BRADLEY COUNTY
DEPARTMENT OF EDUCATION

2026 - 2027 PAY SCALES

Central Office Secretaries
Custodians
Maintenance
Business Office
Human Resource
Technology
Special Ed Bus Drivers

Special Ed Bus Monitors
21st Century/BCU After School
Nurses
School Secretaries
Teacher Assistants
Virtual School
Certified Employees

BRADLEY COUNTY SCHOOLS
CENTRAL OFFICE SECRETARY/BOOKKEEPER
2026-2027

STEP	ANNUAL SALARY
1	32,935
2	33,595
3	36,600
4	38,430
5	40,260
6	41,305
7	43,095
8	43,795
9	44,465
10	45,135
11	45,805
12	46,475
13	47,110
14	47,750
15	48,165
16	48,465
17	48,765
18	49,060
19	49,355
20	49,650
21	49,950
22	50,450
23	51,455
24	52,435
25	53,800

NOTE: THE ABOVE AMOUNTS REPRESENT 12 MONTH POSITIONS

Full-time employees are provided individual health insurance coverage and $20,000 term life insurance coverage at no cost to the employee.

BRADLEY COUNTY SCHOOLS
CUSTODIAN PAYSCALE
2026-2027

STEP	FULL-TIME 10 MONTH	FULL-TIME 11 MONTH	FULL-TIME 12 MONTH	HOURLY RATE
1	27,465	30,145	32,155	16.75
2	27,465	30,145	32,155	16.75
3	27,465	30,145	32,155	16.75
4	27,465	30,145	32,155	16.75
5	27,465	30,145	32,155	16.75
6	27,465	30,145	32,155	16.75
7	27,465	30,145	32,155	16.75
8	27,465	30,145	32,155	16.75
9	27,915	30,640	32,680	17.02
10	28,465	31,240	33,325	17.36
11	28,980	31,810	33,930	17.67
12	29,515	32,395	34,550	18.00
15	30,045	32,975	35,175	18.32
16	30,495	33,470	35,700	18.59
20	30,910	33,925	36,190	18.85
25	31,445	34,510	36,815	19.17

Full time employees are provided individual health insurance coverage and $20,000 term life insurance coverage at no cost to the employee.

BRADLEY COUNTY SCHOOLS
MAINTENANCE PAY SCALE
2026-2027

STEP	CLASS A	CLASS B	CLASS C
0 to 4	65,705	51,315	42,910
5 to 9	66,510	52,135	43,725
10 to 14	67,320	52,940	44,535
15 to 19	68,120	53,745	45,335
20 to 24	68,755	54,350	45,990
25+	69,425	55,055	46,645

Full time employees are provided individual health insurance coverage and $20,000 term life insurance coverage at no cost to

BRADLEY COUNTY SCHOOLS
TECHNOLOGY PAY SCALE
2026-2027

STEP	ENTRY LEVEL	DEGREE/ EXPERIENCE	NETWORK ADMINISTRATOR
0 to 4	39,140	43,870	49,880
5 to 9	42,585	47,070	55,390
10 to 14	46,455	49,115	57,965
15 to 19	48,760	51,730	60,805
20 to 24	50,790	54,350	63,655
25+	53,800	56,965	66,505

Full time employees are provided individual health insurance coverage and $20,000 term life insurance coverage at no cost to the employee.

BRADLEY COUNTY SCHOOLS
NURSES
2026-2027

STEP	ANNUAL SALARY	HOURLY RATE
1	37,635	27.86
2	38,390	28.42
3	38,810	28.73
4	39,395	29.16
5	39,985	29.60
6	40,570	30.03
7	41,160	30.47
8	41,750	30.90
9	42,335	31.34
10	42,925	31.77
11	43,510	32.21
12	44,100	32.64
13	44,750	33.12
14	45,295	33.53
15	45,865	33.95
16	46,190	34.19
17	46,625	34.51
18	47,055	34.83
19	47,285	35.00
20	48,230	35.70
21	48,955	36.24
22	49,690	36.78
23	50,435	37.33
24	50,690	37.52
25	50,940	37.71

LPN is $1,000 less than above noted scale

Full time employees are provided individual health insurance coverage and $20,000 term life insurance

BRADLEY COUNTY SCHOOLS
SCHOOL SECRETARIES
2026-2027

STEP	ANNUAL SALARY
1	26,585
2	27,650
3	28,480
4	29,335
5	30,215
6	30,820
7	31,440
8	32,065
9	32,705
10	34,340
11	34,795
12	35,235
13	35,680
14	36,565
15	36,565
16	36,565
17	36,565
18	36,565
19	37,450
20	37,450
21	37,450
22	37,450
23	37,450
24	38,995
25	39,770

NOTE: PAY SCALE INCLUDES VACATION PAY

Full time employees are provided individual health insurance coverage and $20,000 term life insurance coverage at no cost

BRADLEY COUNTY SCHOOLS
TEACHER ASSISTANTS
2026-2027

STEP	ANNUAL SALARY	HOURLY RATE
1	22,140	16.39
2	22,695	16.80
3	23,260	17.22
4	23,960	17.74
5	24,675	18.26
6	25,415	18.81
7	25,925	19.19
8	26,445	19.57
9	26,975	19.97
10	27,510	20.36
11	28,615	21.18
12	28,615	21.18
13	28,615	21.18
14	28,615	21.18
15	29,755	22.02
16	29,755	22.02
17	29,755	22.02
18	29,755	22.02
19	29,755	22.02
20	30,950	22.91
21	30,950	22.91
22	30,950	22.91
23	30,950	22.91
24	30,950	22.91
25	32,185	23.82

Full time employees are provided individual health insurance coverage and $20,000 term life insurance coverage at no cost to the employee.

BRADLEY COUNTY SCHOOLS
SALARY SCHEDULE
CLASSROOM TEACHERS
2026-2027

STEP	BACHELORS	MASTERS	MS+30	EDS	DR
0	54,365	59,800	64,150	66,865	69,585
1	55,450	60,885	65,235	67,955	70,670
2	55,730	61,165	65,515	68,230	70,950
3	56,005	61,445	65,790	68,510	71,230
4	56,565	62,005	66,350	69,070	71,790
5	56,850	62,285	66,635	69,355	72,070
6	57,420	62,855	67,205	69,920	72,640
7	57,705	63,140	67,490	70,210	72,925
8	58,280	63,720	68,065	70,785	73,505
9	58,865	64,300	68,650	71,370	74,085
10	60,040	65,480	69,830	72,545	75,265
11	60,640	66,080	70,430	73,145	75,865
12	61,855	67,290	71,640	74,360	77,080
13	63,095	68,530	72,880	75,595	78,315
14	63,725	69,160	73,510	76,225	78,945
15	65,000	70,435	74,785	77,500	80,220
16	65,975	71,410	75,760	78,475	81,195
17	66,965	72,400	76,750	79,465	82,185
18	68,380	73,740	78,090	80,805	83,525
19	69,670	75,105	79,455	82,170	84,890
20	70,715	76,150	80,500	83,215	85,935
21	71,775	77,210	81,560	84,275	86,995
22	72,850	78,285	82,635	85,355	88,070
23	73,215	78,650	83,000	85,720	88,435
24	73,580	79,015	83,365	86,085	88,805
25	73,950	79,385	83,735	86,450	89,170

Full time employees are provided individual health insurance coverage and $20,000 term life insurance coverage at no cost to the employee.

BRADLEY COUNTY SCHOOLS
SPECIAL ED BUS DRIVER
2026-2027
Part-time

STEP	DRIVER
0 to 4	22,535
5 to 9	23,140
10 to 14	23,665
15 to 19	24,210
20 to 24	24,745
25+	25,270

Attendance Bonus:
$150 per 9-week period if no days missed

BRADLEY COUNTY SCHOOLS
SPECIAL ED BUS DRIVER
2026-2027
Part-time

STEP	DRIVER (3 Hours Per Day)	DRIVER (4 Hours Per Day)	DRIVER (5 Hours Per Day)	HOURLY RATE
0 to 4	13,520	18,030	22,535	25.04
5 to 9	13,885	18,510	23,140	25.71
10 to 14	14,200	18,930	23,665	26.29
15 to 19	14,525	19,370	24,210	26.90
20 to 24	14,845	19,795	24,745	27.49
25+	15,160	20,215	25,270	28.08

Attendance Bonus: $150 per 9-week period if no days missed

BRADLEY COUNTY SCHOOLS
SPECIAL ED BUS ATTENDANT
2026-2027
Part-time

STEP	MONITOR ANNUAL SALARY	HOURLY RATE
0 to 25+	16,435	18.26

Attendance Bonus:
$100 per 9-week period if no days missed

BRADLEY COUNTY SCHOOLS
SPECIAL ED BUS ATTENDANT
2026-2027
Part-time

STEP	MONITOR (3 Hours Per Day)	MONITOR (4 Hours Per Day)	MONITOR (5 Hours Per Day)	HOURLY RATE
0 to 25+	9,860	13,150	16,435	18.26

Attendance Bonus: $100 per 9-week period if no days missed

BRADLEY COUNTY SCHOOLS
BUSINESS OFFICE PAY SCALE
2026-2027

STEP	A/P SPECIALIST	PAYROLL SPECIALIST	ACCOUNTING SPECIALIST
0 to 4	44,180	46,945	55,150
5 to 9	47,240	49,840	57,325
10 to 14	49,225	52,375	59,600
15 to 19	52,280	54,480	61,825
20 to 24	56,440	57,665	64,050
25+	57,625	60,725	66,270

NOTE: THE ABOVE AMOUNTS REPRESENT 12 MONTH POSITIONS

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BRADLEY COUNTY SCHOOLS
HUMAN RESOURCE PAY SCALE
2026-2027

STEP	ENTRY LEVEL H.R.	H.R. Specialist
0 to 4	Same	44,180
5 to 9	as	47,240
10 to 14	C.O	49,225
15 to 19	Secretary	52,280
20 to 24	Scale	56,440
25+		57,625

NOTE: THE ABOVE AMOUNTS REPRESENT 12 MONTH POSITIONS

Full time employees are provided individual health insurance coverage and $20,000 term life insurance coverage at no cost to the employee.

BRADLEY COUNTY SCHOOLS
Big City University / 21st Century After School Program
Hourly Rates
2026-2027

STEP	Tutor	Team Leader	Café/ Attendance	Instructional Staff	Non-Certified Instructional Coach	Certified Instructional Coach
0 to 4	12.25	14.50	15.00	17.75	20.75	22.25
5 to 10	12.75	14.75	15.50	18.25	21.25	22.25
11+	13.50	15.50	16.00	18.75	21.75	22.25

BRADLEY COUNTY SCHOOLS
VIRTUAL SCHOOL TEACHERS
2026-2027

ENROLLMENT	SEMESTER SUPPLEMENT
1-5	1,250
6-10	2,250
11-15	3,250
16-20	4,250
21-25	5,250
26-30	6,250
31-35	7,250
36-40	8,250
41-45	9,250
46-50	10,250
Over 50	$30 per Student Above 50

MAX = $11,000 per Semester