



2026-2027 SALARY SCHEDULE

Work Schedules

Work schedules for certified and non-certified personnel are designated by the Superintendent and/or the immediate supervisor as necessary for the operation of the school. Employees are expected to comply with established work schedules for their designated location.

Employees may not voluntarily begin work early, or work after hours, to extend the workday for the purpose of accumulating overtime. An employee may begin work early, or work after hours, for the purpose of making up time missed within the work week only with prior approval from the employee's immediate supervisor on a limited basis.

Certified Personnel

Teachers are generally required to be on duty 15 minutes before the time set for the opening of their respective school and 15 minutes after the close of the school day, Monday through Friday, and the necessary time to transact faculty meetings, school business, and safe orderly dismissal of students, etc. This may include assigned morning and afternoon duty.

Classified Personnel

Annual salaries for classified personnel are based on a 40 hour work week and follow the daily full-time equivalent standard work hours:

Bus Driver /Bus Aide	4	School Nurses	7.5
CNP Worker /Manager	7	Other Support Classified Personnel	7.5
Pre-K Auxiliary	7.5	Custodian/Maintenance	8

Employees are expected to work their full-time equivalent weekly scheduled hours or be subject to use compensatory time or personal leave in lieu of time missed.

At the direction of the Superintendent, twelve month employees may be allowed to work the required number of weekly hours over four days as opposed to five days during the summer work schedules.

Fair Labor Standards for Classified Employees

All classified employee work schedules shall be in compliance with the Fair Labor Standards Act. Any classified employee, if directed by his/her supervisor, may be required to work beyond his/her full-time equivalent work hours if special circumstances (including emergency situations) arise up to 40 hours per week. Routinely, employees will be given time off within the work week, so as not to exceed 40 hours.

Non-exempt employees as defined under the Fair Labor Standards Act are not allowed to work additional hours in a work week without prior direction or authorization by the Superintendent, principal or direct supervisor. Non-exempt employees who work approved hours over forty (40) hours in a work week are considered to have worked overtime. For purposes of determining overtime, the workweek begins at 12:01 a.m. on Sunday and ends at midnight on the succeeding Saturday. Hours representing holidays, annual leave, sick leave, or other leave types do not count as hours worked for the purposes of calculating overtime.

Authorized overtime will be paid in the form of compensatory time or at the overtime rate of time and one-half of the employee's hourly rate. Non-exempt personnel may not accumulate more than 40 hours of overtime without the prior approval of the Superintendent. The accumulated overtime time must be used by a specific date and on specific days as required by their supervisor. Not more than 40 hours may be used at any one time.

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2026-2027 Annual Salary Schedule

9 Month Teacher, Librarian, and Instructional Coach –TM (187 Days)

Years of Experience	Rank B BS/ND	Rank A MS/MA	Rank AA 6 th Year	Doctorate Degree
0,1,2	48,552	52,913	57,055	61,195
3,4,5	50,609	58,200	62,755	67,317
6,7,8	52,828	60,750	65,522	70,259
9	54,424	62,586	67,501	72,382
10	54,966	63,211	68,175	73,105
11	55,517	63,843	68,857	73,835
12	56,072	64,482	69,545	74,574
13	56,633	65,125	70,242	75,319
14	57,199	65,777	70,943	76,073
15	57,771	66,436	71,653	76,834
16	58,349	67,099	72,369	77,602
17	58,932	67,770	73,094	78,378
18	59,522	68,448	73,825	79,161
19	60,116	69,132	74,564	79,952
20	60,718	69,824	75,308	80,753
21	61,325	70,522	76,062	81,561
22	61,938	71,228	76,821	82,376
23	62,557	71,939	77,590	83,199
24	63,183	72,659	78,366	84,031
25	63,815	73,385	79,149	84,872
26	64,452	74,119	79,941	85,720
27	65,098	74,860	80,741	86,578
28	65,749	75,609	81,547	87,443
29	66,407	76,365	82,363	88,318
30	67,070	77,129	83,187	89,202
31	67,741	77,900	84,019	90,092
32	68,419	78,679	84,859	90,994
33	69,102	79,466	85,708	91,905
34	69,793	80,260	86,565	92,824
35	70,492	81,063	87,430	93,751

Experience credit for salary purposes shall be given for all verified full-time, public school teaching experience for which the previous public school system paid a full-time salary. Teachers hired after June 1, 2024, with at least four years of full-time public-school experience as a paraprofessional or classroom aide will receive one year of experience credit for every two years of full-time experience earned in a public school as a paraprofessional or classroom aide under Act 2024-299. Experience in private schools, church schools, private colleges, and private universities will not be accepted. The applicable board(s) of education must certify experience. Board Policy 4.9 defines a year of experience.

To be paid for a higher degree, a teacher must hold an advanced degree from an approved, accredited institution verified by an official college or university transcript and recognized by the State Superintendent of Education.

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2026-2027 Annual Salary Schedule

9 ½ Month Teacher –TN (197 Days)

Years of Experience	Rank B BS/ND	Rank A MS/MA	Rank AA 6 th Year	Doctorate Degree
0,1,2	51,148	55,741	60,105	64,466
3,4,5	53,314	61,312	66,109	70,916
6,7,8	55,652	63,997	69,025	74,014
9	57,332	65,931	71,108	76,250
10	57,904	66,589	71,820	77,012
11	58,483	67,256	72,537	77,782
12	59,070	67,928	73,263	78,560
13	59,660	68,607	73,997	79,345
14	60,257	69,294	74,736	80,139
15	60,859	69,986	75,484	80,941
16	61,467	70,686	76,239	81,751
17	62,082	71,393	77,000	82,568
18	62,702	72,107	77,771	83,393
19	63,330	72,829	78,548	84,227
20	63,963	73,555	79,334	85,069
21	64,604	74,292	80,127	85,921
22	65,248	75,034	80,928	86,779
23	65,901	75,785	81,737	87,647
24	66,561	76,543	82,556	88,523
25	67,226	77,308	83,380	89,409
26	67,898	78,082	84,214	90,304
27	68,577	78,861	85,057	91,206
28	69,262	79,651	85,906	92,118
29	69,956	80,446	86,765	93,039
30	70,655	81,252	87,634	93,970
31	71,361	82,064	88,509	94,909
32	72,076	82,885	89,395	95,859
33	72,795	83,713	90,290	96,817
34	73,524	84,550	91,192	97,785
35	74,260	85,396	92,105	98,763

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2026-2027 Annual Salary Schedule

9 ½ Month Career Technical Center Teacher –TN (197 Days)

Years of Experience	Rank B BS/ND	Rank A MS/MA	Rank AA 6 th Year	Doctorate Degree
0,1,2	51,148	55,741	60,105	64,466
3,4,5	53,314	61,312	66,109	70,916
6,7,8	55,652	63,997	69,025	74,014
9	57,333	65,931	71,108	76,250
10	57,904	66,589	71,820	77,012
11	58,483	67,256	72,537	77,782
12	59,070	67,928	73,263	78,560
13	59,660	68,607	73,997	79,345
14	60,257	69,294	74,736	80,139
15	60,859	69,986	75,484	80,941
16	61,467	70,686	76,239	81,751
17	62,082	71,393	77,000	82,568
18	62,702	72,107	77,771	83,393
19	63,330	72,829	78,548	84,227
20	63,963	73,555	79,334	85,069
21	64,604	74,292	80,127	85,921
22	65,248	75,034	80,928	86,779
23	65,901	75,785	81,737	87,647
24	66,561	76,543	82,556	88,523
25	67,226	77,308	83,380	89,409
26	67,898	78,082	84,214	90,304
27	68,577	78,861	85,057	91,206
28	69,262	79,651	85,906	92,118
29	69,956	80,446	86,765	93,039
30	70,655	81,252	87,634	93,970
31	71,361	82,064	88,509	94,909
32	72,076	82,885	89,395	95,859
33	72,795	83,713	90,290	96,817
34	73,524	84,550	91,192	97,785
35	74,260	85,396	92,105	98,763

Experience credit for salary purposes shall be given for all verified full-time, public school teaching experience for which the previous public school system paid a full-time salary. The applicable board(s) of education must certify experience. Employee may submit evidence of prior experience in career and technical field at time of employment. Superintendent may verify and grant credit for such prior experience. Board Policy 4.9 defines a year of experience.

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2026-2027 Annual Salary Schedule

10 Month Teacher -T (202 Days)

Years of Experience	Rank B BS/ND	Rank A MS/MA	Rank AA 6 th Year	Doctorate Degree
0,1,2	49,703	57,155	61,631	66,102
3,4,5	54,667	62,868	67,787	72,715
6,7,8	57,064	65,622	70,778	75,893
9	58,788	67,605	72,914	78,186
10	59,374	68,280	73,643	78,967
11	59,968	68,963	74,379	79,756
12	60,569	69,653	75,123	80,555
13	61,175	70,348	75,875	81,359
14	61,785	71,052	76,632	82,174
15	62,405	71,763	77,400	82,995
16	63,028	72,480	78,173	83,826
17	63,658	73,204	78,955	84,664
18	64,295	73,937	79,745	85,510
19	64,937	74,676	80,542	86,364
20	65,586	75,423	81,347	87,229
21	66,242	76,177	82,160	88,101
22	66,905	76,940	82,982	88,982
23	67,574	77,710	83,812	89,872
24	68,250	78,486	84,650	90,771
25	68,933	79,270	85,497	91,678
26	69,621	80,063	86,351	92,595
27	70,318	80,863	87,216	93,522
28	71,022	81,672	88,087	94,457
29	71,732	82,489	88,967	95,402
30	72,449	83,315	89,858	96,354
31	73,173	84,147	90,757	97,318
32	73,905	84,989	91,664	98,290
33	74,644	85,838	92,581	99,275
34	75,389	86,698	93,506	100,267
35	76,144	87,563	94,443	101,270

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2026-2027 Annual Salary Schedule

12 Month Teacher -VT (240 Days)

Years of Experience	Rank B BS/ND	Rank A MS/MA	Rank AA 6 th Year	Doctorate Degree
0,1,2	59,053	67,907	73,225	78,537
3,4,5	64,952	74,694	80,539	86,394
6,7,8	67,799	77,967	84,092	90,169
9	69,847	80,322	86,630	92,894
10	70,544	81,123	87,497	93,823
11	71,250	81,935	88,371	94,760
12	71,962	82,756	89,255	95,708
13	72,682	83,582	90,148	96,665
14	73,409	84,418	91,048	97,632
15	74,143	85,263	91,959	98,609
16	74,884	86,115	92,878	99,595
17	75,633	86,975	93,807	100,590
18	76,389	87,846	94,746	101,596
19	77,153	88,725	95,695	102,612
20	77,925	89,612	96,651	103,638
21	78,704	90,508	97,618	104,674
22	79,491	91,413	98,592	105,720
23	80,285	92,327	99,579	106,778
24	81,089	93,250	100,574	107,846
25	81,900	94,183	101,580	108,925
26	82,718	95,125	102,597	110,013
27	83,547	96,076	103,622	111,114
28	84,381	97,037	104,658	112,226
29	85,225	98,007	105,705	113,348
30	86,077	98,988	106,761	114,482
31	86,937	99,976	107,829	115,625
32	87,809	100,977	108,908	116,782
33	88,685	101,987	109,998	117,950
34	89,572	103,006	111,097	119,129
35	90,468	104,037	112,208	120,320

Experience credit for salary purposes shall be given for all verified full-time, public school teaching experience for which the previous public school system paid a full-time salary. Teachers hired after June 1, 2024, with at least four years of full-time public-school experience as a paraprofessional or classroom aide will receive one year of experience credit for every two years of full-time experience earned in a public school as a paraprofessional or classroom aide under Act 2024-299. Experience in private schools, church schools, private colleges, and private universities will not be accepted. The applicable board(s) of education must certify experience. Board Policy 4.9 defines a year of experience.

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2026-2027 Annual Salary Schedule

Teacher Excellence and Accountability for Mathematics and Science (TEAMS) -TS (189 Days)

Years of Experience	Rank B BS/ND	Rank A MS/MA	Rank AA 6 th Year	Doctorate Degree
0	51,532	58,431	62,573	66,714
1	55,164	63,438	68,403	73,371
2	58,112	66,825	72,075	77,285
3	59,811	68,782	74,185	79,548
4	61,557	70,790	76,349	81,869
5	63,348	72,849	78,571	84,252
6	65,188	74,963	80,853	86,697
7	67,075	77,135	83,193	89,208
8	68,416	78,675	84,857	90,993
9	69,784	80,250	86,554	92,813
10	70,829	81,455	87,851	94,204
11	71,892	82,677	89,170	95,616
12, 13, 14	72,971	83,917	90,506	97,051
15, 16, 17	74,069	85,181	91,871	98,513
18, 19, 20	75,192	86,470	93,261	100,004
21, 22, 23	76,335	87,787	94,680	101,526
24, 25, 26	77,501	89,126	96,126	103,078
27+	78,691	90,496	97,602	104,660

Salary schedule is based on the required certifications established by the TEAMS Act 2021-340. Only public school teaching experience will be accepted for salary purposes. Experience in private schools, church schools, private colleges, and private universities will not be accepted. The applicable board(s) of education must certify experience. Board Policy 4.9 defines a year of experience.

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2026-2027
Annual Salary Schedule
10 Month Consulting Teacher - CR
(202 Days)

Years of Experience	Rank B BS/ND	Rank A MS/MA	Rank AA 6 th Year
0,1,2	57,198	65,397	70,316
3,4,5	58,342	66,703	71,721
6,7,8	59,509	68,038	73,156
9	61,304	70,093	75,366
10	61,917	70,793	76,120
11	62,537	71,503	76,880
12	63,162	72,216	77,649
13	63,794	72,938	78,427
14	64,433	73,667	79,210
15	65,077	74,405	80,003
16	65,729	75,150	80,801
17	66,385	75,900	81,610
18	67,049	76,661	82,424
19	67,719	77,427	83,249
20	68,396	78,201	84,082
21	69,082	78,981	84,924
22	69,771	79,770	85,771
23	70,470	80,569	86,630
24	71,174	81,378	87,497
25	71,886	82,191	88,371
26	72,604	83,014	89,255
27	73,332	83,840	90,148
28	74,064	84,679	91,049
29	74,806	85,526	91,959
30	75,552	86,382	92,878
31	76,308	87,244	93,807
32	77,072	88,118	94,747
33	77,841	88,998	95,695
34	78,620	89,889	96,651
35	79,407	90,787	97,618

Only public-school teaching experience will be accepted for salary purposes. Experience in private schools, church schools, private colleges, and private universities will not be accepted. The applicable board(s) of education must certify experience. Board Policy 4.9 defines a year of experience.

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2026-2027

Annual Salary Schedule

12 Month Consulting Teacher And School Improvement Specialist - CP (240 Days)

Years of Experience	Rank B BS/ND	Rank A MS/MA	Rank AA 6 th Year
0,1,2	67,958	77,701	83,542
3,4,5	69,314	79,254	85,213
6,7,8	70,703	80,839	86,918
9	72,838	83,281	89,543
10	73,564	84,112	90,437
11	74,300	84,954	91,341
12	75,045	85,802	92,256
13	75,795	86,660	93,179
14	76,555	87,528	94,110
15	77,319	88,403	95,052
16	78,092	89,288	96,001
17	78,873	90,181	96,962
18	79,660	91,084	97,931
19	80,458	91,994	98,909
20	81,262	92,913	99,899
21	82,076	93,841	100,899
22	82,895	94,779	101,907
23	83,725	95,727	102,926
24	84,564	96,687	103,955
25	85,409	97,652	104,995
26	86,262	98,630	106,046
27	87,126	99,613	107,106
28	87,996	100,611	108,177
29	88,878	101,615	109,257
30	89,765	102,632	110,351
31	90,663	103,659	111,455
32	91,569	104,697	112,569
33	92,484	105,743	113,696
34	93,410	106,800	114,831
35	94,344	107,868	115,981

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2026-2027 Annual Salary Schedule

High School Guidance Counselor - G (207 Days)

Years of Experience	Rank B BS/ND	Rank A MS/MA	Rank AA 6 th Year	Doctorate Degree
0,1,2	53,745	58,571	63,157	67,740
3,4,5	56,020	64,422	69,464	74,514
6,7,8	58,477	67,246	72,528	77,772
9	60,242	69,277	74,718	80,121
10	60,845	69,969	75,466	80,923
11	61,452	70,670	76,218	81,730
12	62,068	71,377	76,982	82,549
13	62,687	72,090	77,753	83,374
14	63,315	72,811	78,530	84,208
15	63,948	73,539	79,315	85,050
16	64,587	74,274	80,108	85,900
17	65,233	75,017	80,908	86,759
18	65,887	75,768	81,718	87,625
19	66,545	76,524	82,537	88,502
20	67,210	77,291	83,361	89,388
21	67,882	78,063	84,196	90,283
22	68,560	78,844	85,036	91,185
23	69,247	79,632	85,887	92,096
24	69,939	80,429	86,747	93,017
25	70,638	81,233	87,613	93,947
26	71,346	82,045	88,490	94,887
27	72,059	82,865	89,373	95,835
28	72,779	83,694	90,268	96,795
29	73,507	84,530	91,171	97,762
30	74,241	85,376	92,082	98,740
31	74,983	86,230	93,003	99,727
32	75,734	87,092	93,933	100,723
33	76,491	87,964	94,873	101,732
34	77,256	88,843	95,821	102,749
35	78,029	89,731	96,779	103,776

Only public-school teaching experience will be accepted for salary purposes. Experience in private schools, church schools, private colleges, and private universities will not be accepted. The applicable board(s) of education must certify experience. Board Policy 4.9 defines a year of experience.

To be paid for a higher degree, a teacher must hold an advanced degree from an approved, accredited institution verified by an official college or university transcript and recognized by the State Superintendent of Education.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually). No guidance counselor currently employed shall receive a reduced salary (exclusive of all supplementary contracts and payments) as a result of the adoption of this salary schedule.



2026-2027 Annual Salary Schedule

Middle School Guidance Counselor - GM (197 Days)

Years of Experience	Rank B BS/ND	Rank A MS/MA	Rank AA 6 th Year	Doctorate Degree
0,1,2	51,149	55,640	60,107	64,467
3,4,5	53,314	61,312	66,109	70,916
6,7,8	55,652	63,997	69,025	74,014
9	57,332	65,931	71,108	76,250
10	57,904	66,589	71,820	77,012
11	58,483	67,256	72,537	77,782
12	59,070	67,928	73,263	78,560
13	59,660	68,607	73,997	79,345
14	60,257	69,294	74,736	80,139
15	60,859	69,986	75,484	80,941
16	61,467	70,686	76,239	81,751
17	62,082	71,393	77,000	82,568
18	62,702	72,107	77,771	83,393
19	63,330	72,829	78,548	84,227
20	63,963	73,555	79,334	85,069
21	64,604	74,292	80,127	85,921
22	65,248	75,034	80,928	86,779
23	65,901	75,785	81,737	87,647
24	66,561	76,543	82,556	88,523
25	67,226	77,308	83,380	89,409
26	67,898	78,082	84,214	90,304
27	68,577	78,861	85,057	91,206
28	69,262	79,651	85,906	92,118
29	69,956	80,446	86,765	93,039
30	70,655	81,252	87,634	93,970
31	71,361	82,064	88,509	94,909
32	72,076	82,885	89,395	95,859
33	72,795	83,713	90,290	96,817
34	73,524	84,550	91,192	97,785
35	74,260	85,396	92,105	98,763

Only public-school teaching experience will be accepted for salary purposes. Experience in private schools, church schools, private colleges, and private universities will not be accepted. The applicable board(s) of education must certify experience. Board Policy 4.9 defines a year of experience.

To be paid for a higher degree, a teacher must hold an advanced degree from an approved, accredited institution verified by an official college or university transcript and recognized by the State Superintendent of Education.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually). No guidance counselor currently employed shall receive a reduced salary (exclusive of all supplementary contracts and payments) as a result of the adoption of this salary schedule.



2026-2027 Annual Salary Schedule

Elementary School Guidance Counselor - GU (187 Days)

Years of Experience	Rank B BS/ND	Rank A MS/MA	Rank AA 6 th Year	Doctorate Degree
0,1,2	48,552	52,913	57,055	61,195
3,4,5	50,609	58,200	62,755	67,317
6,7,8	52,828	60,750	65,522	70,259
9	54,424	62,586	67,501	72,382
10	54,966	63,211	68,175	73,105
11	55,517	63,843	68,857	73,835
12	56,072	64,482	69,545	74,574
13	56,633	65,125	70,242	75,319
14	57,199	65,777	70,943	76,073
15	57,771	66,436	71,653	76,834
16	58,349	67,099	72,369	77,602
17	58,932	67,770	73,094	78,378
18	59,522	68,448	73,825	79,161
19	60,116	69,132	74,564	79,952
20	60,718	69,824	75,308	80,753
21	61,325	70,522	76,062	81,561
22	61,938	71,228	76,821	82,376
23	62,557	71,939	77,590	83,199
24	63,183	72,659	78,366	84,031
25	63,815	73,385	79,149	84,872
26	64,452	74,119	79,941	85,720
27	65,098	74,860	80,741	86,578
28	65,749	75,609	81,547	87,443
29	66,407	76,365	82,363	88,318
30	67,070	77,129	83,187	89,202
31	67,741	77,900	84,019	90,092
32	68,419	78,679	84,859	90,994
33	69,102	79,466	85,708	91,905
34	69,793	80,260	86,565	92,824
35	70,492	81,063	87,430	93,751

Only public-school teaching experience will be accepted for salary purposes. Experience in private schools, church schools, private colleges, and private universities will not be accepted. The applicable board(s) of education must certify experience. Board Policy 4.9 defines a year of experience.

To be paid for a higher degree, a teacher must hold an advanced degree from an approved, accredited institution verified by an official college or university transcript and recognized by the State Superintendent of Education.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually). No guidance counselor currently employed shall receive a reduced salary (exclusive of all supplementary contracts and payments) as a result of the adoption of this salary schedule

2026-2027 Annual Salary Schedule

Speech-Language Pathologist -TM (187 Days)

Years of Experience	Rank B BS/ND	Rank A MS/MA	Rank AA 6 th Year	Doctorate Degree
0,1,2	48,552	52,913	57,055	61,195
3,4,5	50,609	58,200	62,755	67,317
6,7,8	52,828	60,750	65,522	70,259
9	54,424	62,586	67,501	72,382
10	54,966	63,211	68,175	73,105
11	55,517	63,843	68,857	73,835
12	56,072	64,482	69,545	74,574
13	56,633	65,125	70,242	75,319
14	57,199	65,777	70,943	76,073
15	57,771	66,436	71,653	76,834
16	58,349	67,099	72,369	77,602
17	58,932	67,770	73,094	78,378
18	59,522	68,448	73,825	79,161
19	60,116	69,132	74,564	79,952
20	60,718	69,824	75,308	80,753
21	61,325	70,522	76,062	81,561
22	61,938	71,228	76,821	82,376
23	62,557	71,939	77,590	83,199
24	63,183	72,659	78,366	84,031
25	63,815	73,385	79,149	84,872
26	64,452	74,119	79,941	85,720
27	65,098	74,860	80,741	86,578
28	65,749	75,609	81,547	87,443
29	66,407	76,365	82,363	88,318
30	67,070	77,129	83,187	89,202
31	67,741	77,900	84,019	90,092
32	68,419	78,679	84,859	90,994
33	69,102	79,466	85,708	91,905
34	69,793	80,260	86,565	92,824
35	70,492	81,063	87,430	93,751

Blount County Board of Education Incentive/Supplement

- Speech-language pathologist who have obtained their Certificate of Clinical Competence (CCC) will receive \$6,000 supplement.
- First-year speech-language pathologist who are currently working toward their Certificate of Clinical Competence (CCC) will receive \$4,000.
- Speech-language pathologist assistants will receive \$5,000.

Only public-school teaching experience will be accepted for salary purposes. Experience in private schools, church schools, private colleges, and private universities will not be accepted. The applicable board(s) of education must certify experience. Board Policy 4.9 defines a year of experience. To be paid for a higher degree, a teacher must hold an advanced degree from an approved, accredited institution verified by an official college or university transcript and recognized by the State Superintendent of Education. Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).



2026-2027 Annual Salary Schedule

Psychometrist & Board Certified Behavioral Analyst -PY (202 Days)

Years of Experience	Rank B BS/ND	Rank A MS/MA	Rank AA 6 th Year
0,1,2	57,200	65,399	70,316
3,4,5	58,343	66,705	71,722
6,7,8	60,356	69,029	74,238
9	62,179	71,113	76,479
10	62,800	71,824	77,244
11	63,428	72,542	78,016
12	64,063	73,268	78,797
13	64,703	74,001	79,584
14	65,351	74,742	80,379
15	66,265	75,816	81,546
16	66,927	76,573	82,359
17	67,596	77,339	83,189
18	68,272	78,114	84,014
19	68,955	78,895	84,860
20	69,645	79,683	85,707
21	70,342	80,478	86,565
22	71,044	81,284	87,429
23	71,754	82,096	88,299
24	72,473	82,919	89,185
25	73,197	83,747	90,082
26	73,928	84,585	90,979
27	74,668	85,429	91,891
28	75,416	86,284	92,805
29	76,171	87,146	93,736
30	76,931	88,019	94,674
31	77,701	88,897	95,621
32	78,479	89,788	96,578
33	79,262	90,684	97,541
34	80,055	91,592	98,514
35	80,855	92,507	99,501

Only public school teaching experience will be accepted for salary purposes. Experience in private schools, church schools, private colleges, and private universities will not be accepted. The applicable board(s) of education must certify experience. Board Policy 4.9 defines a year of experience.

To be paid for a higher degree, a teacher must hold an advanced degree from an approved, accredited institution verified by an official college or university transcript and recognized by the State Superintendent of Education.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).



2026-2027 Annual Salary Schedule

Psychometrist -PS (222 Days)

Years of Experience	Rank B BS/ND	Rank A MS/MA	Rank AA 6 th Year
0,1,2	62,862	71,873	77,277
3,4,5	64,118	73,309	78,822
6,7,8	66,332	75,863	81,585
9	68,335	78,153	84,048
10	69,017	78,935	84,888
11	69,707	79,725	85,737
12	70,406	80,522	86,595
13	71,109	81,326	87,461
14	71,821	82,140	88,335
15	72,826	83,320	89,619
16	73,552	84,153	90,515
17	74,289	84,995	91,420
18	75,031	85,844	92,333
19	75,782	86,703	93,258
20	76,538	87,569	94,189
21	77,306	88,444	95,131
22	78,077	89,330	96,082
23	78,858	90,221	97,042
24	79,647	91,126	98,014
25	80,443	92,037	98,994
26	81,247	92,958	99,983
27	82,062	93,885	100,983
28	82,880	94,824	101,994
29	83,710	95,772	103,012
30	84,546	96,730	104,043
31	85,392	97,697	105,082
32	86,246	98,675	106,134
33	87,109	99,661	107,197
34	87,979	100,658	108,267
35	88,859	101,663	109,351

Only public school teaching experience will be accepted for salary purposes. Experience in private schools, church schools, private colleges, and private universities will not be accepted. The applicable board(s) of education must certify experience. Board Policy 4.9 defines a year of experience.

To be paid for a higher degree, a teacher must hold an advanced degree from an approved, accredited institution verified by an official college or university transcript and recognized by the State Superintendent of Education.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).



2026-2027 Annual Salary Schedule High School Principal - PH (240 Days)

Years of Experience	Rank A MS/MA	Rank AA 6 th Year	Doctorate Degree
3,4,5	87,405	93,939	100,473
6,7,8	91,059	97,873	104,687
9	93,809	100,828	107,850
10	94,747	101,837	108,928
11	95,695	102,854	110,015
12	96,652	103,884	111,116
13	97,618	104,922	112,227
14	98,594	105,971	113,350
15	99,582	107,032	114,484
16	100,577	108,102	115,628
17	101,582	109,183	116,784
18	102,599	110,273	117,951
19	103,625	111,377	119,130
20	104,660	112,489	120,323
21	105,705	113,615	121,527
22	106,762	114,751	122,742
23	107,829	115,898	123,968
24	108,912	117,057	125,207
25	110,000	118,228	126,459
26	111,100	119,409	127,723
27	112,209	120,604	129,002
28	113,332	121,810	130,294
29	114,463	123,028	131,595
30	115,609	124,258	132,911
31	116,766	125,501	134,240
32	117,933	126,756	135,581
33	119,113	128,024	136,938
34	120,304	129,303	138,309
35+	121,506	130,597	139,690

Number of Teachers

Regularly certified personnel excluding the principal will be counted as teachers.

Experience	15-24	25-34	35-44	45
<12	2,669	5,337	8,006	10,670
<15	2,684	5,359	8,043	10,720
15	2,708	5,411	8,117	10,822

Only public-school teaching experience will be accepted for salary purposes. Experience in private schools, church schools, private colleges, and private universities will not be accepted. The applicable board(s) of education must certify experience. Board Policy 4.9 defines a year of experience.

To be paid for a higher degree, a teacher must hold an advanced degree from an approved, accredited institution verified by an official college or university transcript and recognized by the State Superintendent of Education.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually)



2026-2027 Annual Salary Schedule Elementary School Principal - PE (240 Days)

Years of Experience	Rank A MS/MA	Rank AA 6 th Year	Doctorate Degree
3,4,5	79,455	85,675	91,900
6,7,8	82,930	89,422	95,911
9	85,458	92,122	98,806
10	86,311	93,044	99,795
11	87,152	93,975	100,792
12	88,024	94,915	101,800
13	88,903	95,865	102,819
14	89,793	96,821	103,846
15	90,690	97,791	104,885
16	91,597	98,769	105,932
17	92,513	99,757	106,992
18	93,439	100,754	108,062
19	94,374	101,761	109,143
20	95,316	102,778	110,235
21	96,269	103,806	111,337
22	97,232	104,843	112,450
23	98,205	105,892	113,574
24	99,188	106,952	114,709
25	100,179	108,021	115,858
26	101,182	109,101	117,015
27	102,190	110,193	118,185
28	103,213	111,294	119,369
29	104,245	112,406	120,562
30	105,287	113,530	121,768
31	106,339	114,665	122,983
32	107,404	115,813	124,214
33	108,477	116,973	125,456
34	109,562	118,142	126,712
35	110,658	119,323	127,977

Number of Teachers

Regularly certified personnel excluding the principal will be counted as teachers.

Experience	15-24	25-34	35-44	45
<12	2,669	5,337	8,006	10,670
<15	2,684	5,359	8,043	10,720
15	2708	5,411	8,117	10,722

Only public-school teaching experience will be accepted for salary purposes. Experience in private schools, church schools, private colleges, and private universities will not be accepted. The applicable board(s) of education must certify experience. Board Policy 4.9 defines a year of experience.

To be paid for a higher degree, a teacher must hold an advanced degree from an approved, accredited institution verified by an official college or university transcript and recognized by the State Superintendent of Education.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).



2026-2027 Annual Salary Schedule

Director of Career Technical School - CD (240 Days)

Years of Experience	Rank A MS/MA	Rank AA 6 th Year	Doctorate Degree
3,4,5	\$82,933	\$89,134	\$95,334
6,7,8	\$86,401	\$92,865	\$99,331
9	\$89,011	\$95,670	\$102,332
10	\$89,900	\$96,626	\$103,356
11	\$90,798	\$97,592	\$104,387
12	\$91,707	\$98,569	\$105,431
13	\$92,625	\$99,554	\$106,486
14	\$93,550	\$100,549	\$107,552
15	\$94,487	\$101,555	\$108,626
16	\$95,433	\$102,571	\$109,712
17	\$96,387	\$103,595	\$110,809
18	\$97,350	\$104,632	\$111,915
19	\$98,324	\$105,679	\$113,035
20	\$99,306	\$106,735	\$114,168
21	\$100,297	\$107,803	\$115,309
22	\$101,300	\$108,880	\$116,461
23	\$102,313	\$109,969	\$117,625
24	\$103,340	\$111,069	\$118,801
25	\$104,372	\$112,179	\$119,990
26	\$105,416	\$113,302	\$121,190
27	\$106,469	\$114,435	\$122,402
28	\$107,534	\$115,579	\$123,627
29	\$108,609	\$116,734	\$124,862
30	\$109,695	\$117,901	\$126,111
31	\$110,790	\$119,080	\$127,369
32	\$111,900	\$120,272	\$128,645
33	\$113,018	\$121,475	\$129,933
34	\$114,148	\$122,688	\$131,231
35	\$115,290	\$123,916	\$132,543

Number of Teachers

Regularly certified personnel excluding the principal will be counted as teachers.

Experience	15-24	25-34	35-44	45
<12	2,669	5,337	8,006	10,670
<15	2,684	5,359	8,043	10,720
15	2,708	5,411	8,117	10,822

Only public-school teaching experience will be accepted for salary purposes. Experience in private schools, church schools, private colleges, and private universities will not be accepted. The applicable board(s) of education must certify experience. Board Policy 4.9 defines a year of experience.

To be paid for a higher degree, a teacher must hold an advanced degree from an approved, accredited institution verified by an official college or university transcript and recognized by the State Superintendent of Education.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).



2026-2027 Annual Salary Schedule

Director of Blount County Learning Center - AM (222 Days)

Years of Experience	Rank A MS/MA	Rank AA 6 th Year	Doctorate Degree
3,4,5	77,734	83,821	89,228
6,7,8	81,139	87,489	93,108
9	83,590	90,132	95,920
10	84,425	91,034	96,879
11	85,270	91,943	97,847
12	86,124	92,862	98,826
13	86,984	93,792	99,814
14	87,855	94,728	100,812
15	88,732	95,676	101,820
16	89,619	96,634	102,838
17	90,516	97,599	103,868
18	91,422	98,575	104,905
19	92,337	99,561	105,954
20	93,260	100,556	107,013
21	94,189	101,561	108,085
22	95,132	102,576	109,166
23	96,083	103,603	110,257
24	97,047	104,640	111,360
25	98,016	105,685	112,472
26	98,997	106,743	113,597
27	99,984	107,810	114,734
28	100,985	108,888	115,881
29	101,994	109,976	117,040
30	103,014	111,076	118,210
31	104,044	112,188	119,391
32	105,087	113,309	120,585
33	106,135	114,443	121,791
34	107,198	115,586	123,010
35	108,268	116,742	124,238

Only public-school teaching experience will be accepted for salary purposes. Experience in private schools, church schools, private colleges, and private universities will not be accepted. The applicable board(s) of education must certify experience. Board Policy 4.9 defines a year of experience.

To be paid for a higher degree, a teacher must hold an advanced degree from an approved, accredited institution verified by an official college or university transcript and recognized by the State Superintendent of Education.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).



2026-2027

Annual Salary Schedule

High School Assistant Principal - AH (207 Days)

Years of Experience	Rank A MS/MA	Rank AA 6 th Year	Doctorate Degree
3,4,5	75,985	81,933	87,219
6,7,8	79,313	85,520	91,011
9	81,708	88,103	93,759
10	82,523	88,984	94,697
11	83,349	89,873	95,643
12	84,184	90,771	96,600
13	85,023	91,679	97,567
14	85,875	92,595	98,542
15	86,734	93,523	99,528
16	87,602	94,457	100,523
17	88,477	95,403	101,528
18	89,362	96,354	102,543
19	90,256	97,318	103,568
20	91,157	98,290	104,604
21	92,068	99,275	105,651
22	92,990	100,267	106,706
23	93,919	101,271	107,773
24	94,861	102,284	108,849
25	95,809	103,306	109,939
26	96,767	104,339	111,039
27	97,733	105,382	112,149
28	98,711	106,436	113,270
29	99,698	107,500	114,403
30	100,695	108,574	115,547
31	101,701	109,660	116,701
32	102,719	110,757	117,868
33	103,745	111,864	119,049
34	104,784	112,983	120,239
35	105,831	114,115	121,441

Only public school teaching experience will be accepted for salary purposes. Experience in private schools, church schools, private colleges, and private universities will not be accepted. The applicable board(s) of education must certify experience. Board Policy 4.9 defines a year of experience.

To be paid for a higher degree, a teacher must hold an advanced degree from an approved, accredited institution verified by an official college or university transcript and recognized by the State Superintendent of Education.

Assistant Principals employed in a half-time capacity will be paid a supplement equal to a daily rate of pay for additional days worked up to the required contract days. Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).



2026-2027 Annual Salary Schedule Middle School Assistant Principal - AI (207 Days)

Years of Experience	Rank A MS/MA	Rank AA 6 th Year	Doctorate Degree
3,4,5	71,263	76,842	82,014
6,7,8	74,382	80,208	85,577
9	76,628	82,628	88,164
10	77,394	83,455	89,044
11	78,168	84,290	89,933
12	78,950	85,133	90,832
13	79,739	85,986	91,741
14	80,536	86,844	92,658
15	81,343	87,713	93,585
16	82,156	88,590	94,520
17	82,978	89,475	95,466
18	83,807	90,370	96,421
19	84,646	91,275	97,385
20	85,491	92,186	98,360
21	86,345	93,109	99,343
22	87,209	94,039	100,335
23	88,080	94,979	101,338
24	88,963	95,930	102,352
25	89,852	96,890	103,374
26	90,751	97,858	104,409
27	91,656	98,837	105,453
28	92,574	99,825	106,507
29	93,498	100,823	107,573
30	94,435	101,832	108,649
31	95,379	102,850	109,734
32	96,334	103,879	110,832
33	97,296	104,917	111,941
34	98,269	105,966	113,060
35	99,252	107,026	114,190

Only public-school teaching experience will be accepted for salary purposes. Experience in private schools, church schools, private colleges, and private universities will not be accepted. The applicable board(s) of education must certify experience. Board Policy 4.9 defines a year of experience.

To be paid for a higher degree, a teacher must hold an advanced degree from an approved, accredited institution verified by an official college or university transcript and recognized by the State Superintendent of Education.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).



2026-2027

Annual Salary Schedule

Elementary School Assistant Principal - AE (202 Days)

Years of Experience	Rank A MS/MA	Rank AA 6 th Year	Doctorate Degree
3,4,5	69,584	75,030	80,078
6,7,8	72,631	78,315	83,558
9	74,824	80,680	86,083
10	75,572	81,486	86,944
11	76,328	82,300	87,812
12	77,091	83,125	88,689
13	77,861	83,956	89,576
14	78,640	84,795	90,472
15	79,428	85,642	91,378
16	80,222	86,499	92,291
17	81,025	87,364	93,215
18	81,834	88,237	94,146
19	82,653	89,120	95,087
20	83,479	90,010	96,039
21	84,312	90,911	97,000
22	85,156	91,818	97,968
23	86,006	92,737	98,948
24	86,868	93,666	99,937
25	87,737	94,603	100,936
26	88,615	95,549	101,947
27	89,498	96,504	102,966
28	90,394	97,470	103,996
29	91,297	98,443	105,037
30	92,211	99,428	106,085
31	93,131	100,422	107,146
32	94,064	101,428	108,218
33	95,005	102,442	109,300
34	95,954	103,466	110,394
35	96,913	104,500	111,496

Only public school teaching experience will be accepted for salary purposes. Experience in private schools, church schools, private colleges, and private universities will not be accepted. The applicable board(s) of education must certify experience. Board Policy 4.9 defines a year of experience.

To be paid for a higher degree, a teacher must hold an advanced degree from an approved, accredited institution verified by an official college or university transcript and recognized by the State Superintendent of Education.

Assistant Principals employed in a half-time capacity will be paid a supplement equal to a daily rate of pay for additional days worked up to the required contract days. Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).



2026-2027 Annual Salary Schedule

Central Office Probationary Administration –PA (0-3 Years Experience in Supervision or Administration) (240 Days)

Years of Experience	Rank A MS/MA	Rank AA 6 th Year	Doctorate Degree
3,4,5	\$81,745	\$87,886	\$94,031
6,7,8	\$85,278	\$91,685	\$98,091
9	\$87,855	\$94,452	\$101,055
10	\$88,733	\$95,398	\$102,066
11	\$89,620	\$96,349	\$103,085
12	\$90,516	\$97,315	\$104,117
13	\$91,421	\$98,288	\$105,157
14	\$92,334	\$99,269	\$106,209
15	\$93,259	\$100,265	\$107,270
16	\$94,191	\$101,268	\$108,344
17	\$95,133	\$102,281	\$109,427
18	\$96,085	\$103,302	\$110,521
19	\$97,047	\$104,335	\$111,627
20	\$98,015	\$105,377	\$112,743
21	\$98,994	\$106,432	\$113,871
22	\$99,986	\$107,495	\$115,008
23	\$100,985	\$108,571	\$116,159
24	\$101,996	\$109,657	\$117,319
25	\$103,015	\$110,754	\$118,492
26	\$104,046	\$111,860	\$119,678
27	\$105,084	\$112,978	\$120,875
28	\$106,136	\$114,108	\$122,084
29	\$107,198	\$115,251	\$123,305
30	\$108,269	\$116,401	\$124,537
31	\$109,351	\$117,566	\$125,782
32	\$110,446	\$118,843	\$127,040
33	\$111,549	\$119,931	\$128,311
34	\$112,666	\$121,129	\$129,595
35	\$113,790	\$122,341	\$130,889

Only public-school teaching experience will be accepted for salary purposes. Experience in private schools, church schools, private colleges, and private universities will not be accepted. The applicable board(s) of education must certify experience. Board Policy 4.9 defines a year of experience.

To be paid for a higher degree, a teacher must hold an advanced degree from an approved, accredited institution verified by an official college or university transcript and recognized by the State Superintendent of Education.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).



2026-2027 Annual Salary Schedule

Central Office Administration – AD

(4 Years or More Experience in Supervision or Administration)
(240 Days)

Years of Experience	Rank A MS/MA	Rank AA 6 th Year	Doctorate Degree
4,5	\$91,180	\$98,316	\$105,456
6,7,8	\$95,168	\$102,621	\$110,065
9	\$98,042	\$105,720	\$113,390
10	\$99,022	\$106,777	\$114,526
11	\$100,012	\$107,844	\$115,668
12	\$101,014	\$108,923	\$116,825
13	\$102,023	\$110,013	\$117,994
14	\$103,046	\$111,111	\$119,174
15	\$106,461	\$113,982	\$120,364
16	\$107,526	\$115,122	\$121,568
17	\$108,600	\$116,273	\$122,783
18	\$112,493	\$120,047	\$124,010
19	\$113,617	\$121,248	\$125,250
20	\$114,753	\$122,459	\$126,504
21	\$115,898	\$123,684	\$127,768
22	\$117,057	\$124,920	\$129,046
23	\$118,228	\$126,170	\$130,336
24	\$119,413	\$127,433	\$131,640
25	\$120,607	\$128,707	\$132,956
26	\$121,814	\$129,995	\$134,286
27	\$123,027	\$131,295	\$135,628
28	\$124,258	\$132,608	\$136,986
29	\$125,502	\$133,933	\$138,355
30	\$126,757	\$135,272	\$139,738
31	\$128,023	\$136,624	\$141,135
32	\$129,305	\$137,992	\$142,547
33	\$130,597	\$139,374	\$143,972
34	\$131,904	\$140,766	\$145,412
35	\$133,222	\$142,174	\$146,865

Only public school teaching experience will be accepted for salary purposes. Experience in private schools, church schools, private colleges, and private universities will not be accepted. The applicable board(s) of education must certify experience. Board Policy 4.9 defines a year of experience. Superintendent may grant credit for prior experience in administration.

To be paid for a higher degree, a teacher must hold an advanced degree from an approved, accredited institution verified by an official college or university transcript and recognized by the State Superintendent of Education.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).



2026-2027 Annual Salary Schedule

Career and Technical Education Career Coach - CH (202 Days)

Years of Experience	Rank B BS/ND	Rank A MS/MA
0, 1, 2	\$46,482	\$52,910
3, 4, 5	\$50,608	\$58,199
6, 7, 8	\$52,828	\$60,749
9, 10, 11	\$53,884	\$61,964
12, 13, 14	\$54,961	\$63,203
15, 16, 17	\$56,060	\$64,466
18, 19, 20	\$57,180	\$65,755
21, 22, 23	\$58,323	\$67,072
24, 25, 26	\$59,490	\$68,411
27, 28, 29	\$60,680	\$69,781
30, 31, 32	\$61,896	\$71,177
33, 34, 35 +	\$63,134	\$72,601

This salary schedule is based on 10 scholastic months (202 days) of employment each school year.

Position requires Bachelor's degree in education, marketing, communication or related field.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).

Annual salary is based on a 40-hour week with daily full-time equivalent standard work hours.



2026-2027 Annual Salary Schedule

Central Office Administrative Assistant - AA (240 Days)

Years of Experience	Non-Degree	Associate	BS Degree
0, 1, 2	\$41,635	\$44,368	\$47,097
3, 4, 5	\$43,450	\$46,186	\$48,915
6, 7, 8	\$46,257	\$48,990	\$51,722
9, 10, 11	\$49,073	\$51,805	\$54,539
12, 13, 14	\$50,898	\$53,632	\$56,364
15, 16, 17	\$53,711	\$56,443	\$59,177
18, 19, 20	\$55,536	\$58,265	\$60,996
21, 22, 23	\$57,362	\$60,095	\$62,824
24, 25, 26	\$58,509	\$61,298	\$64,083
27, 28, 29	\$60,850	\$63,749	\$66,645
30, 31, 32	\$62,066	\$65,024	\$67,977
33, 34, 35 +	\$63,651	\$66,324	\$69,336

Employee must submit evidence of prior experience in related area at time of employment and the Superintendent may verify and grant credit for such prior experience.

To receive credit for degrees, the major emphasis must be business or related fields.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).

Annual salary is based on a 40-hour week with daily full-time equivalent standard work hours.



2026-2027
Annual Salary Schedule
Central Office Bookkeeper -BK
(240 Days)

Years of Experience	Non-Degree	Associate	BS Degree
0, 1, 2	\$41,635	\$44,368	\$47,097
3, 4, 5	\$43,450	\$46,186	\$48,915
6, 7, 8	\$46,257	\$48,990	\$51,722
9, 10, 11	\$49,073	\$51,805	\$54,539
12, 13, 14	\$50,898	\$53,632	\$56,364
15, 16, 17	\$53,711	\$56,443	\$59,177
18, 19, 20	\$55,536	\$58,265	\$60,996
21, 22, 23	\$57,362	\$60,095	\$62,824
24, 25, 26	\$58,509	\$61,298	\$64,083
27, 28, 29	\$60,850	\$63,749	\$66,645
30, 31, 32	\$62,066	\$65,024	\$67,977
33, 34, 35 +	\$63,651	\$66,324	\$69,336

Employee must submit evidence of prior experience in related area at time of employment and the Superintendent may verify and grant credit for such prior experience.

To receive credit for degrees, the major emphasis must be in business and/or accounting.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).

AASBO Certifications - \$1,000 per certificate and recognized each year on July 1st

Annual salary is based on a 40-hour week with daily full-time equivalent standard work hours.



2026-2027 Annual Salary Schedule

EA Central Office Executive Assistant (240 Days)

Years of Experience	Non-Degree	Associate Degree
0, 1, 2	\$32,460	\$33,599
3, 4, 5	\$34,817	\$37,203
6, 7, 8	\$38,160	\$40,530
9, 10, 11	\$41,183	\$43,541
12, 13, 14	\$43,710	\$46,057
15, 16, 17	\$46,311	\$48,139
18, 19, 20	\$48,423	\$50,219
21, 22, 23	\$50,529	\$52,298
24, 25, 26	\$51,541	\$53,350
27, 28, 29	\$53,111	\$54,997
30, 31, 32	\$54,173	\$56,098
33, 34, 35 +	\$55,257	\$57,220

Employee must submit evidence of prior experience in related area at time of employment and the Superintendent may verify and grant credit for such prior experience.

To receive credit for degrees, the major emphasis must be business or related fields.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).

Annual salary is based on a 40-hour week with daily full-time equivalent standard work hours.



2026-2027 Annual Salary Schedule

Central Office Receptionist /Secretary -CL (240 Days)

Years of Experience	Salary
0, 1, 2	\$29,964
3, 4, 5	\$31,461
6, 7, 8	\$33,604
9, 10, 11	\$37,052
12, 13, 14	\$40,432
15, 16, 17	\$43,039
18, 19, 20	\$45,578
21, 22, 23	\$48,111
24, 25, 26	\$49,072
27, 28, 29	\$50,053
30, 31, 32	\$51,054
33, 34, 35 +	\$52,075

Employee must submit evidence of prior experience in related area at time of employment and the Superintendent may verify and grant credit for such prior experience.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).

Annual salary is based on a 40-hour week with daily full-time equivalent standard work hours.



2026-2027 Annual Salary Schedule

High School and Unit School Bookkeeper -BH (202 Days)

Years of Experience	Non-Degree	Associate Degree	BS Degree	182 Days Assistant
0, 1, 2	\$30,787	\$32,941	\$35,403	\$25,231
3, 4, 5	\$31,797	\$34,262	\$36,721	\$26,135
6, 7, 8	\$33,116	\$35,579	\$38,039	\$26,966
9, 10, 11	\$34,434	\$36,893	\$39,356	\$27,801
12, 13, 14	\$35,751	\$38,048	\$40,674	\$28,640
15, 16, 17	\$37,075	\$39,534	\$41,993	\$29,488
18, 19, 20	\$38,392	\$40,852	\$43,314	\$30,336
21, 22, 23	\$39,707	\$42,169	\$44,630	\$31,189
24, 25, 26	\$40,502	\$43,012	\$45,523	\$31,813
27, 28, 29	\$41,312	\$43,872	\$46,433	\$32,450
30, 31, 32	\$42,138	\$44,749	\$47,362	\$33,099
33, 34, 35 +	\$42,981	\$45,644	\$48,309	\$33,761

This salary schedule is based on 10 scholastic months (202 days) of employment each school year.

School bookkeepers may work seven additional days each school year. These additional days will be scheduled by the school principal during the summer months. Bookkeepers will be paid at their regular daily rate of pay for additional days worked.

Employee must submit evidence of prior experience in bookkeeping and/or accounting at time of employment and the Superintendent may verify and grant credit for such prior experience. Half-time bookkeepers starting pay will be based on zero years of experience.

To receive credit for degrees, the major emphasis must be in business and/or accounting.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).

AASBO Local School Financial Management Certification - \$500 recognized each year on July 1st

Annual salary is based on a 40-hour week with daily full-time equivalent standard work hours.



2026-2027 Annual Salary Schedule

Elementary School and BCCTC Bookkeeper - BE (202 Days)

Years of Experience	Non-Degree	Associate Degree	BS Degree
0, 1, 2	\$29,168	\$31,603	\$34,038
3, 4, 5	\$30,481	\$32,917	\$35,352
6, 7, 8	\$31,797	\$34,234	\$36,672
9, 10, 11	\$33,116	\$35,556	\$37,989
12, 13, 14	\$34,434	\$36,870	\$39,308
15, 16, 17	\$35,751	\$38,189	\$40,624
18, 19, 20	\$37,075	\$39,510	\$41,945
21, 22, 23	\$38,392	\$40,828	\$43,265
24, 25, 26	\$39,160	\$41,645	\$44,130
27, 28, 29	\$39,943	\$42,479	\$45,013
30, 31, 32	\$40,742	\$43,329	\$45,913
33, 34, 35 +	\$41,557	\$44,195	\$46,832

This salary schedule is based on 10 scholastic months (202 days) of employment each school year.

School bookkeepers may work seven additional days each school year. These additional days will be scheduled by the school principal during the summer months. Bookkeepers will be paid at their regular daily rate of pay for additional days worked.

Employee must submit evidence of prior experience in bookkeeping and/or accounting at time of employment and the Superintendent may verify and grant credit for such prior experience. Half-time bookkeepers starting pay will be based on zero years of experience.

To receive credit for degrees, the major emphasis must be in business and/or accounting.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).

AASBO Local School Financial Management Certification - \$500 recognized each year on July 1st

Annual salary is based on a 40-hour week with daily full-time equivalent standard work hours.



2026-2027
Annual Salary Schedule
High School and Unit School
Student Information Specialist - SH
(192 Days)

Years of Experience	Non-Degree	Associate Degree	BS Degree
0, 1, 2	\$26,447	\$28,669	\$30,947
3, 4, 5	\$27,368	\$29,591	\$31,913
6, 7, 8	\$28,319	\$30,578	\$32,914
9, 10, 11	\$29,336	\$31,646	\$33,982
12, 13, 14	\$30,429	\$32,766	\$35,101
15, 16, 17	\$31,586	\$33,922	\$36,256
18, 19, 20	\$32,751	\$35,084	\$37,419
21, 22, 23	\$33,714	\$36,050	\$38,387
24, 25, 26	\$34,388	\$36,771	\$39,156
27, 28, 29	\$35,076	\$37,506	\$39,938
30, 31, 32	\$35,778	\$38,256	\$40,737
33, 34, 35 +	\$36,494	\$39,021	\$41,551

This salary schedule is for Student Information Systems Specialist (former STI Manager) working 192 days per school year.

Employee must submit evidence of prior experience in related area at time of employment and the Superintendent may verify and grant credit for such prior experience.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).

Annual salary is based on a 40-hour week with daily full-time equivalent standard work hours.



2026-2027 Annual Salary Schedule

Elementary Student Information Specialist - SI (192 Days)

Years of Experience	Non-Degree	Associate Degree	BS Degree
0, 1, 2	\$25,247	\$27,471	\$29,746
3, 4, 5	\$26,167	\$28,391	\$30,713
6, 7, 8	\$27,120	\$29,379	\$31,714
9, 10, 11	\$28,137	\$30,446	\$32,782
12, 13, 14	\$29,228	\$31,566	\$33,901
15, 16, 17	\$30,387	\$32,723	\$35,057
18, 19, 20	\$31,553	\$33,884	\$36,219
21, 22, 23	\$32,515	\$34,850	\$37,188
24, 25, 26	\$33,165	\$35,547	\$37,932
27, 28, 29	\$33,828	\$36,258	\$38,690
30, 31, 32	\$34,505	\$36,983	\$39,464
33, 34, 35 +	\$35,195	\$37,723	\$40,253

This salary schedule is for Student Information Systems Specialist (former STI Manager) working 192 days per school year.

Employee must submit evidence of prior experience in related area at time of employment and the Superintendent may verify and grant credit for such prior experience.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).

Annual salary is based on a 40-hour week with daily full-time equivalent standard work hours.



2026-2027 Annual Salary Schedule

Paraprofessionals

**Instructional Aide, Teacher Aide, Office Aide, Special Education Aide,
Physical Education Aide, Computer Lab Aide, Title I ESL Aide, Title I
At-Risk Aide, Access Lab Aide, and Parent Liaison –CA, OA, TA
(182 Days)**

Years of Experience	Non-Degree	Associate Degree	BS Degree
0, 1, 2	\$22,723	\$24,237	\$26,510
3, 4, 5	\$23,622	\$25,100	\$27,368
6, 7, 8	\$24,094	\$25,602	\$27,915
9, 10, 11	\$24,577	\$26,114	\$28,369
12, 13, 14	\$25,069	\$26,636	\$29,041
15, 16, 17	\$25,571	\$27,169	\$29,622
18, 19, 20	\$26,081	\$27,712	\$30,215
21, 22, 23	\$26,603	\$28,267	\$30,818
24, 25, 26	\$27,135	\$28,831	\$31,435
27, 28, 29	\$27,678	\$29,409	\$32,065
30, 31, 32	\$28,232	\$29,998	\$32,706
33, 34, 35 +	\$28,797	\$30,597	\$33,359

Employee must submit evidence of prior experience in related area at time of employment and the Superintendent may verify and grant credit for such prior experience.

Non-degree Requirement – 1) Successfully complete at least two years (48 semester hours/72 quarter hours) of study at an institute of higher education 2) Pass State Work-keys Assessment which will establish your ability to aide in the institution of reading, writing and math

Degree Requirement – An associate's degree or 64 semester hours/96 quarter hours of coursework documented on an official transcript from an accredited institution of higher education.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).

Annual salary is based on a 40-hour week with daily full-time equivalent standard work hours.



2026-2027 Annual Salary Schedule

Preschool Auxiliary Teacher -AX (187 Days)

Years of Experience	Non-Degree	Associate Degree	BS Degree
0, 1, 2	\$23,347	\$23,749	\$26,116
3, 4, 5	\$24,001	\$24,594	\$26,962
6, 7, 8	\$24,482	\$25,086	\$27,501
9, 10, 11	\$24,972	\$25,589	\$28,051
12, 13, 14	\$25,471	\$26,100	\$28,612
15, 16, 17	\$25,979	\$26,621	\$29,184
18, 19, 20	\$26,500	\$27,153	\$29,768
21, 22, 23	\$27,030	\$27,695	\$30,364
24, 25, 26	\$27,571	\$28,251	\$30,970
27, 28, 29	\$28,121	\$28,817	\$31,590
30, 31, 32	\$28,683	\$29,393	\$32,222
33, 34, 35 +	\$29,258	\$29,980	\$32,866

Employee must submit evidence of prior experience in related area at time of employment and the Superintendent may verify and grant credit for such prior experience.

Non-degree Requirement – 1) Successfully complete at least two years (48 semester hours/72 quarter hours) of study at an institute of higher education 2) Pass State Work-keys Assessment which will establish your ability to aide in the institution of reading, writing and math

Degree Requirement – An associate’s degree or 64 semester hours/96 quarter hours of coursework documented on an official transcript from an accredited institution of higher education.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).

Preschool Auxiliary teachers will start at whichever is greater the minimum salary required by the grant or actual years of experience.

Annual salary is based on a 40-hour week with daily full-time equivalent standard work hours.



2026-2027 Annual Salary Schedule

Sign Language Interpreter - SL
(182 Days)

Years of Experience	Non-Degree	Associate Degree
0, 1, 2	\$24,283	\$25,867
3, 4, 5	\$24,768	\$28,427
6, 7, 8	\$25,264	\$29,771
9, 10, 11	\$25,769	\$30,367
12, 13, 14	\$26,284	\$30,974
15, 16, 17	\$26,810	\$31,593
18, 19, 20	\$27,346	\$32,227
21, 22, 23	\$27,893	\$32,870
24, 25, 26	\$28,451	\$33,527
27, 28, 29	\$29,021	\$34,198
30, 31, 32	\$29,601	\$34,883
33, 34, 35 +	\$30,193	\$35,580

Only public-school sign language interpreter experience will be accepted for salary purposes. The applicable board(s) of education must certify experience. Board Policy 4.9 defines a year of experience. Employee must submit evidence of such prior experience at time of employment and the Superintendent may verify and grant credit for such prior experience.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).

Annual salary is based on a 40-hour week with daily full-time equivalent standard work hours.



2026-2027 Annual Salary Schedule

Child Nutrition Director -CN (240 Days)

Years of Experience	BS Degree	MS Degree
0,1,2	\$62,290	\$71,587
3,4,5	\$69,273	\$79,394
6,7,8	\$72,291	\$82,719
9	\$74,558	\$85,217
10	\$75,304	\$86,069
11	\$76,055	\$86,930
12	\$77,530	\$88,217
13	\$78,304	\$89,099
14	\$79,088	\$89,991
15	\$79,918	\$91,682
16	\$80,718	\$92,598
17	\$81,525	\$93,523
18	\$82,338	\$94,458
19	\$83,164	\$95,404
20	\$83,994	\$96,356
21	\$84,836	\$97,319
22	\$85,683	\$98,293
23	\$86,540	\$99,277
24	\$87,406	\$100,271
25	\$88,279	\$101,273
26	\$89,161	\$102,286
27	\$90,055	\$103,305
28	\$90,954	\$104,339
29	\$91,865	\$105,382
30	\$92,783	\$106,436
31	\$93,710	\$107,501
32	\$94,649	\$108,577
33	\$95,594	\$109,661
34	\$96,551	\$110,759
35	\$97,515	\$111,864

Position requires a Bachelor's degree in Food and Nutrition, Food Service Management, or Family and Consumer Sciences (with a minimum of four courses in foods and nutrition).

Employee must submit evidence of prior experience in related area at time of employment and the Superintendent may verify and grant credit for such prior experience.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).



2026-2027 Annual Salary Schedule Child Nutrition Program Employee

	LW	LM
Years of Experience	184 Days Worker	187 Days Manager
0, 1, 2	\$22,972	\$29,073
3, 4, 5	\$23,771	\$31,282
6, 7, 8	\$24,245	\$32,475
9, 10, 11	\$24,730	\$33,123
12, 13, 14	\$25,225	\$33,788
15, 16, 17	\$25,732	\$34,461
18, 19, 20	\$26,245	\$35,152
21, 22, 23	\$26,769	\$35,854
24, 25, 26	\$27,304	\$36,570
27, 28, 29	\$27,850	\$37,303
30, 31, 32	\$28,408	\$38,049
33, 34, 35 +	\$28,976	\$38,810

Employee must submit evidence of prior experience in related area at time of employment and the Superintendent may verify and grant credit for such prior experience.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).

Child Nutrition Workers will be paid \$20.00 per hour and Managers will be paid \$24.00 per hour for Summer Feed Programs.

Annual salary is based on a 40-hour week with daily full-time equivalent standard work hours.



2026-2027 Annual Salary Schedule Janitor /Custodian

Years of Experience	JA 182 Days	CU 222 Days	CUS 240 Days
0, 1, 2	\$23,030	\$28,090	\$30,367
3, 4, 5	\$23,250	\$28,359	\$30,660
6, 7, 8	\$23,714	\$28,926	\$31,271
9, 10, 11	\$24,189	\$29,505	\$31,898
12, 13, 14	\$24,673	\$30,096	\$32,537
15, 16, 17	\$25,166	\$30,698	\$33,187
18, 19, 20	\$25,669	\$31,311	\$33,852
21, 22, 23	\$26,182	\$31,938	\$34,528
24, 25, 26	\$26,706	\$32,577	\$35,220
27, 28, 29	\$27,240	\$33,228	\$35,921
30, 31, 32	\$27,785	\$33,893	\$36,640
33, 34, 35 +	\$28,341	\$34,571	\$37,374

Employee must submit evidence of prior experience in related area at time of employment and the Superintendent may verify and grant credit for such prior experience.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).

Annual salary is based on a 40-hour week with daily full-time equivalent standard work hours.



2026-2027 Annual Salary Schedule

Job Coach -JC (240 Days)

Years of Experience	Non-Degree	BS Degree	Master's
0, 1, 2	\$29,964	\$36,556	\$40,636
3, 4, 5	\$31,150	\$37,739	\$41,135
6, 7, 8	\$32,452	\$38,495	\$41,959
9, 10, 11	\$34,059	\$39,265	\$42,798
12, 13, 14	\$35,561	\$40,050	\$43,654
15, 16, 17	\$36,271	\$40,851	\$44,527
18, 19, 20	\$36,997	\$41,668	\$45,418
21, 22, 23	\$37,737	\$42,501	\$46,326
24, 25, 26	\$38,492	\$43,351	\$47,253
27, 28, 29	\$39,262	\$44,218	\$48,197
30, 31, 32	\$40,047	\$45,102	\$49,161
33, 34, 35 +	\$40,848	\$46,004	\$50,144

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).

Annual salary is based on a 40-hour week with daily full-time equivalent standard work hours.



2026-2027
Annual Salary Schedule
EL Program Support Specialist - EL
(207 Days)

Years of Experience	Non-Degree	Associate Degree	BS Degree
0, 1, 2	\$30,949	\$32,187	\$33,474
3, 4, 5	\$31,567	\$32,829	\$34,141
6, 7, 8	\$32,197	\$33,486	\$34,825
9, 10, 11	\$32,843	\$34,156	\$35,522
12, 13, 14	\$33,498	\$34,838	\$36,231
15, 16, 17	\$34,169	\$35,536	\$36,958
18, 19, 20	\$34,852	\$36,247	\$37,696
21, 22, 23	\$35,550	\$36,972	\$38,451
24, 25, 26	\$36,260	\$37,710	\$39,219
27, 28, 29	\$36,985	\$38,464	\$40,002
30, 31, 32	\$37,725	\$39,234	\$40,804
33, 34, 35 +	\$38,480	\$40,019	\$41,619

Employee must submit evidence of prior experience in related area at time of employment and the Superintendent may verify and grant credit for such prior experience.

To receive credit for degrees, the major emphasis must be business or related fields.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).

Annual salary is based on a 40-hour week with daily full-time equivalent standard work hours.



2026-2027 Annual Salary Schedule

FH
Federal Programs Home-School Liaison
(240 days)

Years of Experience	Non-Degree	Associate Degree	BS Degree
0, 1, 2	\$43,112	\$44,356	\$46,130
3, 4, 5	\$43,975	\$45,243	\$47,053
6, 7, 8	\$44,853	\$46,148	\$47,994
9, 10, 11	\$45,750	\$47,070	\$48,953
12, 13, 14	\$46,667	\$48,011	\$49,932
15, 16, 17	\$47,600	\$48,971	\$50,930
18, 19, 20	\$48,551	\$49,949	\$51,947
21, 22, 23	\$49,522	\$50,950	\$52,989
24, 25, 26	\$50,512	\$51,969	\$54,048
27, 28, 29	\$51,523	\$53,008	\$55,129
30, 31, 32	\$52,552	\$54,068	\$56,231
33, 34, 35 +	\$53,604	\$55,149	\$57,356

Employee must submit evidence of prior experience in related area at time of employment and the Superintendent may verify and grant credit for such prior experience.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).

Annual salary is based on a 40-hour week with daily full-time equivalent standard work hours.



2026-2027
Annual Salary Schedule
RN
 School Health Coordinator
 (240 days)

Years of Experience	RN/BS 240 Days	RN/MS 240 Days
0,1,2	61,416	70,625
3,4,5	67,554	77,688
6,7,8	70,511	81,088
9	72,639	83,537
10	73,366	84,371
11	74,099	85,215
12	74,840	86,068
13	75,589	86,927
14	76,346	87,799
15	77,109	88,677
16	77,880	89,562
17	78,658	90,458
18	79,445	91,364
19	80,239	92,278
20	81,042	93,200
21	81,852	94,130
22	82,670	95,071
23	83,496	96,023
24	84,333	96,986
25	85,176	97,955
26	86,027	98,935
27	86,889	99,921
28	87,757	100,920
29	88,634	101,929
30	89,520	102,950
31	90,415	103,978
32	91,321	105,018
33	92,232	106,069
34	93,156	107,129
35	94,087	108,201

Employee must be a licensed registered nurse holding a valid license issued by the Alabama State Board of Nursing.

Only public school health service experience will be accepted for salary purposes. The applicable board(s) of education must certify experience. Board Policy 4.9 defines a year of experience. Employee must submit evidence of such prior experience at time of employment and the Superintendent may verify and grant credit for such prior experience.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).



2026-2027 Annual Salary Schedule

SN Public School Nurse (187 days)

Years of Experience	LPN	RN-ASN	RN-BSN	RN/MSM
0, 1, 2	34,609	45,660	49,235	53,090
3, 4, 5	38,066	50,221	54,152	58,393
6, 7, 8	39,735	52,422	56,527	60,954
9	40,934	54,005	58,234	62,794
10	41,343	54,545	58,816	63,421
11	41,756	55,090	59,403	64,055
12	42,174	55,641	59,999	64,696
13	42,596	56,198	60,598	65,344
14	43,023	56,760	61,205	65,997
15	43,454	57,329	61,817	66,657
16	43,887	57,901	62,435	67,324
17	44,327	58,480	63,059	67,997
18	44,769	59,065	63,689	68,676
19	45,217	59,655	64,326	69,363
20	45,668	60,252	64,968	70,056
21	46,126	60,855	65,619	70,758
22	46,587	61,463	66,274	71,464
23	47,053	62,078	66,938	72,179
24	47,523	62,699	67,608	72,902
25	47,999	63,325	68,283	73,630
26	48,478	63,958	68,966	74,366
27	48,964	64,598	69,657	75,110
28	49,453	65,244	70,353	75,861
29	49,948	65,897	71,056	76,620
30	50,447	66,555	71,766	77,385
31	50,952	67,221	72,484	78,159
32	51,462	67,894	73,210	78,941
33	51,976	68,572	73,940	79,730
34	52,495	69,257	74,680	80,526
35	53,020	69,950	75,426	81,333

Employee must be a licensed nurse holding a valid license issued by the Alabama State Board of Nursing. Only public-school health service experience will be accepted for salary purposes. The applicable board(s) of education must certify experience. Employee must submit evidence of such prior experience at time of employment and the Superintendent may verify and grant credit for such prior experience.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).

Registered nurses will be paid their daily rate of pay for 8-hour days outside of their regular contract including overnight trips. If the day is less than 8 hours, they will be paid \$25.00 per hour. LPN's will be paid \$12.50 per hour outside their regular contract including overnight trips less 8 hours of sleep time and 30 minutes for each meal time.

Annual salary is based on a 40-hour week with daily full-time equivalent standard work hours.



2026-2027 Annual Salary Schedule

SW Social Worker and Mental Health Professional (240 days)

Years of Experience	Associate Degree	BS Degree
0, 1, 2	\$39,843	\$66,377
3, 4, 5	\$40,467	\$69,284
6, 7, 8	\$41,277	\$70,669
9, 10, 11	\$42,103	\$72,082
12, 13, 14	\$42,944	\$73,525
15, 16, 17	\$43,803	\$74,994
18, 19, 20	\$44,679	\$76,494
21, 22, 23	\$45,574	\$78,024
24, 25, 26	\$46,484	\$79,583
27, 28, 29	\$47,416	\$81,177
30, 31, 32	\$48,363	\$82,801
33, 34, 35 +	\$49,330	\$84,456

Employee must submit evidence of prior experience in social work /mental health at time of employment and the Superintendent may verify and grant credit for such prior experience.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).



2026-2027 Annual Salary Schedule

Mental Health Counselor -G (207 Days)

Years of Experience	Rank B BS/ND	Rank A MS/MA	Rank AA 6 th Year	Doctorate Degree
0,1,2	53,745	58,571	63,157	67,740
3,4,5	56,020	64,422	69,464	74,514
6,7,8	58,477	67,246	72,528	77,772
9	60,242	69,277	74,718	80,121
10	60,845	69,969	75,466	80,923
11	61,452	70,670	76,218	81,730
12	62,068	71,377	76,982	82,549
13	62,687	72,090	77,753	83,374
14	63,315	72,811	78,530	84,208
15	63,948	73,539	79,315	85,050
16	64,587	74,274	80,108	85,900
17	65,233	75,017	80,908	86,759
18	65,887	75,768	81,718	87,625
19	66,545	76,524	82,537	88,502
20	67,210	77,291	83,361	89,388
21	67,882	78,063	84,196	90,283
22	68,560	78,844	85,036	91,185
23	69,247	79,632	85,887	92,096
24	69,939	80,429	86,747	93,017
25	70,638	81,233	87,613	93,947
26	71,346	82,045	88,490	94,887
27	72,059	82,865	89,373	95,835
28	72,779	83,694	90,268	96,795
29	73,507	84,530	91,171	97,762
30	74,241	85,376	92,082	98,740
31	74,983	86,230	93,003	99,727
32	75,734	87,092	93,933	100,723
33	76,491	87,964	94,873	101,732
34	77,256	88,843	95,821	102,749
35	78,029	89,731	96,779	103,776

Employee must submit evidence of prior experience in social work /mental health at time of employment and the Superintendent may verify and grant credit for such prior experience.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).



2026-2027 Annual Salary Schedule

OT Certified Occupational Therapy Assistant (COTA) and Occupational Therapist (OT) (182 Days)

Years of Experience	COTA	OT	Supervisor OT
0, 1, 2	\$34,608	\$49,233	\$53,090
3, 4, 5	\$38,065	\$54,152	\$58,393
6, 7, 8	\$39,734	\$56,526	\$60,953
9, 10, 11	\$41,756	\$59,403	\$64,054
12, 13, 14	\$43,022	\$61,204	\$65,996
15, 16, 17	\$44,325	\$63,057	\$67,995
18, 19, 20	\$45,667	\$64,968	\$70,056
21, 22, 23	\$47,053	\$66,938	\$72,178
24, 25, 26	\$48,478	\$68,965	\$74,365
27, 28, 29	\$49,946	\$71,055	\$76,619
30, 31, 32	\$51,460	\$73,208	\$78,941
33, 34, 35 +	\$53,019	\$75,426	\$81,332

Employee must be a licensed Occupational Therapist or Occupational Therapist Assistant holding a valid license issued by the Alabama State Board of Occupational Therapy.

Employee must submit evidence of prior experience in related area at time of employment and the Superintendent may verify and grant credit for such prior experience. Board Policy 4.9 defines a year of experience.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).

Annual salary is based on a 40-hour week with daily full-time equivalent standard work hours.



2026-2027 Annual Salary Schedule

Homebound, Tutoring, and Other Hourly Services

Certified Teacher Hourly Rate	\$37.50
Non-Certified Hourly Rate	\$18.75
Student Hourly Rate	\$9.00

Payment for services shall not exceed the total Board approved amount. The hourly rate is paid on a monthly basis upon receipt of time and effort sheets received by the Payroll Department by the 5th of the month.



2026-2027 Annual Salary Schedule Substitutes

	Daily Rate
Substitute Teacher	\$90.00
Substitute Bus Driver	\$70.00
Substitute School Nurse (Must hold a valid license issued by the Alabama State Board of Nursing)	
LPN Substitute School Nurse	\$90.00
RN Substitute School Nurse	\$30.00/hour
LPN Substitute for Overnight Trips	\$130.00
RN Substitute for Overnight Trips	\$175.00
RN Extra-curricular Activities	\$30.00/hour
LPN Extra-curricular Activities	\$12.50/hour
Substitute Bus Drivers for Career Tech. Center	
1 st Session and 3 rd Sessions	\$38.63
2 nd Session	\$49.66
Field Trip & Extra Curricular Bus Driver	
In-County	\$50.00
Out of County	\$70.00
Substitute Support Personnel (Lunchroom, Custodian, Etc.)	\$90.00
Long-Term Substitute Certified Teacher	\$180.00

Long-Term Substitute Certified Teacher - A substitute employed as a long-term substitute teacher to fill a temporary vacancy lasting more than 20 consecutive work days due to a teacher's board approved leave of absence. The long-term substitute teacher will receive pay at the current substitute teacher rate set by the Board (\$90.00/day) for the first 20 days of substituting. Beginning with the 21st day of continuous substituting for a teacher on a leave of absence, the long-term substitute teacher (if appropriately certified) will receive \$180.00 per day. A break in service (teacher returns from leave) will require the long-term substitute teacher's pay rate to revert back to the regular substitute compensation until the substitute accepts another job as a long-term substitute teacher. Substitutes and/or long-term substitute teachers will receive no benefits.

Substitute daily rate of pay based on an 8.0-hour work day.



2026-2027 Annual Salary Schedule

Stipends

Daily Rate \$150.00/day participants

Daily Rate \$250.00/day presenters

Above amounts are gross and will be paid in conjunction with a regular payroll check. Stipends are paid for professional learning and other days determined by leadership/administration outside of the regular contract days for certificated employees.

Stipends must be board approved prior to the activity.

Following the activity, participants /presenters will be paid based on sign-in sheets from the activity and/or completion in the appropriate software.



2026-2027
Annual Salary Schedule
TC
Technology Director
(240 days)

Years of Experience	BS Degree	MS Degree	6 Year Degree
0, 1, 2	69,813	75,396	80,984
3, 4, 5	76,393	82,526	88,662
6, 7, 8	79,531	85,961	92,392
9	81,934	88,557	95,182
10	82,751	89,443	96,134
11	83,578	90,336	97,095
12	85,650	91,241	98,064
13	86,507	92,152	99,046
14	87,372	93,074	100,035
15	88,351	94,005	101,038
16	89,234	94,945	102,047
17	90,126	94,779	103,068
18	91,028	96,854	104,097
19	91,937	97,823	105,139
20	92,856	98,801	106,188
21	93,785	99,787	107,252
22	94,721	100,785	108,323
23	95,670	101,793	109,407
24	96,626	102,812	110,503
25	97,593	103,839	111,606
26	98,568	104,877	112,724
27	99,555	105,924	113,848
28	100,550	106,986	114,988
29	101,555	108,054	116,138
30	102,570	109,135	117,299
31	103,595	110,225	118,472
32	104,633	111,328	119,657
33	105,678	112,442	120,855
34	106,734	113,566	122,062
35	107,803	114,702	123,283

Employee must submit evidence of prior experience in computer technology at time of employment and the Superintendent may verify and grant credit for such prior experience.

Minimum qualifications for technology directors hired or assigned after October 1, 2024, shall include professional training and work experience commensurate with the position's responsibilities, as pursuant to the Alabama HB439, K-12 Technology and Cybersecurity Leadership Act.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).



2026-2027 Annual Salary Schedule

NT Network Technician (240 days)

Years of Experience	Non-Degree	Associate Degree	BS Degree
0, 1, 2	\$54,135	\$59,052	\$65,116
3, 4, 5	\$59,003	\$64,958	\$71,024
6, 7, 8	\$63,066	\$67,797	\$73,862
9, 10, 11	\$66,314	\$69,153	\$75,340
12, 13, 14	\$67,935	\$70,536	\$76,846
15, 16, 17	\$69,503	\$71,948	\$78,383
18, 19, 20	\$71,184	\$73,387	\$79,952
21, 22, 23	\$72,811	\$74,855	\$81,551
24, 25, 26	\$74,267	\$76,351	\$83,181
27, 28, 29	\$75,751	\$77,879	\$84,845
30, 31, 32	\$77,266	\$79,437	\$86,542
33, 34, 35 +	\$78,811	\$81,026	\$88,273

Employee must submit evidence of prior experience in related area at time of employment and the Superintendent may verify and grant credit for such prior experience.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).

Annual salary is based on a 40-hour week with daily full-time equivalent standard work hours.



2026-2027
Annual Salary Schedule
TT
Technology Technician
and
Technology Integration Coach
(240 days)

Years of Experience	Non-Degree	Associate Degree	BS Degree
0, 1, 2	\$38,191	\$45,829	\$50,921
3, 4, 5	\$42,248	\$49,886	\$55,790
6, 7, 8	\$46,309	\$52,551	\$59,851
9, 10, 11	\$51,156	\$55,214	\$62,524
12, 13, 14	\$55,214	\$58,466	\$64,149
15, 16, 17	\$56,838	\$60,088	\$65,770
18, 19, 20	\$58,460	\$61,710	\$67,394
21, 22, 23	\$60,086	\$63,335	\$69,018
24, 25, 26	\$61,709	\$64,958	\$70,398
27, 28, 29	\$62,942	\$66,257	\$71,805
30, 31, 32	\$64,201	\$67,582	\$73,241
33, 34, 35 +	\$65,485	\$68,934	\$74,706

Employee must submit evidence of prior experience in computer technology at time of employment and the Superintendent may verify and grant credit for such prior experience.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).

Annual salary is based on a 40-hour week with daily full-time equivalent standard work hours.



2026-2027
Annual Salary Schedule

SM
Supervisor of Maintenance and Transportation
(240 days)

Years of Experience	Rank B BS	Rank A Certificate	Rank AA Certificate
3, 4, 5	85,350	87,886	94,025
6, 7, 8	87,377	91,685	98,093
9	90,301	94,453	101,055
10	91,202	95,397	102,065
11	92,113	96,350	103,085
12	93,280	97,315	104,118
13	94,211	98,287	105,159
14	95,155	99,269	106,208
15	96,310	100,266	107,271
16	97,272	101,268	108,345
17	98,246	102,281	109,428
18	99,394	103,303	110,522
19	100,388	104,337	111,628
20	101,392	105,378	112,743
21	102,531	106,431	113,871
22	103,557	107,495	115,008
23	104,591	108,571	116,159
24	105,638	109,658	117,321
25	106,693	110,755	118,493
26	107,760	111,862	119,679
27	108,840	112,977	120,876
28	109,927	114,108	122,085
29	111,027	115,251	123,305
30	112,137	116,401	124,537
31	113,259	117,565	125,783
32	114,390	118,742	127,042
33	115,534	119,930	128,312
34	116,688	121,129	129,595
35	117,856	122,341	130,890

This position requires a minimum of a BS degree. Employee must submit evidence of prior experience in a related field at time of employment and the Superintendent may verify and grant credit for such prior experience.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).



2026-2027
Annual Salary Schedule
OM
Operations Manager
(240 days)

Years of Experience	Rank B BS	Rank A Certificate	Rank AA Certificate
3, 4, 5	70,620	75,381	81,283
6, 7, 8	73,710	78,683	84,841
9	75,937	81,059	87,404
10	76,696	81,869	88,278
11	77,463	82,687	89,159
12	78,238	83,515	90,052
13	79,021	84,350	90,952
14	79,810	85,193	91,861
15	80,611	86,046	92,781
16	81,415	86,907	93,707
17	82,230	87,776	94,645
18	83,051	88,655	95,590
19	83,882	89,542	96,548
20	84,720	90,436	97,511
21	85,570	91,338	98,488
22	86,423	92,253	99,472
23	87,288	93,174	100,466
24	88,162	94,109	101,472
25	89,044	95,049	102,485
26	89,932	96,000	103,511
27	90,832	96,958	104,546
28	91,740	97,929	105,593
29	92,659	98,907	106,647
30	93,584	99,896	107,714
31	94,519	100,893	108,790
32	95,467	101,906	109,878
33	96,420	102,923	110,978
34	97,383	103,952	112,088
35	98,358	104,993	113,210

This position requires a minimum of a BS degree. Employee must submit evidence of prior experience in a related field at time of employment and the Superintendent may verify and grant credit for such prior experience.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).



2026-2027 Annual Salary Schedule

MD Transportation / Maintenance Foreman (240 days)

Steps	Salary
0, 1, 2	\$65,647
3, 4, 5	\$66,961
6, 7, 8	\$68,299
9, 10, 11	\$69,666
12, 13, 14	\$71,058
15, 16, 17	\$72,480
18, 19, 20	\$73,929
21, 22, 23	\$75,409
24, 25, 26	\$76,918
27, 28, 29	\$78,454
30, 31, 32	\$80,023
33, 34, 35 +	\$81,623

Employee must submit evidence of prior experience in related area at time of employment and the Superintendent may verify and grant credit for such prior experience.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).

Annual salary is based on a 40-hour week with daily full-time equivalent standard work hours.



2026-2027 Annual Salary Schedule

MT Bus Shop and Maintenance Personnel (240 Days)

Steps	Salary
0, 1, 2	\$42,179
3, 4, 5	\$47,571
6, 7, 8	\$53,280
9, 10, 11	\$58,928
12, 13, 14	\$64,696
15, 16, 17	\$69,453
18, 19, 20	\$70,842
21, 22, 23	\$72,258
24, 25, 26	\$73,703
27, 28, 29	\$75,177
30, 31, 32	\$76,680
33, 34, 35 +	\$78,213

Employee must submit evidence of prior experience and/or industry related certifications at time of employment and the Superintendent may verify and grant step credit.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).

Annual salary is based on a 40-hour week with daily full-time equivalent standard work hours.



2026-2027 Annual Salary Schedule

RS Transportation Route Specialist (240 days)

Years of Experience	Non-Degree	Associate Degree
0, 1, 2	\$37,123	\$39,560
3, 4, 5	\$38,743	\$41,181
6, 7, 8	\$41,245	\$43,680
9, 10, 11	\$43,756	\$46,192
12, 13, 14	\$45,382	\$47,819
15, 16, 17	\$47,892	\$50,325
18, 19, 20	\$49,518	\$51,952
21, 22, 23	\$51,146	\$53,583
24, 25, 26	\$52,169	\$54,655
27, 28, 29	\$54,256	\$56,841
30, 31, 32	\$55,341	\$57,978
33, 34, 35 +	\$56,448	\$59,138

Employee must submit evidence of such prior experience at time of employment and the Superintendent may verify and grant credit for such prior experience.

Employee must hold a valid Alabama School Bus Driver Certificate or a valid medical card issued by a DOT-certified medical examiner to hold this position.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).

Annual salary is based on a 40-hour week with daily full-time equivalent standard work hours.



2026-2027 Annual Salary Schedule

PT Transportation Parts Specialist & Shop Assistant (240 days)

Years of Experience	Non-Degree	Associate Degree
0, 1, 2	\$31,268	\$33,706
3, 4, 5	\$32,889	\$35,327
6, 7, 8	\$35,391	\$37,827
9, 10, 11	\$37,902	\$40,337
12, 13, 14	\$39,529	\$41,966
15, 16, 17	\$42,037	\$44,472
18, 19, 20	\$43,664	\$46,098
21, 22, 23	\$45,293	\$47,730
24, 25, 26	\$46,198	\$48,684
27, 28, 29	\$47,122	\$49,658
30, 31, 32	\$48,064	\$50,651
33, 34, 35 +	\$49,025	\$51,664

Employee must submit evidence of such prior experience at time of employment and the Superintendent may verify and grant credit for such prior experience.

Employee must hold a valid Alabama School Bus Driver Certificate or a valid medical card issued by a DOT-certified medical examiner to hold this position.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).

Annual salary is based on a 40-hour week with daily full-time equivalent standard work hours.



2026-2027 Annual Salary Schedule

BD Bus Driver / Utility Driver (184 Days)

Years of Experience	Salary
0, 1, 2	\$17,011
3, 4, 5	\$17,308
6, 7, 8	\$17,655
9, 10, 11	\$18,008
12, 13, 14	\$18,368
15, 16, 17	\$18,735
18, 19, 20	\$19,110
21, 22, 23	\$19,492
24, 25, 26	\$19,883
27, 28, 29	\$20,280
30, 31, 32	\$20,686
33, 34, 35 +	\$21,100

Vocational Driver (180 Days)

1 st Session –V1	\$6,953
2 nd Session –V2	\$8,939
3 rd Session –V3	\$6,953

Utility driver supplement \$4,000 per year.

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).

Employee must submit evidence of prior experience in related area at time of employment and the Superintendent may verify and grant credit for such prior experience.



2026-2027 Annual Salary Schedule

BA Bus Aide (182 days)

Years of Experience	Salary
0, 1, 2	\$13,964
3, 4, 5	\$14,106
6, 7, 8	\$14,388
9, 10, 11	\$14,676
12, 13, 14	\$14,970
15, 16, 17	\$15,269
18, 19, 20	\$15,573
21, 22, 23	\$15,884
24, 25, 26	\$16,202
27, 28, 29	\$16,527
30, 31, 32	\$16,858
33, 34, 35 +	\$17,195

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).

Employee must submit evidence of prior experience in related area at time of employment and the Superintendent may verify and grant credit for such prior experience.

Annual Salary is based on a 20-hour week with daily full-time equivalent standard work hours.



2026-2027 Annual Salary Schedule

Part-time Bus Driver

Years of Experience	BP Avg 9 routes per week (170 Days)	BT Avg 5 routes per week (92 Days)
0, 1, 2	\$15,716	\$8,506
3, 4, 5	\$15,992	\$8,655
6, 7, 8	\$16,312	\$8,828
9, 10, 11	\$16,638	\$9,005
12, 13, 14	\$16,971	\$9,184
15, 16, 17	\$17,309	\$9,368
18, 19, 20	\$17,656	\$9,555
21, 22, 23	\$18,009	\$9,746
24, 25, 26	\$18,370	\$9,942
27, 28, 29	\$18,736	\$10,140
30, 31, 32	\$19,112	\$10,343
33, 34, 35 +	\$19,494	\$10,550

Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).

Employee must submit evidence of prior experience in related area at time of employment and the Superintendent may verify and grant credit for such prior experience.



2026-2027 Annual Salary Schedule

Base Supplements	Annual Supplement
Head Varsity Football Coach	\$ 9,009
Assistant Head Varsity Football Coach	4,875
Assistant Varsity Football Coach	3,603
2 nd Assistant Varsity Football Coach (Class 1A)	3,283
3 rd Assistant Varsity Football Coach (Class 2A – 3A)	3,283
4 th Assistant Varsity Football Coach (Class 4A – 5A)	3,283
Jr. High Head Football Coach	3,124
Assistant Jr. High Football Coach (Class 1A)	2,172
2 nd Assistant Jr. High Football Coach (Class 2A – 3A)	2,172
3 rd Assistant Jr. High Football Coach (Class 4A – 5A)	2,172
Varsity Boys Basketball Coach	6,306
Varsity Girls Basketball Coach	6,306
JV/B-Team/Assistant Boys Basketball Coach	2,489
JV/B-Team/Assistant Girls Basketball Coach	2,489
Jr. High Boys Basketball Coach	2,172
Jr. High Girls Basketball Coach	2,172
Volleyball Coach	3,821
JV Volleyball / Assistant Coach	2,172
Jr. High Volleyball Coach	1,302
Varsity Softball Coach	3,821
Assistant Varsity Softball Coach	1,598
Jr. Varsity Softball Coach	1,302
Varsity Baseball Coach	3,821
Assistant Varsity Baseball Coach	1,598
Jr. Varsity Baseball Coach	1,302
Track Coach	2,303
Assistant Track Coach	1,302
Cross Country Coach	2,303
Assistant Cross Country	1,302
Indoor Track Coach	2,303
Assistant Indoor Track Coach	1,302
Wrestling Coach	3,821
Assistant Wrestling Coach	1,302
Sr. Cheerleader Sponsor	2,807
Jr./Assistant Cheerleader Sponsor	1,748
Soccer Boys	2,303
Soccer Girls	2,303
Assistant Soccer Coach Girls/Boys	1,302
Golf Coach	1,302
Flag Football Coach	1,670
Band Director Supplement	6,307
Assistant Band Director Supplement	3,442
Assistant Band Director Supplement (Class 1A - 3A)	1,721
Assistant Band Director Supplement (Class 4A - 5A)	1,721
Athletic Director	1,440
Field Maintenance -Baseball	2,040
Field Maintenance -Softball	1,530
Summer Athletic Program (Maintain athletic fields and facilities during summer months. Paid in following school year beginning September 1 st .) 2 each high school @ \$4,294.00	8,588

School Principals must assign supplements and report to Central Office those assignments by August 10th of each year. Coaching supplements will be paid only to coaches of teams that play a reasonable number of games (must schedule a minimum of one half of the AHSAA permitted number of games for designated sport). If a team does not make, the supplement will not be paid. The principal should notify the Superintendent if a supplement is not to be allocated. Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).



2026-2027
Annual Salary Schedule
Coaching Supplements with Steps
Football

Varsity (FV)

Years of Experience	(*)Assistant Coach	Assistant Coach	Assistant Head Coach	Head Coach
0, 1, 2, 3	\$3,283	\$3,603	\$4,875	\$9,009
4, 5, 6, 7	\$3,447	\$3,783	\$5,119	\$9,460
8, 9, 10, 11	\$3,619	\$3,972	\$5,375	\$9,933
12, 13, 14, 15	\$3,800	\$4,171	\$5,643	\$10,430
16, 17, 18, 19	\$3,990	\$4,379	\$5,926	\$10,951
20 +	\$4,190	\$4,598	\$6,222	\$11,499

Junior High (FJ)
Football

Years of Experience	(*)Assistant Coach	Head Coach
0, 1, 2, 3	\$2,172	\$3,124
4, 5, 6, 7	\$2,281	\$3,281
8, 9, 10, 11	\$2,395	\$3,445
12, 13, 14, 15	\$2,514	\$3,617
16, 17, 18, 19	\$2,640	\$3,798
20 +	\$2,772	\$3,988

Flag (FF)
Football

Years of Experience	Head Coach
0, 1, 2, 3	\$1,670
4, 5, 6, 7	\$1,754
8, 9, 10, 11	\$1,841
12, 13, 14, 15	\$1,934
16, 17, 18, 19	\$2,030
20 +	\$2,132

* The classification of the school will determine the number of additional assistants.

School Principals must assign supplements and report to Central Office those assignments by August 10th of each year. Coaching supplements will be paid only to coaches of teams that play a reasonable number of games (must schedule a minimum of one half of the AHSAA permitted number of games for designated sport). If a team does not make, the supplement will not be paid. The principal should notify the Superintendent if a supplement is not to be allocated. Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).



2026-2027
Annual Salary Schedule
Coaching Supplements with Steps
Basketball & Volleyball

Boys & Girls
Basketball (BB)

Years of Experience	Junior High Coach	Junior Varsity/Assistant Coach	Varsity Coach
0, 1, 2, 3	\$2,172	\$2,489	\$6,306
4, 5, 6, 7	\$2,281	\$2,613	\$6,621
8, 9, 10, 11	\$2,395	\$2,744	\$6,952
12, 13, 14, 15	\$2,514	\$2,881	\$7,299
16, 17, 18, 19	\$2,640	\$3,025	\$7,664
20 +	\$2,772	\$3,176	\$8,048

Volleyball (VB)

Years of Experience	Junior High Coach	Junior Varsity/Assistant Coach	Varsity Coach
0, 1, 2, 3	\$1,302	\$2,172	\$3,821
4, 5, 6, 7	\$1,367	\$2,281	\$4,012
8, 9, 10, 11	\$1,436	\$2,395	\$4,213
12, 13, 14, 15	\$1,507	\$2,514	\$4,423
16, 17, 18, 19	\$1,583	\$2,640	\$4,644
20 +	\$1,662	\$2,772	\$4,877

School Principals must assign supplements and report to Central Office those assignments by August 10th of each year. Coaching supplements will be paid only to coaches of teams that play a reasonable number of games (must schedule a minimum of one half of the AHSAA permitted number of games for designated sport). If a team does not make, the supplement will not be paid. The principal should notify the Superintendent if a supplement is not to be allocated. Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).



2026-2027 Annual Salary Schedule

Coaching Supplements with Steps Softball, Baseball, Soccer, & Golf

Softball (SB) /Baseball (BS)

Years of Experience	Junior Varsity Coach	Assistant Varsity Coach	Varsity Coach
0, 1, 2, 3	\$1,302	\$1,598	\$3,821
4, 5, 6, 7	\$1,367	\$1,677	\$4,012
8, 9, 10, 11	\$1,436	\$1,761	\$4,213
12, 13, 14, 15	\$1,507	\$1,849	\$4,423
16, 17, 18, 19	\$1,583	\$1,942	\$4,644
20 +	\$1,662	\$2,039	\$4,877

Field Maintenance (FT)

Softball Field	Baseball Field
\$1,530	\$2,040

Boys & Girls Soccer (SR)

Years of Experience	Assistant Coach	Soccer Coach
0, 1, 2, 3	\$1,302	\$2,303
4, 5, 6, 7	\$1,367	\$2,418
8, 9, 10, 11	\$1,436	\$2,539
12, 13, 14, 15	\$1,507	\$2,666
16, 17, 18, 19	\$1,583	\$2,799
20 +	\$1,662	\$2,939

Golf (GF)

Years of Experience	Golf Coach
0, 1, 2, 3	\$1,302
4, 5, 6, 7	\$1,367
8, 9, 10, 11	\$1,436
12, 13, 14, 15	\$1,507
16, 17, 18, 19	\$1,583
20 +	\$1,662

School Principals must assign supplements and report to Central Office those assignments by August 10th of each year. Coaching supplements will be paid only to coaches of teams that play a reasonable number of games (must schedule a minimum of one half of the AHSAA permitted number of games for designated sport). If a team does not make, the supplement will not be paid. The principal should notify the Superintendent if a supplement is not to be allocated. Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).



2026-2027
Annual Salary Schedule
Coaching Supplements with Steps
Track & Wrestling

Track/Cross Country/Indoor (TX)

Years of Experience	Assistant Coach	Head Coach
0, 1, 2, 3	\$1,302	\$2,303
4, 5, 6, 7	\$1,367	\$2,418
8, 9, 10, 11	\$1,436	\$2,539
12, 13, 14, 15	\$1,507	\$2,666
16, 17, 18, 19	\$1,583	\$2,799
20 +	\$1,662	\$2,939

Wrestling (WR)

Years of Experience	Assistant Coach	Head Coach
0, 1, 2, 3	\$1,302	\$3,821
4, 5, 6, 7	\$1,367	\$4,012
8, 9, 10, 11	\$1,436	\$4,213
12, 13, 14, 15	\$1,507	\$4,423
16, 17, 18, 19	\$1,583	\$4,644
20 +	\$1,662	\$4,877

School Principals must assign supplements and report to Central Office those assignments by August 10th of each year. Coaching supplements will be paid only to coaches of teams that play a reasonable number of games (must schedule a minimum of one half of the AHSAA permitted number of games for designated sport). If a team does not make, the supplement will not be paid. The principal should notify the Superintendent if a supplement is not to be allocated. Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).



2026-2027 Annual Salary Schedule

Coaching Supplements with Steps Band & Cheerleading

Band (BN)

Years of Experience	(*)Assistant Director	Assistant Director	Director
0, 1, 2, 3	\$1,721	\$3,442	\$6,307
4, 5, 6, 7	\$1,808	\$3,614	\$6,622
8, 9, 10, 11	\$1,898	\$3,795	\$6,953
12, 13, 14, 15	\$1,993	\$3,985	\$7,301
16, 17, 18, 19	\$2,093	\$4,184	\$7,666
20 +	\$2,197	\$4,393	\$8,049

Cheerleading (CX)

Years of Experience	Junior/Assistant Sponsor	Varsity Sponsor
0, 1, 2, 3	\$1,748	\$2,807
4, 5, 6, 7	\$1,836	\$2,947
8, 9, 10, 11	\$1,928	\$3,094
12, 13, 14, 15	\$2,024	\$3,249
16, 17, 18, 19	\$2,125	\$3,411
20 +	\$2,231	\$3,582

* The classification of the school will determine the number of additional assistants.

School Principals must assign supplements and report to Central Office those assignments by August 10th of each year. Coaching supplements will be paid only to coaches of teams that play a reasonable number of games (must schedule a minimum of one half of the AHSAA permitted number of games for designated sport). If a team does not make, the supplement will not be paid. The principal should notify the Superintendent if a supplement is not to be allocated. Salary amounts will be divided into twelve equal monthly payments. Salary amounts will be adjusted to the nearest amount evenly divisible by the number of pay periods due the employee during the contract period (annually).