

Salary Schedule

Trussville City Schools

2026 - 2027

The Trussville City Schools Board of Education does not discriminate on the basis of race, color, disability, sex, religion, national origin or age in programs, activities, or employment.

Approved: July 20, 2026
Effective Date: July 1, 2026
2% - state

All salary schedules proposed herein will be effective at start of contract period.

INTRODUCTION

The Salary Schedule provides a uniform and equitable payment of wages for services rendered by certificated and classified employees. Certified 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 support employees who do not work as certificated employees.

Salaries in the Salary Schedule are based on years of experience, degree/certification, and assignment. Certified employees were approved to be paid on their highest degree, regardless of the teaching assignment. Years of experience are categorized as "STEPS" on this schedule. For example, five STEPS indicate four years of experience. Experience is defined as the number of years of service in education or a related field. Credit may be granted for years of experience outside the school system.

It is the responsibility of the employee to verify the accuracy and correctness of his/her compensation and to promptly call questions and discrepancies to the attention of his/her principal/director. In addition, it is the responsibility of the employee to submit appropriate verification of experience, degree/certification, and/or other information offering compensation to the employee's principal/director or to the personnel division of the Board.

In order to advance steps on the salary schedule, an employee must have worked a minimum of fifty percent of the contract days from the previous year.

Contract Days

Nine Months	187 days
Ten Months	202 days
Twelve Months	240 days

Employees are generally paid in twelve equal monthly installments, regardless of the term of the appointment.

The payroll period normally extends from the first Sunday of each month thru the last Saturday of each month (some payroll cut-off days are adjusted due to holidays and as needed). Specific period dates are available at each school/location site. Payroll checks are issued the last working day of the month.

Participation in the Retirement Systems of Alabama is mandatory if an individual is employed in a position that is eligible for coverage and is employed on at least a one-half time basis.

Trussville City Schools
2026 - 2027
Salary Schedules

CERTIFIED STAFF

Exp	Step	BACHELORS		MASTERS		ED SP - AA		DOCTORAL	
		Annual	Daily	Annual	Daily	Annual	Daily	Annual	Daily
0	1	53,742	287.39	56,939	304.49	61,397	328.33	65,852	352.15
1	2	54,387	290.84	57,150	305.61	61,996	331.53	66,646	356.39
2	3	55,039	294.33	57,514	307.56	62,192	332.58	67,442	360.65
3	4	55,697	297.85	63,625	340.24	67,910	363.15	72,437	387.37
4	5	56,538	302.34	64,464	344.73	68,753	367.66	72,764	389.11
5	6	57,238	306.09	65,163	348.46	69,452	371.40	73,455	392.81
6	7	59,652	318.99	67,812	362.63	72,227	386.24	76,357	408.33
7	8	60,368	322.82	68,530	366.47	72,941	390.06	77,073	412.16
8	9	61,052	326.48	69,247	370.30	73,659	393.90	77,788	415.98
9	10	62,056	331.85	70,217	375.49	74,632	399.10	78,762	421.19
10	11	62,771	335.67	70,931	379.31	75,344	402.91	80,692	431.51
11	12	62,924	336.49	71,204	380.77	75,404	403.23	80,896	432.60
12	13	63,441	339.26	71,721	383.54	75,724	404.94	81,100	433.69
13	14	63,958	342.02	72,238	386.30	75,993	406.38	81,304	434.78
14	15	64,475	344.79	72,756	389.07	76,261	407.81	81,508	435.87
15	16	65,160	348.45	73,522	393.16	78,043	417.34	83,522	446.64
16	17	65,510	350.32	74,039	395.93	78,351	418.99	83,726	447.73
17	18	66,027	353.08	74,556	398.69	78,555	420.08	83,930	448.82
18	19	66,544	355.85	75,073	401.46	78,759	421.17	84,134	449.91
19	20	67,061	358.61	75,590	404.23	78,963	422.26	84,338	451.00
20	21	67,578	361.38	76,107	406.99	79,167	423.35	84,542	452.09
21	22	68,095	364.15	76,624	409.76	79,371	424.45	84,746	453.19
22	23	68,612	366.91	77,142	412.52	79,623	425.79	84,950	454.28
23	24	69,129	369.68	77,659	415.29	79,902	427.28	85,154	455.37
24	25	69,647	372.44	78,176	418.05	80,550	430.75	85,358	456.46
25	26	70,164	375.21	78,693	420.82	80,829	432.24	85,562	457.55
26	27	70,681	377.97	79,210	423.58	81,108	433.73	85,766	458.64
27	28	71,198	380.74	79,727	426.35	81,757	437.20	86,578	462.98
28	29	71,715	383.50	80,244	429.11	82,340	440.32	87,443	467.61
29	30	72,232	386.27	80,762	431.88	82,996	443.83	88,318	472.29
30	31	72,749	389.03	81,279	434.65	83,657	447.37	89,202	477.02
31	32	73,267	391.80	81,796	437.41	84,322	450.92	90,092	481.77
32	33	73,784	394.57	82,313	440.18	84,990	454.49	90,994	486.60
33	34	74,301	397.33	82,830	442.94	85,810	458.87	91,905	491.47
34	35	74,818	400.10	83,347	445.71	86,665	463.45	92,824	496.39
35	36	75,335	402.86	83,864	448.47	87,531	468.08	93,751	501.34

Annual shown above is based upon 187 day contract.

Actual work days are specified by calendar.

All certified staff salary annualized and equally divided by twelve.

Nine month positions are 187 days

Ten month positions are 202 days

Twelve month positions are 240 days

Certified Staff Schedule includes Teachers, Librarians,
Counselors, Band Directors

Trussville City Schools
2026 - 2027
Salary Schedules

CERTIFIED TEAMS STAFF

Exp	Step	BACHELORS		MASTERS		ED SP - AA		DOCTORAL	
		Annual	Daily	Annual	Daily	Annual	Daily	Annual	Daily
0	1	51,532	272.66	58,431	309.16	62,573	331.07	66,714	352.98
1	2	55,164	291.87	63,438	335.65	68,403	361.92	73,371	388.21
2	3	58,112	307.47	66,825	353.57	72,075	381.35	77,285	408.92
3	4	59,811	316.46	68,782	363.93	74,185	392.51	79,548	420.89
4	5	61,557	325.70	70,790	374.55	76,349	403.96	81,869	433.17
5	6	63,348	335.17	72,849	385.44	78,571	415.72	84,252	445.78
6	7	65,188	344.91	74,963	396.63	80,853	427.79	86,697	458.71
7	8	67,075	354.89	77,135	408.12	83,193	440.17	89,208	472.00
8	9	68,416	361.99	78,675	416.27	84,857	448.98	90,993	481.44
9	10	69,784	369.23	80,250	424.60	86,554	457.96	92,813	491.07
10	11	70,829	374.76	81,455	430.98	87,851	464.82	94,204	498.43
11	12	71,892	380.38	82,677	437.44	89,170	471.80	95,616	505.90
12	13	72,971	386.09	83,917	444.01	90,506	478.87	97,051	513.50
13	14	72,971	386.09	83,917	444.01	90,506	478.87	97,051	513.50
14	15	72,971	386.09	83,917	444.01	90,506	478.87	97,051	513.50
15	16	74,069	391.90	85,181	450.69	91,871	486.09	98,513	521.23
16	17	74,069	391.90	85,181	450.69	91,871	486.09	98,513	521.23
17	18	74,069	391.90	85,181	450.69	91,871	486.09	98,513	521.23
18	19	75,192	397.84	86,470	457.51	93,261	493.44	100,004	529.12
19	20	75,192	397.84	86,470	457.51	93,261	493.44	100,004	529.12
20	21	75,192	397.84	86,470	457.51	93,261	493.44	100,004	529.12
21	22	76,335	403.89	87,787	464.48	94,680	500.95	101,526	537.17
22	23	76,335	403.89	87,787	464.48	94,680	500.95	101,526	537.17
23	24	76,335	403.89	87,787	464.48	94,680	500.95	101,526	537.17
24	25	77,501	410.06	89,126	471.57	96,126	508.60	103,078	545.39
25	26	77,501	410.06	89,126	471.57	96,126	508.60	103,078	545.39
26	27	77,501	410.06	89,126	471.57	96,126	508.60	103,078	545.39
27	28	78,691	416.35	90,496	478.81	97,602	516.41	104,660	553.76

Annual shown above is based upon 189 day contract.

Actual work days are specified by calendar.

All certified staff salary annualized and equally divided by twelve.

Trussville City Schools
2026 - 2027
Salary Schedules

Therapist, Occupational and Physical

Exp	Step	BACHELORS		MASTERS		ED SP - AA	
		Annual	Daily	Annual	Daily	Annual	Daily
0	1	54,429	291.06	61,499	328.87	65,409	349.78
1	2	54,707	292.55	62,036	331.74	65,949	352.67
2	3	55,112	294.72	62,402	333.70	66,311	354.60
3	4	60,585	323.98	68,510	366.37	72,798	389.30
4	5	61,427	328.49	69,355	370.88	73,643	393.81
5	6	62,120	332.19	70,045	374.57	74,336	397.52
6	7	64,684	345.90	72,845	389.55	77,256	413.14
7	8	65,397	349.72	73,559	393.36	77,973	416.97
8	9	66,172	353.86	74,274	397.18	78,688	420.79
9	10	67,086	358.75	75,251	402.41	79,661	426.00
10	11	67,802	362.58	75,964	406.22	80,379	429.84
11	12	67,802	362.58	75,964	406.22	80,379	429.84
12	13	68,130	364.33	76,330	408.18	80,764	431.89
13	14	68,130	364.33	76,330	408.18	80,764	431.89
14	15	68,130	364.33	76,330	408.18	80,764	431.89
15	16	68,781	367.81	77,060	412.08	81,538	436.03
16	17	68,781	367.81	77,060	412.08	81,538	436.03
17	18	68,781	367.81	77,060	412.08	81,538	436.03
18	19	68,781	367.81	77,060	412.08	81,538	436.03
19	20	68,781	367.81	77,060	412.08	81,538	436.03
20	21	68,781	367.81	77,060	412.08	81,538	436.03

Annual shown above is based upon 187 day contract.
Actual work days are specified by calendar.

Trussville City Schools
2026 - 2027
Salary Schedules

PUBLIC SCHOOL NURSE

Exp	Step	LPN		RN-ASSN		RN-BSN		RN-MSN		RN-DNP	
		Annual	Daily	Annual	Daily	Annual	Daily	Annual	Daily	Annual	Daily
0	1	34,609	185.07	45,660	244.17	49,235	263.29	53,090	283.90	57,247	306.13
1	2	34,609	185.07	45,660	244.17	49,235	263.29	53,090	283.90	57,247	306.13
2	3	34,609	185.07	45,660	244.17	49,235	263.29	53,090	283.90	57,247	306.13
3	4	38,066	203.56	50,221	268.56	54,152	289.58	58,393	312.26	62,965	336.71
4	5	38,066	203.56	50,221	268.56	54,152	289.58	58,393	312.26	62,965	336.71
5	6	38,066	203.56	50,221	268.56	54,152	289.58	58,393	312.26	62,965	336.71
6	7	39,735	212.49	52,422	280.33	56,527	302.28	60,954	325.96	65,726	351.48
7	8	39,735	212.49	52,422	280.33	56,527	302.28	60,954	325.96	65,726	351.48
8	9	39,735	212.49	52,422	280.33	56,527	302.28	60,954	325.96	65,726	351.48
9	10	40,934	218.90	54,005	288.80	58,234	311.41	62,794	335.80	67,710	362.09
10	11	41,343	221.09	54,545	291.68	58,816	314.52	63,421	339.15	68,386	365.70
11	12	41,756	223.29	55,090	294.60	59,403	317.66	64,055	342.54	69,070	369.36
12	13	42,174	225.53	55,641	297.55	59,999	320.85	64,696	345.97	69,762	373.06
13	14	42,596	227.79	56,198	300.52	60,598	324.05	65,344	349.43	70,459	376.79
14	15	43,023	230.07	56,760	303.53	61,205	327.30	65,997	352.93	71,164	380.56
15	16	43,454	232.37	57,329	306.57	61,817	330.57	66,657	356.45	71,876	384.36
16	17	43,887	234.69	57,901	309.63	62,435	333.88	67,324	360.02	72,594	388.20
17	18	44,327	237.04	58,480	312.73	63,059	337.21	67,997	363.62	73,320	392.09
18	19	44,769	239.41	59,065	315.86	63,689	340.58	68,676	367.25	74,054	396.01
19	20	45,217	241.80	59,655	319.01	64,326	343.99	69,363	370.93	74,794	399.97
20	21	45,668	244.21	60,252	322.20	64,968	347.42	70,056	374.63	75,542	403.97
21	22	46,126	246.66	60,855	325.43	65,619	350.90	70,758	378.39	76,298	408.01
22	23	46,587	249.13	61,463	328.68	66,274	354.41	71,464	382.16	77,059	412.08
23	24	47,053	251.62	62,078	331.97	66,938	357.96	72,179	385.98	77,831	416.21
24	25	47,523	254.13	62,699	335.29	67,608	361.54	72,902	389.85	78,610	420.37
25	26	47,999	256.68	63,325	338.64	68,283	365.15	73,630	393.74	79,395	424.57
26	27	48,478	259.24	63,958	342.02	68,966	368.80	74,366	397.68	80,189	428.82
27	28	48,964	261.84	64,598	345.44	69,657	372.50	75,110	401.66	80,992	433.11
28	29	49,453	264.45	65,244	348.90	70,353	376.22	75,861	405.67	81,800	437.43
29	30	49,948	267.10	65,897	352.39	71,056	379.98	76,620	409.73	82,619	441.81
30	31	50,447	269.77	66,555	355.91	71,766	383.78	77,385	413.82	83,445	446.23
31	32	50,952	272.47	67,221	359.47	72,484	387.61	78,159	417.96	84,279	450.69
32	33	51,462	275.20	67,894	363.07	73,210	391.50	78,941	422.14	85,123	455.20
33	34	51,976	277.95	68,572	366.70	73,940	395.40	79,730	426.36	85,973	459.75
34	35	52,495	280.72	69,257	370.36	74,680	399.36	80,526	430.62	86,833	464.35
35	36	53,020	283.53	69,950	374.06	75,426	403.35	81,333	434.94	87,701	468.99

Annual shown above is based upon 187 day contract.
Actual work days are specified by calendar.

Nurse Substitutes are paid \$175.00 per day, \$25.00 an hour.

Trussville City Schools
2026 - 2027
Salary Schedules

TRANSITION COACH

Exp	Step	BACHELORS		MASTERS	
		Annual	Daily	Annual	Daily
0	1	53,742	287.39	56,939	304.49
1	2	54,387	290.84	57,150	305.61
2	3	55,039	294.33	57,514	307.56
3	4	55,697	297.85	63,625	340.24
4	5	56,538	302.34	64,464	344.73
5	6	57,238	306.09	65,163	348.46
6	7	59,652	318.99	67,812	362.63
7	8	60,368	322.82	68,530	366.47
8	9	61,052	326.48	69,247	370.30
9	10	62,056	331.85	70,217	375.49
10	11	62,771	335.67	70,931	379.31
11	12	62,924	336.49	71,204	380.77
12	13	63,441	339.26	71,721	383.54
13	14	63,958	342.02	72,238	386.30
14	15	64,475	344.79	72,756	389.07
15	16	65,160	348.45	73,522	393.16
16	17	65,510	350.32	74,039	395.93
17	18	66,027	353.08	74,556	398.69
18	19	66,544	355.85	75,073	401.46
19	20	67,061	358.61	75,590	404.23
20	21	67,578	361.38	76,107	406.99
21	22	68,095	364.15	76,624	409.76
22	23	68,612	366.91	77,142	412.52
23	24	69,129	369.68	77,659	415.29
24	25	69,647	372.44	78,176	418.05
25	26	70,164	375.21	78,693	420.82
26	27	70,681	377.97	79,210	423.58
27	28	71,198	380.74	79,727	426.35
28	29	71,715	383.50	80,244	429.11
29	30	72,232	386.27	80,762	431.88
30	31	72,749	389.03	81,279	434.65
31	32	73,267	391.80	81,796	437.41
32	33	73,784	394.57	82,313	440.18
33	34	74,301	397.33	82,830	442.94
34	35	74,818	400.10	83,347	445.71
35	36	75,335	402.86	83,864	448.47

Annual shown above is based upon 187 day contract.
 Actual work days are specified by calendar.
 All certified staff salary annualized and equally divided by twelve.

Nine month positions are 187 days

Trussville City Schools
2026 - 2027
Salary Schedules

SCHOOL PSYCHOLOGIST

Exp	Step	MASTERS		ED SP - AA		DOCTORAL	
		Annual	Daily	Annual	Daily	Annual	Daily
0	1	71,847	355.68	77,934	385.81	84,135	416.51
1	2	72,281	357.83	78,368	387.96	84,568	418.65
2	3	72,721	360.01	78,803	390.12	85,007	420.83
3	4	73,156	362.16	79,237	392.26	85,437	422.96
4	5	73,990	366.29	80,070	396.39	86,271	427.08
5	6	77,116	381.76	83,387	412.81	89,767	444.39
6	7	77,980	386.04	84,243	417.05	90,631	448.67
7	8	78,874	390.46	85,139	421.48	91,522	453.08
8	9	79,809	395.09	86,074	426.11	92,457	457.71
9	10	80,670	399.35	86,933	430.36	93,317	461.97
10	11	81,565	403.79	87,833	434.82	94,214	466.40
11	12	81,956	405.72	88,255	436.91	94,665	468.64
12	13	81,956	405.72	88,255	436.91	94,665	468.64
13	14	81,956	405.72	88,255	436.91	94,665	468.64
14	15	82,741	409.61	89,098	441.08	95,573	473.14
15	16	82,741	409.61	89,098	441.08	95,573	473.14
16	17	82,741	409.61	89,098	441.08	95,573	473.14
17	18	82,741	409.61	89,098	441.08	95,573	473.14
18	19	82,741	409.61	89,098	441.08	95,573	473.14
19	20	82,741	409.61	89,098	441.08	95,573	473.14
20	21	82,741	409.61	89,098	441.08	95,573	473.14
21	22	82,741	409.61	89,098	441.08	95,573	473.14
22	23	82,741	409.61	89,098	441.08	95,573	473.14
23	24	83,489	413.31	89,846	444.78	96,323	476.85
24	25	83,489	413.31	89,846	444.78	96,323	476.85
25	26	83,489	413.31	89,846	444.78	96,323	476.85
26	27	84,238	417.02	90,596	448.49	97,070	480.54
27	28	84,238	417.02	90,596	448.49	97,070	480.54

Annual shown above is based upon 202 day contract.

Actual work days are specified by calendar.

All certified staff salary annualized and equally divided by twelve.

Trussville City Schools

Salary Schedules

Administrative Personnel

Salaries are prorated over a twelve month period regardless of whether assignments are 9, 10, or 12 month positions.

Salary for principals is determined by their contract.

Salary for Assistant Principals is determined by their contract.

The following Conversion Table may need to be utilized to convert teaching or administrative experience to administrative steps:

Conversion Table

<u>Experience (in years)</u>	<u>Step Level</u>
0-2 years	1
3-5 years	2
6-8 years	3
9-11 years	4
12-14 years	5
15-17 years	6
18-20 years	7
21-23 years	8
24-26 years	9
27+ years	10

Trussville City Schools
2026 - 2027
Salary Schedules

DIRECTOR

Exp	Step	Salary
0	1	122,456
1	2	123,290
2	3	124,116
3	4	125,089
4	5	125,914
5	6	126,743
6	7	131,482
7	8	132,257
8	9	133,116
9	10	133,966
10	11	134,817
11	12	134,817
12	13	135,458
13	14	135,458
14	15	135,458
15	16	137,615

PROGRAM SUPERVISOR

Exp	Step	Salary
0	1	108,362
1	2	109,100
2	3	109,832
3	4	110,692
4	5	111,423
5	6	112,155
6	7	116,349
7	8	117,035
8	9	117,795
9	10	118,547
10	11	119,302
11	12	119,302
12	13	119,868
13	14	119,868
14	15	119,868
15	16	121,778

Trussville City Schools

Salary Schedules

Duty Hours for Classified Personnel

Classified personnel shifts will be determined by director/principal in accordance with appropriate salary schedule duty hours and approved by superintendent.

Classified Personnel

Experience Credit:

- a. Credit may be awarded for verifiable related work experience in other school systems. If submitted after the date of hire, it will be credited on the payroll following the submission and approval.
- b. Credit for military experience (maximum of two years) may be awarded with documentation provided. If submitted after the date of hire, it will be credited on the payroll following the submission and approval.
- c. Salary steps may be awarded for verifiable outside experience related to assigned duties. If submitted after the date of hire, it will be credited on the payroll following the submission and approval. The following experience steps conversion table is utilized to convert work experience to steps on the salary schedule. Once placed in a management position, the following conversion table may need to be utilized to convert initial management experience to steps on an advanced management position.

Conversion Table

<u>Experience (in years)</u>	<u>Step Level</u>
0-2 years	1
3-5 years	2
6-8 years	3
9-11 years	4
12-14 years	5
15-17 years	6
18-20 years	7
21-23 years	8
24-26 years	9
27+ years	10

**Trussville City Schools
2026 - 2027
Salary Schedules**

School Support

Exp	Step	A		B		C		D		E		F		G	
		Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
0	1	21,842	16.69	23,879	18.24	31,529	22.48	34,059	22.48	40,465	22.48	42,320	23.51	43,330	24.07
1	2	22,151	16.92	24,185	18.48	32,331	23.05	34,924	23.05	41,494	23.05	43,348	24.08	44,468	24.70
2	3	22,464	17.16	24,496	18.71	33,146	23.63	35,805	23.63	42,540	23.63	44,394	24.66	45,606	25.34
3	4	22,769	17.39	24,804	18.95	33,947	24.20	36,670	24.20	43,568	24.20	45,423	25.23	46,763	25.98
4	5	23,077	17.63	25,110	19.18	34,763	24.79	37,551	24.79	44,615	24.79	46,451	25.81	47,901	26.61
5	6	23,388	17.87	25,423	19.42	35,563	25.36	38,416	25.36	45,643	25.36	47,497	26.39	49,040	27.24
6	7	23,694	18.10	25,727	19.65	36,336	25.91	39,251	25.91	46,634	25.91	48,525	26.96	50,196	27.89
7	8	24,005	18.34	26,039	19.89	37,180	26.51	40,163	26.51	47,718	26.51	49,554	27.53	51,335	28.52
8	9	24,315	18.58	26,348	20.13	37,981	27.08	41,027	27.08	48,746	27.08	50,600	28.11	52,473	29.15
9	10	24,621	18.81	26,654	20.36	38,797	27.66	41,909	27.66	49,792	27.66	51,628	28.68	53,630	29.79
10	11	24,928	19.04	26,963	20.60	39,597	28.23	42,774	28.23	50,820	28.23	52,675	29.26	54,768	30.43
11	12	25,445	19.44	27,480	20.99	40,113	28.60	43,331	28.60	51,481	28.60	53,189	29.55	55,282	30.71
12	13	25,962	19.83	27,997	21.39	40,628	28.97	43,887	28.97	52,142	28.97	53,703	29.84	55,796	31.00
13	14	26,479	20.23	28,514	21.78	41,143	29.34	44,442	29.34	52,803	29.34	54,217	30.12	56,310	31.28
14	15	26,996	20.62	29,031	22.18	41,672	29.71	45,015	29.71	53,483	29.71	54,731	30.41	56,843	31.58
15	16	27,513	21.02	29,548	22.57	42,187	30.08	45,571	30.08	54,144	30.08	55,264	30.70	57,357	31.86

A - Instructional Assistant, 187 days, 7 hours
 B - Exceptional Education Assistant, 187 days, 7 hours
 C - Office Assistant and Registrar, 187 days, 7.5 hours
 D - Office Assistant and Registrar, 202 days, 7.5 hours
 E - Office Assistant and Registrar, 240 days, 7.5 hours
 F - Office Coordinator, Elementary School, 240 days, 7.5 hours
 G - Office Coordinator, High/Jr/Middle School, 240 days, 7.5 hours

Classified Interpreter, Therapy Assistant

Exp	Step	A		B		C		D
		Annual	Hourly	Annual	Hourly	Annual	Hourly	Hourly
0	1	29,344	20.92	34,949	24.92	37,878	27.01	25.51
1	2	30,015	21.40	35,644	25.41	38,418	27.39	25.86
2	3	30,686	21.88	36,061	25.71	39,110	27.89	26.27
3	4	31,357	22.36	36,753	26.21	39,807	28.38	26.60
4	5	32,033	22.84	37,446	26.70	40,498	28.88	26.96
5	6	32,703	23.32	38,139	27.19	41,192	29.37	27.29
6	7	33,372	23.79	38,835	27.69	41,883	29.86	27.61
7	8	34,044	24.27	39,526	28.18	42,581	30.36	28.10
8	9	34,714	24.75	40,222	28.68	43,271	30.85	28.44
9	10	35,388	25.23	40,911	29.17	43,966	31.35	28.74
10	11	36,061	25.71	41,607	29.67	44,658	31.84	28.91

Sign Language Interpreter, 187 days, 7.5 days a day,
 A - Skill Level I as defined in job description
 B - Skill Level II as defined in job description
 C - Skill Level III as defined in job description
 D - PT or Cota Therapy Assistant, hourly rate

Trussville City Schools
2026 - 2027
Salary Schedules

Central Support

Exp	Step	A		B		C		D		E
		Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
0	1	47,597	24.79	50,147	26.12	52,697	27.45	58,732	30.59	94,336
1	2	48,872	25.45	51,422	26.78	53,972	28.11	60,358	31.44	95,119
2	3	50,120	26.10	52,670	27.43	55,220	28.76	62,003	32.29	95,922
3	4	51,364	26.75	53,914	28.08	56,464	29.41	63,628	33.14	96,706
4	5	52,638	27.42	55,188	28.74	57,738	30.07	65,254	33.99	97,509
5	6	53,884	28.06	56,434	29.39	58,984	30.72	66,879	34.83	98,312
6	7	55,129	28.71	57,679	30.04	60,229	31.37	68,524	35.69	101,896
7	8	56,404	29.38	58,954	30.71	61,504	32.03	70,150	36.54	102,718
8	9	57,648	30.03	60,198	31.35	62,748	32.68	71,775	37.38	103,541
9	10	58,922	30.69	61,472	32.02	64,022	33.34	73,420	38.24	104,344
10	11	60,169	31.34	62,719	32.67	65,269	33.99	75,046	39.09	105,166
11	12	61,401	31.98	63,951	33.31	66,501	34.64	75,770	39.46	105,695
12	13	61,876	32.23	64,426	33.56	66,976	34.88	76,358	39.77	106,948
13	14	62,353	32.48	64,903	33.80	67,453	35.13	76,946	40.08	107,536
14	15	62,828	32.72	65,378	34.05	67,928	35.38	77,533	40.38	110,826
15	16	63,304	32.97	65,854	34.30	68,404	35.63	78,121	40.69	111,159

- A Secretary to Director/Bookkeeper, 240 days, 8 hours
- B Payroll Clerk, 240 days, 8 hours
- C Accountant, 240 days, 8 hours
- D Administrative Assistant to Superintendent, 240 days, 8 hours
- E Coordinator/Program Specialist

Trussville City Schools
2026 - 2027
Salary Schedules

CUSTODIAL, MAINTENANCE, TRANSPORTATION

Exp	Step	A		B		C		D		E		F	
		Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
0	1	24,595	15.61	29,964	15.61	34,604	18.02	52,487	27.34	61,864	32.22	75,564	39.35
1	2	26,530	16.83	32,321	16.83	35,658	18.57	53,024	27.62	63,262	32.95	76,961	40.08
2	3	26,875	17.05	32,740	17.05	36,713	19.12	53,555	27.89	64,662	33.68	78,360	40.81
3	4	27,891	17.70	33,978	17.70	37,768	19.67	54,136	28.20	66,060	34.41	79,760	41.54
4	5	28,629	18.17	34,877	18.17	38,824	20.22	54,663	28.47	67,457	35.13	81,156	42.27
5	6	29,317	18.60	35,717	18.60	39,881	20.77	55,217	28.76	68,856	35.86	82,555	43.00
6	7	30,023	19.05	36,575	19.05	40,936	21.32	55,748	29.04	70,256	36.59	83,954	43.73
7	8	30,711	19.49	37,415	19.49	41,990	21.87	56,164	29.25	71,653	37.32	85,353	44.45
8	9	31,399	19.92	38,253	19.92	43,045	22.42	56,828	29.60	73,051	38.05	86,750	45.18
9	10	32,105	20.37	39,113	20.37	44,101	22.97	57,327	29.86	74,449	38.78	88,147	45.91
10	11	32,827	20.83	39,991	20.83	45,931	23.92	57,940	30.18	75,847	39.50	89,547	46.64
11	12	33,344	21.15	40,617	21.15	46,448	24.19	58,457	30.45	76,102	39.64	90,064	46.91
12	13	33,861	21.48	41,244	21.48	46,966	24.46	58,974	30.72	76,619	39.91	90,581	47.18
13	14	34,378	21.82	41,890	21.82	47,483	24.73	59,491	30.98	77,136	40.18	91,098	47.45
14	15	34,895	22.14	42,517	22.14	48,000	25.00	60,008	31.25	77,654	40.44	91,615	47.72
15	16	35,412	22.47	43,144	22.47	48,517	25.27	60,525	31.52	78,171	40.71	92,133	47.99

A - Regular School Custodian

Annual shown to be calculated as hourly rate x 197 days x 8 hours.

All custodians less than 8 hours to be calculated as hourly rate x 197 days x hours per day.

B - Regular School Custodian, 240 days, 8 hours a day.

C - Head Custodian, 240 days, 8 hours a day.

D - Technician, 240 days, 8 hours a day.

E - Certified Technician, 240 days, 8 hours a day.

F - Lead Technician, 240 days, 8 hours a day.

Trussville City Schools
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Salary Schedules

TECHNOLOGY

Exp	Step	A		B		C		D
		Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual
0	1	38,844	20.23	61,865	32.22	75,563	39.36	94,336
1	2	41,951	21.85	63,262	32.95	76,961	40.08	95,119
2	3	45,059	23.47	64,661	33.68	78,360	40.81	95,922
3	4	45,946	23.93	66,061	34.41	79,760	41.54	96,706
4	5	46,834	24.39	67,457	35.13	81,156	42.27	97,509
5	6	47,723	24.86	68,856	35.86	82,555	43.00	98,312
6	7	48,611	25.32	70,255	36.59	83,954	43.73	101,896
7	8	49,500	25.78	71,653	37.32	85,352	44.45	102,718
8	9	50,388	26.24	73,051	38.05	86,750	45.18	103,541
9	10	51,276	26.71	74,449	38.78	88,148	45.91	104,344
10	11	52,120	27.15	75,847	39.50	89,547	46.64	105,166
11	12	53,008	27.61	76,102	39.64	90,064	46.91	105,695
12	13	53,883	28.06	76,619	39.91	90,581	47.18	106,948
13	14	54,758	28.52	77,136	40.18	91,098	47.45	107,536
14	15	55,633	28.98	77,654	40.44	91,616	47.72	110,826
15	16	56,508	29.43	78,171	40.71	92,133	47.99	111,159

All Technology positions listed: Twelve month, 240 days, 8 hours

A - PC Technician

B - Senior Support Technician

C - Network Administrator/Data Specialist

D - Network Manager

College Degree Supplement

BS in technology field \$1,500

MS in technology field \$2,500

Trussville City Schools
2026 - 2027
Salary Schedules

CHILD NUTRITION PROGRAM

Exp	Step	A		B		C	
		Annual	Hourly	Annual	Hourly	Annual	Hourly
0	1	39,965	27.90	31,283	22.07	21,587	19.55
1	2	40,442	28.23	31,639	22.32	21,767	19.72
2	3	40,916	28.56	32,012	22.58	21,925	19.86
3	4	41,395	28.90	32,385	22.85	22,082	20.00
4	5	41,869	29.23	32,755	23.11	22,274	20.18
5	6	42,349	29.56	33,130	23.37	22,454	20.34
6	7	43,058	30.06	33,502	23.63	22,724	20.58
7	8	43,534	30.39	33,876	23.90	22,916	20.76
8	9	44,008	30.72	34,246	24.16	23,107	20.93
9	10	44,485	31.05	34,622	24.42	23,299	21.10
10	11	44,962	31.39	34,992	24.69	23,760	21.52
11	12	45,439	31.72	35,363	24.95	24,661	22.34
12	13	45,915	32.05	35,735	25.21	25,652	23.24
13	14	46,393	32.39	36,107	25.47	26,024	23.57
14	15	46,869	32.72	37,027	26.12	26,643	24.13
15	16	47,346	33.05	37,947	26.77	26,834	24.31

A - Café Mgr, 191 days, 7.5 hours

B - Asst Café Mgr, 189 days, 7.5 hours

C - Café Assistant, 184 days, 6 hours

All Café employees will be provided uniforms at no cost and lunch at no cost.

Supplements for Child Nutrition employees are based on American School Food Service Association certification as follows:

Level 1 Certification	\$510
Level 2 Certification	\$1,020
Level 3 Certification	\$1,530
Level 4 Certification	\$2,040

The supplements as outlined are not paid as a part of any contractual obligation and may be terminated or modified at any time by the Board of Education with or without cause.

CNP substitute pay to \$15.00 an hour.

**Trussville City Schools
2026 - 2027
Salary Schedules**

BUS DRIVER, BUS AIDE

Exp	Step	A		B	
		Annual	Daily	Annual	Daily
0	1	17,368	93.37	15,230	81.88
1	2	17,674	95.02	15,449	83.06
2	3	17,980	96.66	15,686	84.33
3	4	18,286	98.31	15,895	85.46
4	5	18,592	99.95	16,091	86.51
5	6	18,898	101.60	16,310	87.69
6	7	19,204	103.24	16,519	88.81
7	8	19,510	104.89	16,756	90.08
8	9	19,816	106.54	16,976	91.27
9	10	20,122	108.18	17,184	92.39
10	11	20,428	109.83	17,390	93.49
11	12	20,734	111.47	17,696	95.14
12	13	21,040	113.12	18,002	96.78
13	14	21,346	114.76	18,308	98.43
14	15	21,652	116.41	18,614	100.08
15	16	21,958	118.05	18,920	101.72

A - Bus Driver, Regular Route, 186 days

B - Bus Aide, Exceptional Education, 186 days

FIELD TRIPS - Pay is \$25.00 per hour. Two Hour Minimum

The Transportation Department will assign School to School Trips to bus drivers on an annual basis.

Substitute Bus Drivers - daily rate - \$77.00

Substitute Bus Aides - daily rate - \$63.00

Trussville City Schools
2026 - 2027
Salary Schedules

Substitute Personnel

Substitute teacher pay is based on a 7 hour work day. Less than 7 hours work day will receive the appropriate hourly rate based on the rates given below.

Daily rates are effective date transcripts or certifications are RECEIVED at board office.

Rate adjustments will not be made retroactive.

Definition - Substitute Teacher - a person employed on a temporary basis to fill-in for a regular teacher who is out on paid or unpaid leave status.

Education	Daily Rate	Hourly Rate
High School (less than 4 years Academic College)	\$ 84.00	\$ 12.00
Academic College (4 years) or expired certificate or out of state teaching certificate	\$ 88.00	\$ 12.57
Current/Valid Alabama Teacher's Certificate or RSA Retired with expired or current teaching certificate	\$ 95.00	\$ 13.57

Substitute teachers are paid for days actually worked in accordance with the pay scale established by the Trussville City Schools. Substitute teachers are not eligible for employee benefits (insurance and leave). However, a substitute teacher working more than 20 consecutive days for the same teacher will be paid an extended rate of pay starting on the 21st day. To receive the extended rate of pay, the long-term substitute must be 4th year student intern enrolled in approve teacher education program or hold an Alabama Teacher Certificate. Extended rate of pay will be from the certified salary schedule, Bachelor degree, Step one.

Classified Substitutes	
Hourly Rate - Custodians, Clerical, Aides	\$ 11.00
Hourly Rate - Child Nutrition Program Workers	\$ 15.00
Daily Rate - Bus Drivers	\$ 77.00
Daily Rate - Bus Aides	\$ 63.00

Current Pay Reduction Daily Rate for Personal Leave
Days Three, Four, and Five

\$ 50.00