130,933	5	130,298	134,206	5TH CONTRACT TERM		5,000
6	129,026	132,897	6	132,252	136,220			
7	130,962	134,891	7	134,236	138,263			
8	132,926	136,914	8	136,249	140,337	Doctoral Supplement	4,500 per page 3 of schedule	
9	134,920	138,968	9	138,293	142,442			
10	136,944	141,052	10	140,367	144,578	*Hard To Staff		5,000
11	138,998	143,168	11	142,473	146,747			
12	141,083	145,315	12	144,610	148,948			
13	143,199	147,495	13	146,779	151,183	*Hard to Staff Schools as designated by Alabama		
14	145,347	149,708	14	148,981	153,450	Department of Education		
15	147,527	151,953	15	151,216	155,752			

FOR INFORMATION REGARDING CERTIFICATED SALARY SCHEDULES, PLEASE SEE PAGES 2 – 3.

2026-2027
BALDWIN COUNTY BOARD OF EDUCATION
HIGH SCHOOL PRINCIPAL SALARY SCHEDULE

HIGH SCHOOL								
Enr < 1000			Enr 1000-1699			1700+		
	Master	6-Year		Master	6-Year		Master	6-Year
NEW	130,000	133,900	NEW	133,250	137,248	NEW	136,500	140,595
Step 1	131,950	135,909	Step 1	135,249	139,306	Step 1	138,548	142,704
2	133,929	137,947	2	137,277	141,396	2	140,626	144,844
3	135,938	140,016	3	139,337	143,517	3	142,735	147,017
4	137,977	142,117	4	141,427	145,669	4	144,876	149,222
5	140,047	144,248	5	143,548	147,855	5	147,049	151,461
6	142,148	146,412	6	145,701	150,072	6	149,255	153,733
7	144,280	148,608	7	147,887	152,323	7	151,494	156,039
8	146,444	150,837	8	150,105	154,608	8	153,766	158,379
9	148,641	153,100	9	152,357	156,927	9	156,073	160,755
10	150,870	155,396	10	154,642	159,281	10	158,414	163,166
11	153,133	157,727	11	156,962	161,671	11	160,790	165,614
12	155,430	160,093	12	159,316	164,096	12	163,202	168,098
13	157,762	162,495	13	161,706	166,557	13	165,650	170,619
14	160,128	164,932	14	164,131	169,055	14	168,135	173,179
15	162,530	167,406	15	166,593	171,591	15	170,657	175,776

CAREER TECH, VIRTUAL AND ALTERNATIVE HIGH SCHOOL								
Enr < 600			600+			PRINCIPAL SUPPLEMENTS		
	Master	6-Year		Master	6-Year			
NEW	118,000	121,540	NEW	120,950	124,579			
Step 1	119,770	123,363	Step 1	122,764	126,447	1ST CONTRACT TERM		1,500
2	121,567	125,214	2	124,606	128,344	2ND CONTRACT TERM		2,000
3	123,390	127,092	3	126,475	130,269	3RD CONTRACT TERM		2,500
4	125,241	128,998	4	128,372	132,223	4TH CONTRACT TERM		3,500
5	127,120	130,933	5	130,298	134,206	5TH CONTRACT TERM		5,000
6	129,026	132,897	6	132,252	136,220			
7	130,962	134,891	7	134,236	138,263			
8	132,926	136,914	8	136,249	140,337	Doctoral Supplement 4,500 per page 3 of schedule		
9	134,920	138,968	9	138,293	142,442			
10	136,944	141,052	10	140,367	144,578	*Hard To Staff		5,000
11	138,998	143,168	11	142,473	146,747			
12	141,083	145,315	12	144,610	148,948			
13	143,199	147,495	13	146,779	151,183	*Hard to Staff Schools as designated by Alabama		
14	145,347	149,708	14	148,981	153,450	Department of Education		
15	147,527	151,953	15	151,216	155,752			

FOR INFORMATION REGARDING CERTIFICATED SALARY SCHEDULES, PLEASE SEE PAGES 2 – 3.

BALDWIN BOARD OF EDUCATION
COORDINATOR AND SUPERVISOR SALARY SCHEDULE

SUPERVISOR CERTIFICATED

	Master 12-Month	6-Year 12-Month
NEW	93,056	95,848
Step 1	94,126	96,950
2	95,209	98,065
3	96,304	99,193
4	97,411	100,334
5	98,532	101,488
6	99,665	102,655
7	100,811	103,835
8	101,970	105,029
9	103,143	106,237
10	104,329	107,459
11	105,529	108,695
12	106,742	109,945
13	107,970	111,209
14	109,212	112,488
15	110,467	113,781

COORDINATOR CERTIFICATED

	Master 12-Month	6-Year 12-Month
NEW	105,137	108,291
Step 1	106,346	109,536
2	107,569	110,796
3	108,806	112,070
4	110,057	113,359
5	111,323	114,663
6	112,603	115,981
7	113,898	117,315
8	115,208	118,664
9	116,533	120,029
10	117,873	121,409
11	119,229	122,805
12	120,600	124,218
13	121,987	125,646
14	123,389	127,091
15	124,808	128,553

Coordinator II Supplement: \$5000 - Coordinator II supplements are approved by the Superintendent and verified by the Human Resources Department. Coordinator II supplements are for positions that oversee a section of a department and includes system-wide high-level planning and budgeting duties and responsibilities; collaborates with multiple members of Executive Leadership.

SUPERVISOR NON-CERTIFICATED*

	12-Month	Bachelor 12-Month	Master 12-Month
NEW	88,572	90,787	93,056
Step 1	89,591	91,831	94,126
2	90,621	92,887	95,209
3	91,663	93,955	96,304
4	92,718	95,035	97,411
5	93,784	96,128	98,532
6	94,862	97,234	99,665
7	95,953	98,352	100,811
8	97,057	99,483	101,970
9	98,173	100,627	103,143
10	99,302	101,784	104,329
11	100,444	102,955	105,529
12	101,599	104,139	106,742
13	102,767	105,336	107,970
14	103,949	106,548	109,212
15	105,145	107,773	110,467

COORDINATOR NON-CERTIFICATED*

	12-Month	Bachelor 12-Month	Master 12-Month
NEW	100,071	102,573	105,137
Step 1	101,222	103,752	106,346
2	102,386	104,945	107,569
3	103,563	106,152	108,806
4	104,754	107,373	110,057
5	105,959	108,608	111,323
6	107,177	109,857	112,603
7	108,410	111,120	113,898
8	109,657	112,398	115,208
9	110,918	113,691	116,533
10	112,193	114,998	117,873
11	113,483	116,321	119,229
12	114,788	117,658	120,600
13	116,109	119,011	121,987
14	117,444	120,380	123,389
15	118,794	121,764	124,808

*Supervisors and Coordinators serving in non-certificated positions who hold a completed six-year degree shall be placed on the appropriate certificated salary schedule.

FOR INFORMATION REGARDING CERTIFICATED & CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2-3.

2026-2027
BALDWIN BOARD OF EDUCATION
 ASSISTANT SUPERINTENDENT AND DIRECTOR SALARY SCHEDULE

DIRECTOR		ASSISTANT SUPERINTENDENT	
	12-Month		12-Month
NEW	123,310	NEW	155,000
Step 1	125,160	Step 1	157,325
2	127,037	2	159,685
3	128,943	3	162,080
4	130,877	4	164,511
5	132,840	5	166,979
6	134,832	6	169,484
7	136,855	7	172,026
8	138,908	8	174,606
9	140,991	9	177,225
10	143,106	10	179,884
11	145,253	11	182,582
12	147,432	12	185,321
13	149,643	13	188,101
14	151,888	14	190,922
15	154,166	15	193,786

Doctoral/EDD supplement 4,500 each per page 3 of schedule

FOR INFORMATION REGARDING CERTIFICATED & CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2-3.

2026-2027
BALDWIN COUNTY BOARD OF EDUCATION
NURSE SALARY SCHEDULE*

	LPN	RN	RN	RN	RN
	9-Month	ASN	Bachelor	Master	Doctoral
	9-Month	9-Month	9-Month	9-Month	9-Month
New	34,608	48,033	51,780	55,819	60,173
Step 1-2	34,608	48,033	51,780	55,819	60,173
3-5	38,065	52,836	56,440	61,344	66,130
6-8	39,734	55,150	58,867	63,981	68,973
9	40,933	56,239	60,632	65,901	71,043
10	41,342	56,801	61,239	66,560	71,753
11	41,755	57,369	61,851	67,226	72,471
12	42,174	57,943	62,470	67,898	73,195
13	42,595	58,522	63,094	68,577	73,927
14	43,022	59,108	63,725	69,263	74,667
15	43,452	59,699	64,363	69,955	75,413
16	43,886	60,296	65,006	70,655	76,167
17	44,325	60,899	65,656	71,361	76,929
18	44,768	61,508	66,313	72,075	77,698
19	45,216	62,123	66,976	72,796	78,475
20	45,667	62,744	67,646	73,524	79,260
21	46,125	63,371	68,322	74,259	80,053
22	46,586	64,005	69,005	75,002	80,853
23	47,052	64,645	69,695	75,752	81,662
24	47,834	65,292	70,392	76,509	82,478
25	47,998	65,944	71,096	77,274	83,303
26	48,477	66,604	71,807	78,047	84,136
27	48,962	67,270	72,525	78,827	84,978
28	49,452	67,943	73,251	79,616	85,827
29	49,946	68,622	73,983	80,412	86,686
30	50,446	69,308	74,723	81,216	87,552
31	50,950	70,001	75,470	82,028	88,428
32	51,460	70,701	76,225	82,848	89,312
33	51,974	71,408	76,987	83,677	90,205
34	52,493	72,122	77,757	84,514	91,107
35	53,019	72,844	78,535	85,359	92,018

* The applicable schedule may apply to any earned Bachelors, Masters and Doctoral preparation consistent and relevant to the role of the school nurse after submission and verification of completion of the degree with the Coordinator of Health Services and the Human Resources Department.

FOR INFORMATION REGARDING CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2 – 3.

2026-2027

BALDWIN COUNTY BOARD OF EDUCATION
HEALTH SERVICES TEAM LEADER SALARY SCHEDULE
NATIONALLY CERTIFIED SCHOOL NURSE SUPPLEMENT

NURSE TEAM LEADER

	RN	RN	RN
	Bachelor	Master	Doctoral
	12-Month	12-Month	12-Month
New	87,199	90,687	94,314
Step 1	88,507	92,047	95,729
2	89,834	93,428	97,165
3	91,182	94,829	98,622
4	92,550	96,252	100,102
5	93,938	97,695	101,603
6	95,347	99,161	103,127
7	96,777	100,648	104,674
8	98,229	102,158	106,244
9	99,702	103,690	107,838
10	101,198	105,246	109,455

NATIONALLY CERTIFIED SCHOOL NURSE SUPPLEMENT - \$1,450

Registered nurses who function as school nurses and are certified as a Nationally Certified School Nurse (NCSN) by the National Board of Certification of School Nurses (NBCSN) are eligible for annual supplemental pay. To receive the supplemental pay, the employee must present proof of certification to Human Resources and the Health Services Coordinator. Recertification is not assumed or implied. ***The employee must present proof of recertification at the end of the fifth year*** and within 60 days of the expiration date. If not received within 60 days, the supplement will be discontinued. The supplement will be paid over 12 months from September to August in accordance with the 9-month employee pay schedule.

2026-2027
BALDWIN COUNTY BOARD OF EDUCATION
PROFESSIONAL SUPPORT PERSONNEL SALARY SCHEDULE

	Bachelor/Non-Degree	Master		Bachelor	Master
	9-Month	9-Month		9-Month	9-Month
New	48,994	56,343	New	59,401	67,845
Step 1-2	48,994	56,343	Step 1-2	59,401	67,845
3-5	53,892	61,978	3-5	62,371	71,238
6-8	56,253	64,692	6-8	64,866	74,087
9-11	57,007	65,558	9-11	66,812	76,309
12-14	58,044	66,745	12-14	67,480	78,598
15-17	59,366	68,274	15-17	69,505	80,956
18-20	60,133	69,149	18-20	71,590	83,385
21-23	60,900	70,038	21-23	73,737	85,887
24-26	61,625	70,761	24-26	74,475	88,463
27	62,352	71,487	27	75,219	91,117
Career Technology Coach			Board Certified Behavior Analyst (BCBA		
Social Worker			licensed credentials)		
Transition Coach			Occupational Therapist		
			Physical Therapist		

FOR INFORMATION REGARDING CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2- 3.

2026-2027
BALDWIN COUNTY BOARD OF EDUCATION
 BUS DRIVER, BUS AIDE & BUS DRIVER FIELD TRIP SALARY SCHEDULE

Step	<u>Bus Driver</u>		Hourly Rate
	Split Route*	Regular	
	0-2 Hours	0-4 Hours	
1	8,661	17,324	23.80
2	8,835	17,669	24.27
3	9,012	18,023	24.76
4	9,192	18,383	25.25
5	9,375	18,752	25.76
6	9,563	19,127	26.27
7	9,755	19,509	26.80
8	9,950	19,900	27.33
9	10,148	20,298	27.88
10	10,352	20,703	28.44
11-12	10,973	21,945	30.14
13-15	11,522	23,042	31.65
16-21	12,097	24,195	33.24
22-24	12,702	25,405	34.90
25-27	13,337	26,674	36.64
28+	14,004	28,009	38.47

The Transportation Department will assign routes and school-to-school trips to bus drivers on an annual basis. A regular bus route consists of both an A.M. and P.M. run. Routes that exceed a total of four (4) hours per day will be compensated for the additional time at the driver's regular hourly rate of pay.

*A Split Route may only be assigned to active Baldwin County Board of Education employees and will consist of either an A.M. or P.M. run. Classified employees will be expected to complete an overtime rate agreement form. A Split Route should not interfere with regular work hours. All split routes will be advertised as temporary/part-time. Neither tenure nor non-probationary status may be obtained in a split route assignment.

BUS DRIVER FIELD TRIPS

\$23 Per Hour (2 hour minimum)

Field Trips of eight (8) hours or more will be paid a food/meal allowance in accordance with the in-state and out-of-state travel procedures set forth by the Business & Finance Accounts Payable Department. Food/meal allowance is not allowable for local travel. Pay for food/meal allowance is paid by the sponsoring organization and is in addition to the hourly rate of pay.

It is understood that on overnight trips, the sponsoring organization will pay for driver's motel/hotel room. Eight (8) hours of sleep time is not compensable for overnight field trips.

Athletic coaches driving field trips will not be paid from this schedule during the time they are performing their coaching duties.

2026-2027
BALDWIN COUNTY BOARD OF EDUCATION
 SUPPORT PERSONNEL 12-MONTH SALARY SCHEDULE

	Rank I	Rank H
	8 Hours	8 Hours
New	54,662	46,597
Step 1	55,481	47,530
2	56,314	48,480
3	57,159	49,449
4	58,016	50,439
5	58,886	51,448
6	59,769	52,477
7	60,936	53,525
8	61,851	54,611
9	62,778	55,703
10	63,719	56,817

<u>Rank I</u>	<u>Rank H</u>
Enviromental Services Foreman	Bookkeeper
High School Executive Assistant	High School Registrar
High School Bookkeeper	Job Coach
Specialist I	Warehouse Foreman
Utility Bookkeeper	
Utility Registrar	
Utility Payroll	
**Maintenance Technician	

** Position will be phased out. Previously designated employees in these positions will not receive a reduction in salary.

Local School clerical allocation formulas can be found on page 51-52 of the salary schedule.

FOR INFORMATION REGARDING CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2- 3.

2026-2027
BALDWIN COUNTY BOARD OF EDUCATION
 SUPPORT PERSONNEL 12-MONTH SALARY SCHEDULE

	Rank L	Rank K	Rank J
	8 Hours	8 Hours	8 Hours
New	79,922	70,969	61,202
Step 1	81,521	72,388	62,426
2	83,151	73,836	63,675
3	84,814	75,312	64,948
4	86,510	76,819	66,246
5	88,240	78,356	67,572
6	90,006	79,922	68,923
7	91,806	81,521	70,301
8	93,642	83,151	71,707
9	95,515	84,814	73,141
10	97,425	86,510	74,604

<u>Rank L</u>	<u>Rank K</u>	<u>Rank J</u>
Administrative Assistant	Fleet Manager	Administrative Secretary
	Shopt Foremman	Specialist II
	GIS Manager	Internal Auditor
	Occupational Health Manager	Network Technician
		Help Desk Professional
		Enterprise Systems Professional
		Asst. Shop Foreman
		Transportation Route Specialist

Local School clerical allocation formulas can be found on page 51-52 of the salary schedule.

FOR INFORMATION REGARDING CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2- 3.

2026-2027
BALDWIN COUNTY BOARD OF EDUCATION
 SUPPORT PERSONNEL 12-MONTH SALARY SCHEDULE

242-Days			
	Rank E	Rank F	Rank G
	8 Hours	8 Hours	8 Hours
NEW	34,245	36,588	41,974
Step1	34,592	38,268	42,640
2	34,911	38,615	43,303
3	35,607	39,282	44,002
4	36,271	39,946	44,666
5	37,948	41,974	47,010
6	38,962	44,666	49,544
7	40,294	45,332	50,209
8	41,625	45,999	50,716
9	43,303	46,661	51,380
10	44,984	48,023	52,714

Rank E	Rank F	Rank G
Receptionist	ESL Liaison	Central Office Secretary
Digital Resource Support Tech	Transportation Shop Asst.	Registrar
12 Month Clerk	Technology Support Tech	
	Warehousman	

Local school clerical allocation formulas can be found on pages 51-52 of the salary schedule.

FOR INFORMATION REGARDING CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2-3.

2026-2027
BALDWIN COUNTY BOARD OF EDUCATION
 SUPPORT PERSONNEL 10-MONTH SALARY SCHEDULE

	202-Days	
	Rank E	Rank F
	8 Hours	8 Hours
NEW	26,789	28,524
Step 1	27,047	29,765
2	27,281	30,022
3	27,796	30,518
4	28,287	31,037
5	29,533	32,610
6	30,281	34,703
7	31,305	35,219
8	32,341	35,737
9	33,645	36,253
10	34,950	37,311
	Rank E	Rank F
	Clerk	ESL Translator

Local school clerical allocation formulas can be found on pages 51-52 of the salary schedule.

FOR INFORMATION REGARDING CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2-3.

2026-2027
BALDWIN COUNTY BOARD OF EDUCATION
CUSTODIAN SALARY SCHEDULE

Rank C		Rank C	
Custodian-10 Month		Custodian-12-Month	
202 Days/8 hours		242 Days/8 hours	
NEW	25,219	NEW	30,213
Step 1	25,598	Step 1	30,666
2	26,366	2	31,586
3	27,156	3	32,534
4	28,243	4	33,835
5	29,372	5	35,189
6	30,547	6	36,596
7	31,042	7	37,189
8	31,551	8	37,799
9	32,076	9	38,428
10	32,616	10	39,075
11	33,236	11	39,817
12	33,857	12	40,561
13	34,476	13	41,303
14	35,097	14	42,047
15	35,717	15	42,789
16	36,338	16	43,533
17	36,959	17	44,277
18	37,578	18	45,019
19	38,199	19	45,763
20	38,819	20	46,505
21	39,448	21	47,260
22	40,088	22	48,026
23	40,738	23	48,805
24	41,399	24	49,597
25	42,071	25	50,401

FOR INFORMATION REGARDING CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2-3.

2026-2027
BALDWIN COUNTY BOARD OF EDUCATION
 BUILDING & GROUNDS MANAGER SALARY SCHEDULE

<u>242-Days</u>		<u>Rank B</u>		<u>Rank BG</u>	
		Elementary, Middle, & Central Office		High School	
		<u>8hrs</u>		<u>8hrs</u>	
	NEW		39,035		NEW 46,009
	Step 1		39,621		Step 1 46,699
		2	40,810		2 48,100
		3	42,034		3 49,543
		4	43,715		4 51,525
		5	45,464		5 53,586
		6	47,282		6 55,729
		7	48,048		7 56,631
		8	48,836		8 57,560
		9	49,649		9 58,518
		10	50,485		10 59,503
		11	51,444		11 60,634
		12	52,405		12 61,766
		13	53,364		13 62,897
		14	54,325		14 64,029
		15	55,284		15 65,160

FOR INFORMATION REGARDING CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2-3.

2026-2027
BALDWIN COUNTY BOARD OF EDUCATION
CHILD NUTRITION MANAGER SALARY SCHEDULE

RANK F		RANK G		RANK GM	
187-Day CNP Manager		187-Day CNP Manager		202-Day CNP Lead Manager	
(*under 700 Avg Daily Meal Equivalent)		(*Over 700 Avg Daily Meal Equivalent)			
	<u>8 Hours</u>		<u>8 Hours</u>		<u>8 Hours</u>
NEW	28,794	NEW	35,129	NEW	45,546
Step 1	29,226	Step 1	35,656	Step 1	46,230
2	30,103	2	36,726	2	47,616
3	31,006	3	37,827	3	49,045
4	32,246	4	39,341	4	51,007
5	33,536	5	40,914	5	53,047
6	34,877	6	42,551	6	55,169
7	35,442	7	43,239	7	56,062
8	36,024	8	43,949	8	56,982
9	36,623	9	44,680	9	57,930
10	37,240	10	45,433	10	58,905
11	37,947	11	46,296	11	60,024
12	38,656	12	47,161	12	61,146
13	39,363	13	48,024	13	62,265
14	40,072	14	48,888	14	63,386
15	40,780	15	49,752	15	64,505
16	41,489	16	50,616		
17	42,197	17	51,481		
18	42,905	18	52,344		
19	43,614	19	53,209		
20	44,321	20	54,072		

*The ADME is based on Average Daily Meal Equivalents for 3 consecutive months of the preceding or current school year. ADME time equivalents are as follows: March-May effective first day of contract year, August-November effective December 1 and December to February effective March 1. Salaries will be adjusted based on the ADME once per year unless the change constitutes an increase in salary.

FOR INFORMATION REGARDING CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2-3.

2026-2027
BALDWIN COUNTY BOARD OF EDUCATION
CHILD NUTRITION ASSISTANT MANAGER SALARY SCHEDULE

RANK E	
185-Day CNP Assistant Manager	
	<u>7.5 Hours</u>
NEW	24,378
Step 1	24,743
2	25,486
3	26,250
4	27,300
5	28,392
6	29,528
7	30,006
8	30,498
9	31,006
10	31,528
11	32,127
12	32,727
13	33,326
14	33,926
15	34,525
16	35,125
17	35,725
18	36,324
19	36,924
20	37,523
21	38,132
22	38,750
23	39,379
24	40,017
25	40,667

FOR INFORMATION REGARDING CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2-3.

2026-2027
BALDWIN COUNTY BOARD OF EDUCATION
CHILD NUTRITION WORKER SALARY SCHEDULE

Rank C		
185-Day CNP Worker		
	<u>6.5 Hours</u>	<u>7.5 Hours</u>
NEW	18,767	21,654
Step 1	19,048	21,979
2	19,620	22,638
3	20,208	23,317
4	21,017	24,250
5	21,857	25,220
6	22,732	26,229
7	23,099	26,653
8	23,479	27,091
9	23,869	27,541
10	24,271	28,005
11	24,732	28,537
12	25,194	29,070
13	25,655	29,602
14	26,117	30,135
15	26,578	30,667
16	27,040	31,200
17	27,502	31,733
18	27,963	32,265
19	28,426	32,799
20	28,887	33,331
21	29,355	33,871
22	29,831	34,421
23	30,315	34,979
24	30,807	35,546
25	31,307	36,123

FOR INFORMATION REGARDING CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2-3.

2026-2027
BALDWIN COUNTY BOARD OF EDUCATION
 STUDENT SUPPORT 9-MONTH SALARY SCHEDULE

182-DAYS	RANK P		RANK FP
	*Interpreter		Preschool Aide
	7 Hours		7.5 Hours
NEW	30,501	NEW	26,191
Step 1	31,264	Step 1	26,714
2	32,045	2	27,249
3	32,846	3	27,794
4	33,668	4	28,350
5	34,509	5	28,917
6	35,372	6	29,495
7	36,256	7	30,085
8	37,163	8	30,687
9	38,092	9	31,300
10	39,044	10	31,927
11	40,020	11	32,566
12	41,021	12	33,217
13	42,046	13	33,881
14	43,097	14	34,559
15	44,175	15	35,250

*Interpreter starting salary: NEW-Holds permit & no experience (Levels I, II, III); Step 6-Licensed (Levels IV & V)

FOR INFORMATION REGARDING CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2-3.

2026-2027
BALDWIN COUNTY BOARD OF EDUCATION
 STUDENT SUPPORT 9-MONTH SALARY SCHEDULE

RANK F		RANK E	
Paraprofessional & OCS		Instructional Aide	
	7 Hours		7 Hours
NEW	24,496	NEW	23,090
Step 1	24,986	Step 1	23,552
2	25,486	2	24,023
3	25,995	3	24,502
4	26,516	4	24,992
5	27,046	5	25,493
6	27,586	6	26,003
7	28,139	7	26,523
8	28,702	8	27,054
9	29,275	9	27,595
10	29,861	10	28,146
11	30,458	11	28,709
12	31,067	12	29,283
13	31,689	13	29,869
14	32,322	14	30,466
15	32,968	15	31,076

FOR INFORMATION REGARDING CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2- 3.

2026-2027
BALDWIN COUNTY BOARD OF EDUCATION
 FACILITIES AND MAINTENANCE TRADE SALARY SCHEDULE

Rank T		Rank TI		Rank TII	
8 Hours		8 Hours		8 Hours	
New	43,620	New	49,617	New	56,748
Step 1	44,274	Step 1	50,361	Step 1	57,599
2	45,160	2	51,369	2	58,751
3	46,060	3	52,393	3	59,922
4	47,212	4	53,703	4	61,420
5	48,250	5	54,884	5	62,772
6	50,331	6	56,352	6	64,450
7	51,338	7	57,479	7	65,739
8	52,365	8	58,628	8	67,054
9	53,412	9	59,801	9	68,395
10	54,480	10	60,997	10	69,763
Painter I		Carpenter		Carpenter II	
Preventive Mnt Technician		HVAC Technician I		HVAC Technician II	
		Mechanic I		Mechanic II	
		Painter II		Plumber II	
		Plumber			

FOR INFORMATION REGARDING CLASSIFIED SALARY SCHEDULES, PLEASE SEE PAGES 2- 3.

2026-2027

BALDWIN COUNTY BOARD OF EDUCATION
FACILITIES AND MAINTENANCE SUPPLEMENTAL PAY

Any employee working in the area of manual trades who has a certificate, special trade's diploma, and license or two-year degree showing proficiency will be eligible for annual supplemental pay. The certificate or license must have been issued by a national or state board in which proficiency is determined by rigorous training and subsequent examination. In order to receive the supplemental pay each year, the employee must present the renewal to Human Resources within 60 days of the expiration date. If not received within 60 days, the supplement will be discontinued. The payment of the supplements will coincide with the contract year of July 1 to June 30.

Certification/License/Diploma	Supplemental Pay	Job/Trade
2 year Trade School Certificate from a regionally accredited or DEAC program related to the field in which the employee is working.	600.00	Any Trade
Satisfactory scores on NOCTI Test*	600.00	Any trade not covered under other trades that have a Journeyman or Master Certification
Freon Certification (state card)	600.00	HVAC
Current Journeyman (renewable annually)	900.00	Any trade
Alabama Refrigeration Contractors Certification (renewable annually)	1,200.00	HVAC
Heating & Air Conditioning Contractors Certification (renewable annually)	1,200.00	HVAC
Master (renewable annually)	1,200.00	Any trade
If an employee holds two Master or Journeyman Licenses in different areas and furnishes proof of payment to the official licensing entity for said licenses, the employee will be eligible for additional compensation up to the limit of two supplements, regardless of whether both certifications are shown on one license card.	1,200.00	Any trade

1. A maximum of two supplements may be combined if related to the area of work of the employee.
2. Employees who have certification must present proof of recertification annually, for those that are granted annually, in order to continue receiving the supplement. For those certifications which are valid for five years, the employee must present proof of recertification at the end of the fifth year showing that the recertification has been renewed.

*NOCTI-National Occupational Competency Testing Institute- www.nocti.org

BALDWIN COUNTY BOARD OF EDUCATION
TRANSPORTATION SUPPLEMENTAL PAY

Any employee working in the area of manual trades who has a certificate, special trade's diploma, and license or two-year degree showing proficiency will be eligible for annual supplemental pay. The certificate or license must have been issued by a national or state board in which proficiency is determined by rigorous training and subsequent examination. In order to receive the supplemental pay each year, the employee must present the renewal to Human Resources within 60 days of the expiration date. If not received within 60 days, the supplement will be discontinued. The payment of the supplements will coincide with the contract year of July 1 to June 30.

Position	Number of ASE* Certifications	Supplemental Pay
School Bus Technician (Mechanic)	1	125.00
School Bus Technician (Mechanic)	2	250.00
School Bus Technician (Mechanic)	3	375.00
School Bus Technician (Mechanic)	4	500.00
School Bus Technician (Mechanic)	5	600.00
School Bus Technician (Mechanic)	6	725.00
Master Bus Technician (Mechanic)	7	1,200.00
Collison/Repair Technician**	1	125.00
Collison/Repair Technician	2	250.00
Collison/Repair Technician	3	375.00
Collison/Repair Technician	4	500.00
Collison/Repair Technician	5	600.00
Certification/License/Diploma	Job/Trade	Supplemental Pay
2 year Trade School Certificate from a regionally or DEAC accredited program related to the field in which the employee is working.	Any trade in the Transportation or Automotive field	600.00

1. A maximum of two supplements may be combined if related to the area of work of the employee. Two supplements within the same position area are not considered combinations.
2. Employees who have certifications must present proof of recertification annually, for those that are granted annually, in order to continue receiving the supplement. For those certifications which are valid for five years, the employee must present proof of recertification at the end of the fifth year showing that the recertification has been renewed.

*ASE-Automotive Service Excellence (certified)- www.ase.com

**After obtaining the Master Bus Mechanic Certification, the employee may pursue Collision/Repair Certifications for a combination of supplements with a maximum of \$1,800.00.

2026-2027
BALDWIN COUNTY BOARD OF EDUCATION
BUSINESS AND FINANCE SUPPLEMENTAL PAY

Payroll/Personnel Certificate Program: \$1,200

Selected Business and Finance, Payroll, and Human Resources personnel may be eligible to receive the Payroll/Personnel Certificate Program supplement. The certificate program comprises 10 courses (30 hours of Professional Development) in school financial/personnel management. It provides access to information and training specific to Alabama Employment Law, as well as professional development experiences and recognition for the wide variety of assignments, duties, and tasks of Payroll and Personnel Managers. Upon completion of the program, each graduate is required to continue their training by obtaining 12 hours of CPE credit annually to maintain their certificate. All courses have been created and approved by the AASBO Certificate Committee.

Purchasing/Procurement Certificate Program: \$1,200

Selected Business and Finance personnel may be eligible to receive the Purchasing/Procurement Certificate Program supplement. The certificate program comprises 8 courses (30 hours of Professional Development) in purchasing, procurement, and financial management. It is designed to provide school district purchasing and procurement personnel with the knowledge and skills necessary to implement sound procurement practices, including the decision-making process and working knowledge of governmental purchasing rules, principles, and procedures as they apply to Alabama Local Education Agencies (LEAs). Upon completion of the program, each graduate is required to continue their training by obtaining 9 hours of CPE credit annually to maintain their certificate. All courses have been created and approved by the AASBO Certificate Committee.

Local School Financial Management Certificate Program: \$3,600

Selected Business and Finance and/or local school bookkeepers or school executive secretary personnel may be eligible to receive the Local School Financial Management Certificate Program supplement. The certificate program comprises of 10 courses (36 hours of Professional Development) designed to develop professional knowledge, understanding, and competence specifically targeted to financial procedures and guidelines at the local school level. Upon completion of the program, each graduate is required to continue their training by obtaining 9 hours of CPE credit annually to maintain their certificate. All courses have been created and approved by the AASBO Certificate Committee.

Coordinator II Budgeting Clerical Supplement: \$3,000

Personnel in Rank H and Specialists in Rank I, assigned to a Coordinator II, who assume and assist with the higher-level budgeting responsibilities of the Coordinator II's department will receive an annual supplement. Only one supplement per Coordinator II will be allocated per year and is based upon verification through the Chief School Financial Officer of budgeting responsibilities.

Certificate Program supplements can only be earned by individuals whose daily jobs consist of duties and responsibilities aligned with the professional development offered. All certification supplement requests are subject to approval by the Chief School Financial Officer before being processed.

Supplements will be paid over 12 months in accordance with the employees' pay schedule. Payments will begin on the first pay period following approval by the Chief School Financial Officer. No continuing service status in the supplement is implied or should be assumed by the individual receiving the supplement and an employee does not earn tenure in the supplement. Should the employee no longer meet the criteria for the supplement, including a transfer of position, the supplement payment will stop on the first pay period immediately following the change.

2026-2027

BALDWIN COUNTY BOARD OF EDUCATION
SUBSTITUTE SALARY SCHEDULE

(Substitutes will only be paid for actual days worked)

SUBSTITUTE TEACHERS

FULL-TIME DAILY RATE

High School Diploma or Equivalent.....	\$115.00
4 Year College Degree	\$150.00
“Alabama” Certificated.....	\$180.00
Non-Certificated extended period vacancy	\$180.00
*Certificated for extended period vacancies.....	\$306.00

ADMINISTRATIVE SUBSTITUTES

FULL-TIME DAILY RATE

Administrative Certification.....	\$350.00
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Degrees earned at regionally accredited institutions or Distance Education Accreditation Commission (DEAC) are applicable. An official transcript is required for college credit. A copy of the valid Alabama Teacher Certificate or valid Alabama Administrative Certificate is required for certificated credit.

System Requirements:

- A high school diploma or equivalent excluding CNP, Custodians, Bus Aides & Bus Drivers
- A valid Alabama Substitute Teacher Certificate or valid Alabama Teacher Certificate for those positions requiring valid Alabama certification.
- Principal interview
- Adherence to all policies and procedures relating to substitute teaching.
- Fingerprint submission as required by Alabama State law.
- Valid Alabama Administrative Certification for administrative vacancies and a minimum of one year’s administrative experience.

***Criteria for extended rate:**

- Teacher must hold credentials applicable for specified vacancy according to current published ALSDE *Subject and Personnel Codes* manual (i.e. certification, training, additional coursework, etc.), unless otherwise approved by the Human Resources Department.
- Vacancy must be in the same certificated position for 20 or more consecutive business days and at the principal’s request. Higher rate may be retroactive to 1st day of extended vacancy.
- In cases of vacancies in positions for which a bachelor’s degree is not a prerequisite for certification (i.e. some technical areas such as welding, cosmetology, building construction, etc.), five years of experience within the preceding ten years as a wage-earner in the technical enterprise that is to be taught may be used as basis for the extended period rate of pay.

CLASSIFIED SUBSTITUTES

RATE

Bus Driver Regular Route (AM or PM).....	\$23.00/Hour (2 hour minimum)
Bus Driver Supplemental Route.....	\$23.00/Hour (2 hour minimum)
School Bookkeeper.....	\$16.00/Hour
Registered Nurse (RN Licensed).....	\$32.00/Hour
Licensed Practical Nurse (LPN Licensed).....	\$23.00/Hour
All Other Support Substitutes.....	\$15.00/Hour

SUPPORT SUBSTITUTES FOR EXTENDED PERIOD VACANCIES†

Nurse (RN Licensed).....	\$40.00/Hour
Nurse (LPN Licensed).....	\$30.00/Hour
**School Bookkeeper.....	\$19.00/Hour
Paraprofessional.....	\$18.00/Hour
Preschool Aide.....	\$17.00/Hour
All Other Support Substitutes.....	\$17.00/Hour
Bus Driver Regular Route (AM or PM).....	\$25.00/Hour (2 hour minimum)

Substitutes who work 45 days per semester as a school day classroom or support substitute will receive a \$500 supplement. This supplement will be paid following the completion of each semester. This supplement is not applicable to employees paid under an extra work agreement for part-time instructional and afterschool care services.

†Vacancy must be in same position for 20 or more consecutive days and at principal’s request unless approved otherwise by Human Resources Director. Higher rate may be retroactive to 1st day of extended vacancy.

**Extended vacancy substitute bookkeepers must be approved by the Chief Financial Officer.

2026-2027

BALDWIN COUNTY BOARD OF EDUCATION

CLERICAL ALLOCATION FORMULA

(Allocations may be revised as needed during years of proration)

SENIOR HIGH SCHOOLS

Enrollment - 1500+

<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
6 – 1 Executive Secretary	12	I
1 Bookkeeper	12	I
1 Registrar	12	G
3 Clerks	10	E

Enrollment – 1000 - 1499

<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
5-1 Executive Secretary	12	I
1 Bookkeeper	12	I
1 Registrar	12	G
2 Clerks	10	E

Enrollment – Under 1000

<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
4 – 1 Executive Secretary	12	I
1 Bookkeeper	12	I
1 Registrar	12	G
1 Clerk	10	E

ALTERNATIVE SCHOOL

<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
1 – 1 Bookkeeper	12	H

VOCATIONAL SCHOOLS

<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
2 – 1 Executive Secretary	12	I
1 Registrar	12	G

VIRTUAL SCHOOL

<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
3 – 1 Bookkeeper	12	H
1 Registrar	12	G
1 Receptionist	12	E

MIDDLE & K-8 SCHOOLS

Enrollment – 1500+

<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
6 – 1 Bookkeeper	12	H
1 Registrar	12	G
4 Clerks	10	E

Enrollment – 1000-1499

<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
5 – 1 Bookkeeper	12	H
1 Registrar	12	G
3 Clerks	10	E

Enrollment 700 – 999

<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
4 – 1 Bookkeeper	12	H
1 Registrar	12	G
2 Clerks	10	E

Enrollment – Under 700

<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
3 – 1 Bookkeeper	12	H
1 Registrar	12	G
1 Clerk	10	E

Enrollment will be reviewed by May 1 each year to determine if allocations will need to be adjusted at the beginning of the applicable contract year, of the upcoming school year, due to a decrease in enrollment. Additionally, enrollment will be reviewed upon receipt of the 20-day attendance report to determine if allocations will need to be increased for the current school year.

ALL SCHOOL CLERICAL POSITIONS ARE 8 HOURS PER DAY.

2026-2027
BALDWIN COUNTY BOARD OF EDUCATION
CLERICAL ALLOCATION FORMULA
 (Allocations may be revised as needed during years of proration)

ELEMENTARY SCHOOLS

Enrollment – 1500+

<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
6 – 1 Bookkeeper	12	H
1 Registrar	12	G
4 Clerks	10	E

Enrollment – 1000 – 1499

<u>NUMBER OF POSITIONS</u>	<u>MONTH/YR</u>	<u>RANK</u>
5 – 1 Bookkeeper	12	H
1 Registrar	12	G
3 Clerks	10	E

Enrollment 700-999

<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
4 – 1 Bookkeeper	12	H
1 Registrar	12	G
2 Clerks	10	E

Enrollment 300-699

<u>NUMBER OF POSITIONS</u>	<u>MONTH/YR</u>	<u>RANK</u>
3 – 1 Bookkeeper	12	H
1 Registrar	12	G
1 Clerk	10	E

Enrollment – Under 300

<u>NUMBER OF POSITIONS</u>	<u>MONTHS/YR</u>	<u>RANK</u>
2 – 1 Bookkeeper	12	H
1 Registrar	12	G

Enrollment will be reviewed by May 1 each year to determine if allocations will need to be adjusted at the beginning of the applicable contract year, of the upcoming school year, due to a decrease in enrollment. Additionally, enrollment will be reviewed upon receipt of the 20-day attendance report to determine if allocations will need to be increased for the current school year.

ALL SCHOOL CLERICAL POSITIONS ARE 8 HOURS PER DAY.



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