



ALBERTVILLE

CITY SCHOOL SYSTEM

Salary Schedules
2026-2027 School Year

8379 US Highway 431
Albertville, AL 35950
256-891-1183

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Teacher-Certified Staff Salary Schedule Cover Page

National Board for Professional Teaching Standards (NBPTS) Supplement

- Personnel on this schedule who pass the National Board for Professional Teaching Standards will receive the amount determined annually by the State Department of Education. This is in accordance with Act No. 2010-610 (must work at least 6 months). The payment will be distributed in a lump sum payment at the end of the month upon the Board's receipt of funding from the State Department of Education.

Experience Credit

- New Employees will normally be placed on the schedule at Step 0 in the column corresponding to the degree certified on their teaching certificate; However, an accredited public or private school experience credit of one step per year of experience may be awarded for new employees who provide documentation of such experience as a certified accredited public or private school employee on the elementary, secondary or postsecondary level. To be eligible for experience credit, the employee must have been employed full time for at least 50% of any year for which credit is sought. Experience credit for new employees shall affect placement on the salary schedule only and does not apply as credit toward completion of the employee's probationary period.
- Section 16-23-25 is added to the code of Alabama 1975 to read as follows: A teacher with at least four years of full-time experience as a paraprofessional or classroom teacher's aide in a public school who is issued a teacher certificate pursuant to this chapter and hired into a position requiring such certification, shall receive one year of experience credit on the local teacher salary schedule established pursuant to Section 16-13-31.1 for every two years of full-time experience that he or she earned in a public school as a paraprofessional or classroom teacher's aide prior to being hired as a certified teacher.
- All documentation to determine experience is due to the personnel department no later than 60 days from the date of hire.

Verification of Degree

- If you do not hold a valid Alabama Teacher's certificate at the time you are employed in a certified position, you will be paid from the Bachelor level scale, even if you hold a Master's degree or higher. Once the Alabama Certificate is issued, an employee is entitled to pay for their advanced degree in the monthly pay period that begins after the ALSDE recognizes the advanced degree. If the contract period ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution. Beginning with the 2017-2018 school year, you can earn pay for an advanced degree based on the following per the Marsh Amendment:
 - In the field of study you are teaching
 - In administration
 - In counseling
 - In areas of critical shortage (as defined by the local system)

TEACHER-CERTIFIED STAFF 9 Months- 187 Days (Exempt)

T9 Experience	BS/ND Certificate	A Certificate	AA Certificate	DO Doctorate
0,1,2	\$49,523	\$53,972	\$58,198	\$62,421
3,4,5	\$51,621	\$59,367	\$64,010	\$68,665
6,7,8	\$53,886	\$61,966	\$66,834	\$71,664
9	\$55,512	\$63,838	\$68,852	\$73,829
10	\$56,068	\$64,476	\$69,540	\$74,568
11	\$56,629	\$65,123	\$70,233	\$75,314
12	\$57,194	\$65,774	\$70,938	\$76,066
13	\$57,766	\$66,428	\$71,647	\$76,827
14	\$58,344	\$67,092	\$72,362	\$77,596
15	\$58,927	\$67,765	\$73,089	\$78,372
16	\$59,516	\$68,440	\$73,818	\$79,155
17	\$60,111	\$69,126	\$74,557	\$79,946
18	\$60,715	\$69,816	\$75,305	\$80,745
19	\$61,321	\$70,514	\$76,055	\$81,553
20	\$61,933	\$71,223	\$76,816	\$82,370
21	\$62,552	\$71,933	\$77,583	\$83,193
22	\$63,178	\$72,653	\$78,357	\$84,025
23	\$63,808	\$73,381	\$79,142	\$84,864
24	\$64,450	\$74,112	\$79,933	\$85,713
25	\$65,093	\$74,854	\$80,734	\$86,570
26	\$65,742	\$75,602	\$81,541	\$87,436
27	\$66,400	\$76,358	\$82,357	\$88,311
28	\$67,064	\$77,123	\$83,178	\$89,192
29	\$67,735	\$77,893	\$84,002	\$90,085
30	\$68,412	\$78,673	\$84,853	\$90,987
31	\$69,098	\$79,458	\$85,698	\$91,899
32	\$69,788	\$80,253	\$86,551	\$92,823
33	\$70,486	\$81,057	\$87,424	\$93,743
34	\$71,189	\$81,865	\$88,298	\$94,682
35	\$71,903	\$82,684	\$89,178	\$95,626

TEACHER-CERTIFIED STAFF 10 Months- 202 Days (Exempt)

T0 Experience	BS/ND Certificate	A Certificate	AA Certificate	DO Doctorate
0,1,2	\$53,496	\$58,301	\$62,866	\$67,428
3,4,5	\$55,762	\$64,129	\$69,145	\$74,172
6,7,8	\$58,208	\$66,937	\$72,195	\$77,412
9	\$59,966	\$68,959	\$74,374	\$79,752
10	\$60,566	\$69,648	\$75,118	\$80,550
11	\$61,172	\$70,347	\$75,867	\$81,356
12	\$61,782	\$71,049	\$76,629	\$82,168
13	\$62,400	\$71,756	\$77,394	\$82,990
14	\$63,024	\$72,474	\$78,166	\$83,820
15	\$63,654	\$73,201	\$78,952	\$84,658
16	\$64,291	\$73,930	\$79,740	\$85,505
17	\$64,933	\$74,671	\$80,537	\$86,359
18	\$65,585	\$75,417	\$81,345	\$87,222
19	\$66,240	\$76,170	\$82,155	\$88,094
20	\$66,900	\$76,936	\$82,978	\$88,977
21	\$67,569	\$77,703	\$83,806	\$89,866
22	\$68,246	\$78,481	\$84,642	\$90,765
23	\$68,926	\$79,267	\$85,490	\$91,672
24	\$69,619	\$80,057	\$86,345	\$92,589
25	\$70,314	\$80,859	\$87,209	\$93,514
26	\$71,015	\$81,667	\$88,082	\$94,449
27	\$71,726	\$82,483	\$88,963	\$95,395
28	\$72,443	\$83,309	\$89,850	\$96,346
29	\$73,168	\$84,141	\$90,740	\$97,311
30	\$73,900	\$84,983	\$91,660	\$98,285
31	\$74,641	\$85,832	\$92,573	\$99,271
32	\$75,386	\$86,690	\$93,494	\$100,269
33	\$76,140	\$87,559	\$94,437	\$101,263
34	\$76,899	\$88,432	\$95,380	\$102,277
35	\$77,671	\$89,316	\$96,332	\$103,297

TEACHER-CERTIFIED STAFF 11 Months- 222 Days (Exempt)

T1 Experience	BS/ND Certificate	A Certificate	AA Certificate	DO Doctorate
0,1,2	\$58,792	\$64,074	\$69,091	\$74,104
3,4,5	\$61,283	\$70,478	\$75,991	\$81,516
6,7,8	\$63,972	\$73,564	\$79,343	\$85,077
9	\$65,903	\$75,786	\$81,738	\$87,648
10	\$66,562	\$76,543	\$82,555	\$88,525
11	\$67,228	\$77,312	\$83,379	\$89,411
12	\$67,899	\$78,084	\$84,216	\$90,303
13	\$68,578	\$78,861	\$85,057	\$91,206
14	\$69,264	\$79,649	\$85,905	\$92,119
15	\$69,957	\$80,448	\$86,769	\$93,040
16	\$70,656	\$81,250	\$87,635	\$93,970
17	\$71,362	\$82,065	\$88,511	\$94,909
18	\$72,079	\$82,884	\$89,399	\$95,857
19	\$72,798	\$83,712	\$90,290	\$96,816
20	\$73,524	\$84,553	\$91,193	\$97,787
21	\$74,259	\$85,397	\$92,103	\$98,763
22	\$75,003	\$86,251	\$93,022	\$99,751
23	\$75,751	\$87,115	\$93,955	\$100,748
24	\$76,512	\$87,983	\$94,894	\$101,756
25	\$77,276	\$88,864	\$95,844	\$102,773
26	\$78,046	\$89,752	\$96,803	\$103,801
27	\$78,828	\$90,649	\$97,771	\$104,840
28	\$79,616	\$91,557	\$98,746	\$105,885
29	\$80,413	\$92,472	\$99,725	\$106,946
30	\$81,216	\$93,398	\$100,735	\$108,016
31	\$82,031	\$94,330	\$101,738	\$109,100
32	\$82,850	\$95,274	\$102,750	\$110,196
33	\$83,678	\$96,228	\$103,787	\$111,289
34	\$84,513	\$97,187	\$104,824	\$112,403
35	\$85,361	\$98,160	\$105,870	\$113,524

TEACHER-CERTIFIED STAFF 12 Months- 240 Days (Exempt)

T2 Experience	BS/ND Certificate	A Certificate	AA Certificate	DO Doctorate
0,1,2	\$63,559	\$69,269	\$74,693	\$80,112
3,4,5	\$66,252	\$76,193	\$82,152	\$88,126
6,7,8	\$69,158	\$79,529	\$85,776	\$91,975
9	\$71,246	\$81,931	\$88,366	\$94,754
10	\$71,959	\$82,750	\$89,249	\$95,702
11	\$72,679	\$83,580	\$90,139	\$96,660
12	\$73,404	\$84,415	\$91,044	\$97,625
13	\$74,138	\$85,255	\$91,954	\$98,602
14	\$74,880	\$86,107	\$92,870	\$99,588
15	\$75,629	\$86,971	\$93,804	\$100,584
16	\$76,385	\$87,838	\$94,740	\$101,590
17	\$77,148	\$88,718	\$95,688	\$102,605
18	\$77,923	\$89,604	\$96,648	\$103,630
19	\$78,701	\$90,499	\$97,610	\$104,666
20	\$79,486	\$91,409	\$98,587	\$105,715
21	\$80,280	\$92,321	\$99,571	\$106,771
22	\$81,084	\$93,245	\$100,565	\$107,839
23	\$81,893	\$94,178	\$101,573	\$108,917
24	\$82,716	\$95,117	\$102,588	\$110,006
25	\$83,542	\$96,070	\$103,615	\$111,106
26	\$84,374	\$97,030	\$104,652	\$112,217
27	\$85,219	\$97,999	\$105,698	\$113,340
28	\$86,071	\$98,981	\$106,752	\$114,470
29	\$86,933	\$99,970	\$107,810	\$115,618
30	\$87,802	\$100,970	\$108,902	\$116,774
31	\$88,682	\$101,978	\$109,987	\$117,946
32	\$89,568	\$102,998	\$111,082	\$119,131
33	\$90,463	\$104,030	\$112,202	\$120,312
34	\$91,366	\$105,067	\$113,323	\$121,517
35	\$92,282	\$106,118	\$114,454	\$122,729

TEAMS TEACHER-CERTIFIED STAFF 9 Months- 189 Days (Exempt)

TM Experience	BS/ND Certificate	A Certificate	AA Certificate	DO Doctorate
0	\$52,502	\$59,489	\$63,714	\$67,937
1	\$56,135	\$64,497	\$69,544	\$74,595
2	\$59,082	\$67,883	\$73,216	\$78,508
3	\$60,823	\$69,945	\$75,439	\$80,894
4	\$62,569	\$71,953	\$77,603	\$83,215
5	\$64,359	\$74,012	\$79,825	\$85,598
6	\$66,244	\$76,178	\$82,163	\$88,103
7	\$68,131	\$78,349	\$84,503	\$90,613
8	\$69,472	\$79,889	\$86,168	\$92,398
9	\$70,872	\$81,501	\$87,904	\$94,260
10	\$71,928	\$82,718	\$89,214	\$95,665
11	\$73,002	\$83,953	\$90,546	\$97,093
12	\$74,092	\$85,206	\$91,897	\$98,542
13	\$74,103	\$85,219	\$91,910	\$98,558
14	\$74,115	\$85,232	\$91,924	\$98,573
15	\$75,224	\$86,509	\$93,303	\$100,050
16	\$75,235	\$86,523	\$93,318	\$100,065
17	\$75,247	\$86,536	\$93,332	\$100,080
18	\$76,382	\$87,838	\$94,738	\$101,587
19	\$76,394	\$87,853	\$94,752	\$101,603
20	\$76,406	\$87,866	\$94,767	\$101,619
21	\$77,561	\$89,197	\$96,200	\$103,157
22	\$77,573	\$89,211	\$96,216	\$103,173
23	\$77,586	\$89,226	\$96,231	\$103,189
24	\$78,764	\$90,579	\$97,694	\$104,758
25	\$78,777	\$90,593	\$97,709	\$104,774
26	\$78,790	\$90,608	\$97,724	\$104,792
27	\$79,992	\$91,993	\$99,216	\$106,391
28	\$80,006	\$92,008	\$99,233	\$106,408
29	\$80,019	\$92,022	\$99,249	\$106,426
30	\$80,032	\$92,038	\$99,265	\$106,443
31	\$80,046	\$92,053	\$99,282	\$106,461
32	\$80,060	\$92,069	\$99,299	\$106,479
33	\$80,073	\$92,085	\$99,316	\$106,497
34	\$80,086	\$92,101	\$99,333	\$106,516
35	\$80,101	\$92,116	\$99,350	\$106,534

Board Certified Behavioral Analyst

BCBA 10 Months- 202 Days- 8 Hours (Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
BC/BE											
Annual	\$70,846	\$71,919	\$72,992	\$74,065	\$75,137	\$76,211	\$77,284	\$78,356	\$79,430	\$80,504	\$81,576

Assistant Principal

Assistant Principal High School 10 Months- 202 Days

Step	0	1	2	3	4	5	6	7	8	9	10
Masters AP/H1	\$73,631	\$76,019	\$78,404	\$80,790	\$83,178	\$85,565	\$87,951	\$90,338	\$92,724	\$95,110	\$97,497
EDS AP/H2	\$76,689	\$79,079	\$81,465	\$83,852	\$86,238	\$88,623	\$91,009	\$93,399	\$95,784	\$98,172	\$100,558
Doctorate AP/H3	\$78,730	\$81,117	\$83,505	\$85,892	\$88,278	\$90,664	\$93,049	\$95,437	\$97,825	\$100,212	\$102,598

Assistant Principal Middle School 10 Months- 202 Days

Step	0	1	2	3	4	5	6	7	8	9	10
Masters AP/M6	\$68,195	\$70,920	\$73,647	\$76,372	\$79,099	\$81,824	\$84,551	\$87,276	\$90,003	\$92,728	\$95,455
EDS AP/M7	\$71,256	\$73,980	\$76,707	\$79,432	\$82,159	\$84,886	\$87,609	\$90,338	\$93,061	\$95,790	\$98,513
Doctorate AP/M8	\$73,294	\$76,023	\$78,746	\$81,475	\$84,198	\$86,927	\$89,650	\$92,379	\$95,102	\$97,831	\$100,554

Assistant Principal Elementary School 10 Month- 202 Days

Step	0	1	2	3	4	5	6	7	8	9	10
Masters AP/E1	\$65,751	\$68,448	\$71,148	\$73,847	\$76,544	\$79,241	\$81,939	\$84,636	\$87,337	\$90,035	\$92,732
EDS AP/E2	\$68,811	\$71,508	\$74,207	\$76,907	\$79,604	\$82,303	\$85,000	\$87,696	\$90,395	\$93,096	\$95,792
Doctorate AP/E3	\$70,852	\$73,550	\$76,247	\$78,946	\$81,644	\$84,343	\$87,040	\$89,736	\$92,435	\$95,134	\$97,833

Assistant Principal High School 12 Months- 240 Days

Step	0	1	2	3	4	5	6	7	8	9	10
Masters AP/H4	\$87,482	\$90,319	\$93,154	\$95,988	\$98,825	\$101,662	\$104,496	\$107,333	\$110,167	\$113,002	\$115,838
EDS AP/H5	\$91,116	\$93,955	\$96,790	\$99,626	\$102,461	\$105,295	\$108,130	\$110,969	\$113,803	\$116,640	\$119,474
Doctorate AP/H6	\$93,540	\$96,377	\$99,214	\$102,050	\$104,885	\$107,719	\$110,554	\$113,390	\$116,227	\$119,064	\$121,898

Assistant Principal Middle School 12 Months- 240 Days

Step	0	1	2	3	4	5	6	7	8	9	10
Masters AP/M9	\$81,024	\$84,262	\$87,502	\$90,739	\$93,979	\$97,217	\$100,457	\$103,694	\$106,934	\$110,172	\$113,412
EDS AP/ME	\$84,660	\$87,898	\$91,138	\$94,375	\$97,615	\$100,855	\$104,090	\$107,333	\$110,568	\$113,810	\$117,046
Doctorate AP/MD	\$87,082	\$90,324	\$93,559	\$96,802	\$100,037	\$103,279	\$106,514	\$109,757	\$112,992	\$116,234	\$119,470

Assistant Principal Elementary School 12 Month- 240 Days

Step	0	1	2	3	4	5	6	7	8	9	10
Masters AP/E4	\$78,120	\$81,324	\$84,533	\$87,739	\$90,943	\$94,147	\$97,354	\$100,558	\$103,766	\$106,973	\$110,177
EDS AP/E5	\$81,756	\$84,960	\$88,166	\$91,375	\$94,579	\$97,786	\$100,990	\$104,194	\$107,400	\$110,609	\$113,813
Doctorate AP/E6	\$84,180	\$87,386	\$90,590	\$93,797	\$97,003	\$100,210	\$103,414	\$106,618	\$109,824	\$113,030	\$116,237

****Applies only to employees grandfathered into this position as of 7/1/2025. No new appointments will be made at this pay level.**

Assistant Principal 10 Months- 202 Days (Exempt)				
AP/GI Experience	BS/ND Certificate	A Certificate	AA Certificate	DO Doctorate
0,1,2	\$53,496	\$58,301	\$62,866	\$67,428
3,4,5	\$55,762	\$64,129	\$69,145	\$74,172
6,7,8	\$58,208	\$66,937	\$72,195	\$77,412
9	\$59,966	\$68,959	\$74,374	\$79,752
10	\$60,566	\$69,648	\$75,118	\$80,550
11	\$61,172	\$70,347	\$75,867	\$81,356
12	\$61,782	\$71,049	\$76,629	\$82,168
13	\$62,400	\$71,756	\$77,394	\$82,990
14	\$63,024	\$72,474	\$78,166	\$83,820
15	\$63,654	\$73,201	\$78,952	\$84,658
16	\$64,291	\$73,930	\$79,740	\$85,505
17	\$64,933	\$74,671	\$80,537	\$86,359
18	\$65,585	\$75,417	\$81,345	\$87,222
19	\$66,240	\$76,170	\$82,155	\$88,094
20	\$66,900	\$76,936	\$82,978	\$88,977
21	\$67,569	\$77,703	\$83,806	\$89,866
22	\$68,246	\$78,481	\$84,642	\$90,765
23	\$68,926	\$79,267	\$85,490	\$91,672
24	\$69,619	\$80,057	\$86,345	\$92,589
25	\$70,314	\$80,859	\$87,209	\$93,514
26	\$71,015	\$81,667	\$88,082	\$94,449
27	\$71,726	\$82,483	\$88,963	\$95,395
28	\$72,443	\$83,309	\$89,850	\$96,346
29	\$73,168	\$84,141	\$90,740	\$97,311
30	\$73,900	\$84,983	\$91,640	\$98,285
31	\$74,641	\$85,832	\$92,573	\$99,271
32	\$75,386	\$86,690	\$93,504	\$100,269
33	\$76,140	\$87,559	\$94,437	\$101,283
34	\$76,899	\$88,432	\$95,380	\$102,277
35	\$77,671	\$89,316	\$96,332	\$103,297

AP Supplement High School	
SP/AH	Annual
1	\$7,540
2	\$8,170
3	\$9,570
4	\$9,970
5	\$10,370
6	\$10,770
7	\$11,170
8	\$11,570
AP Supplement Middle School	
SP/AM	Annual
1	\$5,940
2	\$6,396
3	\$6,660
4	\$7,116
5	\$7,572
6	\$8,028
7	\$8,734
8	\$9,190
AP Supplement Elementary School	
SP/AE	Annual
1	\$5,019
2	\$5,269
3	\$5,394
4	\$5,519
5	\$5,644
6	\$5,769
7	\$5,894
8	\$6,019

Principal

Principal High School 12 Months- 240 Days

Step	0	1	2	3	4	5	6	7	8	9	10
Masters PR/P2	\$121,356	\$124,060	\$126,764	\$129,468	\$132,172	\$134,876	\$137,580	\$140,284	\$142,988	\$145,692	\$148,393
EDS PR/E2	\$124,416	\$127,120	\$129,824	\$132,528	\$135,232	\$137,936	\$140,640	\$143,344	\$146,048	\$148,752	\$151,453
Doctorate PR/D2	\$126,456	\$129,160	\$131,864	\$134,568	\$137,272	\$139,976	\$142,680	\$145,384	\$148,088	\$150,792	\$153,493

Principal High School Academy 12 Months- 240 Days

Step	0	1	2	3	4	5	6	7	8	9	10
Masters PR/P3	\$109,546	\$111,437	\$113,328	\$115,219	\$117,108	\$119,000	\$120,891	\$122,781	\$124,672	\$126,563	\$128,454
EDS PR/E3	\$112,606	\$114,497	\$116,388	\$118,279	\$120,168	\$122,060	\$123,951	\$125,841	\$127,732	\$129,623	\$131,514
Doctorate PR/D3	\$114,646	\$116,537	\$118,428	\$120,319	\$122,208	\$124,100	\$125,991	\$127,881	\$129,772	\$131,663	\$133,554

Principal Middle School 12 Months- 240 Days

Step	0	1	2	3	4	5	6	7	8	9	10
Masters PR/P4	\$106,890	\$109,040	\$111,190	\$113,341	\$115,492	\$117,642	\$119,792	\$121,942	\$124,093	\$126,243	\$128,394
EDS PR/E4	\$109,950	\$112,100	\$114,250	\$116,401	\$118,552	\$120,702	\$122,852	\$125,002	\$127,153	\$129,303	\$131,454
Doctorate PR/D4	\$111,990	\$114,140	\$116,290	\$118,441	\$120,592	\$122,742	\$124,892	\$127,042	\$129,193	\$131,343	\$133,494

Principal Elementary School 12 Months- 240 Days

Step	0	1	2	3	4	5	6	7	8	9	10
Masters PR/P1	\$101,047	\$102,526	\$104,005	\$105,485	\$106,964	\$108,443	\$109,922	\$111,401	\$112,881	\$114,360	\$115,839
EDS PR/E1	\$104,107	\$105,586	\$107,065	\$108,545	\$110,024	\$111,503	\$112,982	\$114,461	\$115,941	\$117,420	\$118,899
Doctorate PR/D1	\$106,147	\$107,626	\$109,105	\$110,585	\$112,064	\$113,543	\$115,022	\$116,501	\$117,981	\$119,460	\$120,939

Administration

Assistant Superintendent 12 Months- 240 Days- 8 Hours (Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
AD/JB	\$131,556	\$134,260	\$136,963	\$139,667	\$142,371	\$145,075	\$147,778	\$150,482	\$153,186	\$155,889	\$158,593
Annual											

Principal Stipend: \$5,000 (contingent upon successful completion of the Alabama Principal Act and while stipends remain active)

Chief Officer 12 Months- 240 Days- 8 Hours (Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
DS/DS	\$118,496	\$120,434	\$122,307	\$124,179	\$126,050	\$127,922	\$129,795	\$131,667	\$139,166	\$142,349	\$145,534
Annual											

Principal Stipend: \$5,000 (contingent upon successful completion of the Alabama Principal Act and while stipends remain active)

Director (Certified) 12 Months- 240 Days- 8 Hours (Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
DR/AD	\$107,872	\$109,198	\$110,447	\$111,695	\$112,944	\$114,192	\$115,441	\$116,689	\$117,938	\$119,186	\$120,434
Annual											

Principal Stipend: \$5,000 (contingent upon successful completion of the Alabama Principal Act and while stipends remain active)

Director (Non-Certified) 12 Months- 240 Days- 8 Hours (Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
DR/AN	\$107,872	\$109,198	\$110,447	\$111,695	\$112,944	\$114,192	\$115,441	\$116,689	\$117,938	\$119,186	\$120,434
Annual											

Coordinator 12 Months- 240 Days- 8 Hours (Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
CD/AZ	\$83,161	\$85,351	\$87,540	\$89,730	\$91,920	\$94,110	\$96,300	\$98,490	\$100,680	\$102,870	\$105,060
Annual											

Specialist 12 Months- 240 Days- 8 Hours (Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
CD/SM	\$63,686	\$65,624	\$67,577	\$69,525	\$71,474	\$73,423	\$75,372	\$77,321	\$79,267	\$81,213	\$83,161
Annual											

Support Staff Salary Schedule Cover Page

- Steps on the salary schedule does not necessarily equal years of experience.
- Non-Public and Private sector experience does not necessarily equal steps on the salary schedule.
- Full-Time experience in the area of concentration, up to 6 years, will be counted for new employees who provide documentation of such experience.
- Experience will be determined by providing documentation for each year of experience in the area of concentration with 2 years equaling 1 step on the salary schedule, up to step 3.
- Experience will be granted for a new employee who provides documentation in the area of concentration from another public school system.
- After initial placement on the salary schedule, including any recognition of experience credit, support staff employees normally will advance on the salary schedule by one step at the beginning of each new contract year following the contract year in which the employee was initially employed.
- Current Albertville City employees that transfer positions with less than three years of experience will be placed on the salary schedule not above their current year of experience (steps 1-3) and not below their current hourly rate.
- Current Albertville City employees that transfer positions with more than three years of experience will be placed on the salary schedule based on their current hourly rate but not less than step 3.

Experience Credit

- In order to receive a degree/certification supplement that is on the employees salary schedule scale, the appropriate documentation must be provided to the HR Department in order to receive the supplement. It is the responsibility of the employee to turn in required documentation. This includes, but is not limited to, official transcripts for degrees and a physical copy of the particular certificate.
- All documentation to determine experience is due to the personnel department no later than 60 days from the date of hire.

School Nurse

The School Nurse Program shall use the following salary matrix to determine nursing salaries based on 187 contract days with school nurses paid based upon their years of experience in nursing and highest degree earned. The Lead Nurse salary is based on 207 days and determined by experience and highest degree held.

CO Experience	(LP) LPN (Non Exempt)	(N1) RN- ASSN	(N3)RN-BSN	(N2)RN-MSN	(N4)RN-DNP	(N5)RN-MSN (207)
0,1,2	\$34,609	\$45,660	\$49,235	\$53,090	\$57,247	\$58,768
3,4,5	\$38,066	\$50,221	\$54,152	\$58,393	\$62,965	\$64,638
6,7,8	\$39,735	\$52,422	\$56,527	\$60,954	\$65,726	\$67,473
9	\$40,934	\$54,005	\$58,234	\$62,794	\$67,710	\$69,510
10	\$41,343	\$54,545	\$58,816	\$63,421	\$68,386	\$70,204
11	\$41,756	\$55,090	\$59,403	\$64,055	\$69,070	\$70,906
12	\$42,174	\$55,641	\$59,999	\$64,696	\$69,762	\$71,615
13	\$42,596	\$56,198	\$60,598	\$65,344	\$70,459	\$72,333
14	\$43,023	\$56,760	\$61,205	\$65,997	\$71,164	\$73,056
15	\$43,454	\$57,329	\$61,817	\$66,657	\$71,876	\$73,786
16	\$43,887	\$57,901	\$62,435	\$67,324	\$72,594	\$74,524
17	\$44,327	\$58,480	\$63,059	\$67,997	\$73,320	\$75,269
18	\$44,769	\$59,065	\$63,689	\$68,676	\$74,054	\$76,021
19	\$45,217	\$59,655	\$64,326	\$69,363	\$74,794	\$76,782
20	\$45,668	\$60,252	\$64,968	\$70,056	\$75,542	\$77,549
21	\$46,126	\$60,855	\$65,619	\$70,758	\$76,298	\$78,326
22	\$46,587	\$61,463	\$66,274	\$71,464	\$77,059	\$79,107
23	\$47,053	\$62,078	\$66,938	\$72,179	\$77,831	\$79,899
24	\$47,523	\$62,699	\$67,608	\$72,902	\$78,610	\$80,699
25	\$47,999	\$63,325	\$68,283	\$73,630	\$79,395	\$81,505
26	\$48,478	\$63,958	\$68,966	\$74,366	\$80,189	\$82,320
27	\$48,964	\$64,598	\$69,657	\$75,110	\$80,992	\$83,143
28	\$49,453	\$65,244	\$70,353	\$75,861	\$81,800	\$83,974
29	\$49,948	\$65,897	\$71,056	\$76,620	\$82,619	\$84,815
30	\$50,447	\$66,555	\$71,766	\$77,385	\$83,445	\$85,661
31	\$50,952	\$67,221	\$72,484	\$78,159	\$84,279	\$86,518
32	\$51,462	\$67,894	\$73,210	\$78,941	\$85,123	\$87,384
33	\$51,976	\$68,572	\$73,940	\$79,730	\$85,973	\$88,257
34	\$52,495	\$69,257	\$74,680	\$80,526	\$86,833	\$89,138
35	\$53,020	\$69,950	\$75,426	\$81,333	\$87,701	\$90,032

Migrant Liaisons & Non-Certified Specialists

Migrant Recruiter-Advocate Liaison 12 months- 240 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
MI/M2											
Annual	\$37,303	\$38,629	\$39,989	\$41,354	\$42,715	\$44,077	\$45,438	\$46,801	\$48,165	\$49,531	\$50,897
Hourly	\$19.43	\$20.12	\$20.83	\$21.54	\$22.25	\$22.96	\$23.67	\$24.38	\$25.09	\$25.80	\$26.51

Out of School Youth (OSY) Migrant Recruiter-Advocate Liaison 10 months- 202 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
MI/M4											
Annual	\$31,401	\$32,514	\$33,657	\$34,806	\$35,952	\$37,097	\$38,243	\$39,390	\$40,539	\$41,688	\$42,838
Hourly	\$19.43	\$20.12	\$20.83	\$21.54	\$22.25	\$22.96	\$23.67	\$24.38	\$25.09	\$25.80	\$26.51

Out of School Youth (OSY) Migrant Recruiter-Advocate Liaison 9 months- 187 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
MI/M1											
Annual	\$29,069	\$30,099	\$31,158	\$32,222	\$33,283	\$34,342	\$35,403	\$36,465	\$37,529	\$38,593	\$39,657
Hourly	\$19.43	\$20.12	\$20.83	\$21.54	\$22.25	\$22.96	\$23.67	\$24.38	\$25.09	\$25.80	\$26.51

Non-Certified Specialist (Exemption based off duties & salary)

Step	MS/MX 9 Month	MS/MY 10 Month	Hourly Rate
0,1,2	\$49,523	\$53,496	\$33.10
3,4,5	\$51,621	\$55,762	\$34.51
6,7,8	\$53,886	\$58,206	\$36.02
9	\$55,512	\$59,966	\$37.11
10	\$56,068	\$60,566	\$37.48
11	\$56,629	\$61,171	\$37.85
12	\$57,194	\$61,781	\$38.23
13	\$57,766	\$62,400	\$38.61
14	\$58,344	\$63,024	\$39.00
15	\$58,927	\$63,654	\$39.39
16	\$59,516	\$64,291	\$39.78
17	\$60,111	\$64,933	\$40.18
18	\$60,715	\$65,585	\$40.59
19	\$61,321	\$66,240	\$40.99
20	\$61,933	\$66,901	\$41.40
21	\$62,552	\$67,569	\$41.81
22	\$63,178	\$68,246	\$42.23
23	\$63,808	\$68,927	\$42.65
24	\$64,450	\$69,619	\$43.08
25	\$65,093	\$70,316	\$43.51
26	\$65,742	\$71,015	\$43.95
27	\$66,400	\$71,726	\$44.39
28	\$67,064	\$72,443	\$44.83
29	\$67,735	\$73,169	\$45.28
30	\$68,412	\$73,900	\$45.73
31	\$69,098	\$74,641	\$46.19
32	\$69,788	\$75,386	\$46.65
33	\$70,486	\$76,140	\$47.12
34	\$71,189	\$76,900	\$47.59
35	\$71,903	\$77,671	\$48.06

Aides/Auxiliary Teachers

System-wide Aide/Auxiliary Teacher 9 months- 187 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
TA/HD											
Annual	\$24,415	\$25,064	\$25,715	\$26,365	\$27,015	\$27,665	\$28,315	\$28,965	\$29,615	\$30,265	\$30,915
Hourly	\$16.32	\$16.75	\$17.19	\$17.62	\$18.06	\$18.49	\$18.93	\$19.36	\$19.80	\$20.23	\$20.67
*Degreed- Teacher Certification- \$3000											

Special Education Aide 9 months- 187 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
TA/SN											
Annual	\$28,992	\$29,642	\$30,293	\$30,943	\$31,592	\$32,243	\$32,893	\$33,543	\$34,192	\$34,843	\$35,493
Hourly	\$19.38	\$19.82	\$20.25	\$20.68	\$21.12	\$21.55	\$21.99	\$22.42	\$22.86	\$23.29	\$23.73
*Degreed- Teacher Certification- \$3000											

Note: Effective July 1, 2025, the degree supplement will no longer be assigned to any new or transferring employees. Employees who were receiving the supplement prior to this date will continue to receive it, as they are grandfathered in.

Secretary System Level

Administrative Secretary to Superintendent & Board 12 Months- 240 Days- 8 Hours (Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
CL/S2											
Annual	\$55,284	\$55,998	\$56,865	\$57,856	\$59,143	\$60,476	\$61,809	\$63,143	\$64,476	\$65,810	\$67,143
Hourly	\$28.79	\$29.17	\$29.62	\$30.13	\$30.80	\$31.50	\$32.19	\$32.89	\$33.58	\$34.28	\$34.97

Administrative Secretary 12 Months- 240 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
CL/R2											
Annual	\$36,747	\$37,767	\$38,787	\$39,807	\$40,963	\$43,072	\$45,180	\$47,288	\$49,805	\$51,505	\$53,614
Hourly	\$19.14	\$19.67	\$20.20	\$20.73	\$21.34	\$22.43	\$23.53	\$24.63	\$25.94	\$26.83	\$27.92

Secretary/Receptionist- 12 Months- 240 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
CL/R3											
Annual	\$34,585	\$35,350	\$36,320	\$37,210	\$38,553	\$40,537	\$42,521	\$44,505	\$46,489	\$48,472	\$50,461
Hourly	\$18.01	\$18.41	\$18.92	\$19.38	\$20.08	\$21.11	\$22.15	\$23.18	\$24.21	\$25.25	\$26.28

Secretary/Receptionist 10 Months- 202 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
CL/R4											
Annual	\$29,110	\$29,752	\$30,570	\$31,318	\$32,449	\$34,119	\$35,789	\$37,458	\$39,128	\$40,798	\$42,472
Hourly	\$18.01	\$18.41	\$18.92	\$19.38	\$20.08	\$21.11	\$22.15	\$23.18	\$24.21	\$25.25	\$26.28

Secretary Local School

Secretary/Student Management Clerk 12 Months- 240 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
SS/B2											
Annual	\$32,424	\$32,987	\$33,599	\$34,284	\$36,145	\$38,005	\$39,866	\$41,726	\$43,587	\$45,447	\$47,308
Hourly	\$16.89	\$17.18	\$17.50	\$17.86	\$18.83	\$19.79	\$20.76	\$21.73	\$22.70	\$23.67	\$24.64

Secretary/Student Management Clerk 10 Months- 202 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
SS/BO											
Annual	\$27,290	\$27,764	\$28,280	\$28,856	\$30,422	\$31,988	\$33,554	\$35,120	\$36,685	\$38,251	\$39,818
Hourly	\$16.89	\$17.18	\$17.50	\$17.86	\$18.83	\$19.79	\$20.76	\$21.73	\$22.70	\$23.67	\$24.64

Secretary/Student Management Clerk 9 Months- 187 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
SS/B9											
Annual	\$25,263	\$25,702	\$26,179	\$26,713	\$28,163	\$29,613	\$31,062	\$32,511	\$33,961	\$35,411	\$36,861
Hourly	\$16.89	\$17.18	\$17.50	\$17.86	\$18.83	\$19.79	\$20.76	\$21.73	\$22.70	\$23.67	\$24.64

Child Nutrition Program

CNP Director 12 Months- 240 Days- 8 Hours (Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
CN/AS											
Annual	\$74,868	\$75,888	\$76,919	\$79,232	\$82,809	\$84,835	\$88,374	\$90,858	\$97,525	\$100,007	\$103,780

Assistant CNP Director 12 Months- 240 Days- 8 Hours (Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
CN/AT											
Annual	\$47,325	\$48,753	\$50,188	\$51,622	\$53,057	\$54,491	\$55,927	\$57,362	\$58,797	\$60,233	\$61,669

Associates \$1000, Bachelors (in Nutrition) \$3000

Lunchroom Manager 10 Months- 202 Days- 7.5 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
LM/13											
Annual	\$36,669	\$38,088	\$39,507	\$40,925	\$42,344	\$43,763	\$45,182	\$46,601	\$48,020	\$49,438	\$50,857
Hourly	\$24.20	\$25.14	\$26.08	\$27.01	\$27.95	\$28.89	\$29.82	\$30.76	\$31.70	\$32.63	\$33.57

Lunchroom Assistant Manager 9 Months- 187 Days- 7 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
LA/LA											
Annual	\$22,764	\$23,598	\$24,159	\$26,628	\$29,633	\$31,515	\$34,172	\$34,786	\$35,414	\$36,055	\$36,669
Hourly	\$17.39	\$18.03	\$18.46	\$20.34	\$22.64	\$24.08	\$26.11	\$26.57	\$27.05	\$27.54	\$28.01

Lunchroom Worker 9 Months- 187 Days- 7 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
LW/70											
Annual	\$21,363	\$21,930	\$22,848	\$23,519	\$26,584	\$28,504	\$31,214	\$31,840	\$32,481	\$33,135	\$33,761
Hourly	\$16.32	\$16.75	\$17.45	\$17.97	\$20.31	\$21.78	\$23.85	\$24.32	\$24.81	\$25.31	\$25.79

Level I \$900 supplement for SNA certification
 Level II \$1,200 supplement for SNA certification
 Level III \$1,500 supplement for SNA certification
 Level IV \$1,800 supplement for SNA certification

Note: Effective July 1, 2025, the degree and SNA supplements will no longer be assigned to any new or transferring employees. Employees who were receiving the supplement prior to this date will continue to receive it, as they are grandfathered in.

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****Applies only to employees grandfathered into this position as of 7/1/2025. No new appointments will be made at this pay level.**

Lunchroom Manager- > 1200 Students 10 Months- 202 Days- 7.5 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
LM/12											
Annual	\$41,537	\$42,965	\$44,429	\$45,892	\$47,356	\$48,818	\$50,283	\$51,747	\$53,210	\$54,675	\$56,140
Hourly	\$27.42	\$28.36	\$29.33	\$30.29	\$31.26	\$32.22	\$33.19	\$34.16	\$35.12	\$36.09	\$37.06

Lunchroom Manager- <1200 Students 10 Months- 202 Days- 7.5 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
LM/11											
Annual	\$38,611	\$40,039	\$41,503	\$42,965	\$44,429	\$45,892	\$47,356	\$48,819	\$50,283	\$51,747	\$53,209
Hourly	\$25.49	\$26.43	\$27.39	\$28.36	\$29.33	\$30.29	\$31.26	\$32.22	\$33.19	\$34.16	\$35.12

Level I \$900 supplement for SNA certification
Level II \$1,200 supplement for SNA certification
Level III \$1,500 supplement for SNA certification
Level IV \$1,800 supplement for SNA certification

Note: Effective July 1, 2025, the degree and SNA supplements will no longer be assigned to any new or transferring employees. Employees who were receiving the supplement prior to this date will continue to receive it, as they are grandfathered in.

Transportation

Transportation Supervisor 12 Months- 240 Days- 8 Hours (Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
TR/RD											
Annual	\$89,531	\$90,959	\$92,427	\$93,896	\$95,365	\$96,834	\$98,303	\$99,771	\$101,240	\$102,709	\$104,175

Transportation Operations Assistant 12 Months- 240 Days- 8 Hours (Non Exempt)

Route Specialist 12 Months- 240 Days- 8 Hours (Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
TR/OA											
Annual	\$55,080	\$55,856	\$56,586	\$57,315	\$58,044	\$58,773	\$59,503	\$60,232	\$60,961	\$61,691	\$62,424
Hourly	\$28.69	\$29.09	\$29.47	\$29.85	\$30.23	\$30.61	\$30.99	\$31.37	\$31.75	\$32.13	\$32.51

Transportation Secretary 12 Months- 240 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
TR/SE											
Annual	\$34,713	\$35,478	\$36,462	\$38,211	\$39,961	\$41,710	\$43,459	\$45,208	\$46,958	\$48,707	\$50,461
Hourly	\$18.08	\$18.48	\$18.99	\$19.90	\$20.81	\$21.72	\$22.63	\$23.55	\$24.46	\$25.37	\$26.28

Shop Foreman 12 Months- 240 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
TR/SF											
Annual	\$63,882	\$65,004	\$66,169	\$67,335	\$68,501	\$69,667	\$70,833	\$71,999	\$73,165	\$74,330	\$75,495
Hourly	\$33.27	\$33.86	\$34.46	\$35.07	\$35.68	\$36.28	\$36.89	\$37.50	\$38.11	\$38.71	\$39.32

Certified Mechanic 12 Months- 240 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
TR/HM											
Annual	\$51,258	\$52,584	\$53,909	\$55,234	\$56,559	\$57,884	\$59,209	\$60,534	\$61,859	\$63,184	\$64,505
Hourly	\$26.70	\$27.39	\$28.08	\$28.77	\$29.46	\$30.15	\$30.84	\$31.53	\$32.22	\$32.91	\$33.60

Bus Driver 9 Months- 182 Days- 4 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
TR/BD											
Annual	\$17,850	\$18,360	\$18,870	\$19,380	\$19,890	\$20,400	\$20,910	\$21,420	\$21,930	\$22,440	\$22,950
Hourly	\$24.52	\$25.22	\$25.92	\$26.62	\$27.32	\$28.02	\$28.72	\$29.42	\$30.12	\$30.82	\$31.52

Special Education Bus Aide 9 Months- 182 Days- 4 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
TR/BA											
Annual	\$11,361	\$11,730	\$12,134	\$12,883	\$13,657	\$14,421	\$15,186	\$15,959	\$16,723	\$17,496	\$18,268
Hourly	\$15.61	\$16.11	\$16.67	\$17.70	\$18.76	\$19.81	\$20.86	\$21.92	\$22.97	\$24.03	\$25.09

Activities/Field Trips-Mid Day Routes

Activity trips supplemental base	\$15 per hour
Mid-day route round trip	\$50 per day
Mid-day route one way	\$25 per day
Substitute Bus Driver 4 hours	
Bus Driver	\$90 per day
Bus Aide	\$45 per day

Maintenance

Maintenance Supervisor/Construction Supervisor 12 Months- 240 Days- 8 Hours (Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
MA/FC											
Annual	\$84,735	\$85,500	\$86,355	\$87,975	\$89,595	\$91,215	\$92,834	\$94,454	\$96,074	\$97,694	\$99,317

HVAC Maintenance Technician 12 Months- 240 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
MA/HV											
Annual	\$63,111	\$63,876	\$64,712	\$66,312	\$67,913	\$69,513	\$71,113	\$72,714	\$74,314	\$75,915	\$77,519
Hourly	\$32.87	\$33.27	\$33.70	\$34.54	\$35.37	\$36.20	\$37.04	\$37.87	\$38.71	\$39.54	\$40.37

Maintenance Operations Assistant 12 Months- 240 Days-8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
MA/ML											
Annual	\$55,142	\$55,856	\$56,586	\$57,315	\$58,044	\$58,773	\$59,503	\$60,232	\$60,961	\$61,691	\$62,424
Hourly	\$28.72	\$29.09	\$29.47	\$29.85	\$30.23	\$30.61	\$30.99	\$31.37	\$31.75	\$32.13	\$32.51

Maintenance Worker 12 Months- 240 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
MA/MW											
Annual	\$50,283	\$50,793	\$51,672	\$52,582	\$53,492	\$54,402	\$55,312	\$56,221	\$57,131	\$58,041	\$58,954
Hourly	\$26.19	\$26.45	\$26.91	\$27.39	\$27.86	\$28.33	\$28.81	\$29.28	\$29.76	\$30.23	\$30.71

Associates Degree \$1,000; Bachelor's Degree \$5,000

Yearly supplements listed below will be paid for a maximum of \$6,000 for certifications or license directly related to the maintenance staff position with Albertville City Schools. Prior approval from the Human Resource Department is to be authorized before seeking a license or certification in order to be compensated. A copy of a valid certificate or license must be submitted to the Human Resource Department for verification of supplemental pay.

Supplement \$1,200 in the following areas:

- School Asbestos Certification
- Basic Key & Core Control Certification
- School Capital Planning Certification
- HVAC
- Gas/Plumber
- Masonry
- Carpenter
- Electrical

Note: Effective July 1, 2025, the degree supplements and all certification supplements will no longer be assigned to any new or transferring employees. Employees who were receiving the supplement prior to this date will continue to receive it, as they are grandfathered in.

Custodian

Custodian 12 Months- 240 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
CU/C2											
Annual	\$30,708	\$31,218	\$31,787	\$33,611	\$35,435	\$37,259	\$39,082	\$40,906	\$42,730	\$44,554	\$46,380
Hourly	\$15.99	\$16.26	\$16.56	\$17.51	\$18.46	\$19.41	\$20.36	\$21.31	\$22.26	\$23.21	\$24.16

Custodian 10 Months- 202 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
CU/C4											
Annual	\$25,846	\$26,276	\$26,755	\$28,290	\$29,825	\$31,359	\$32,894	\$34,429	\$35,964	\$37,499	\$39,037
Hourly	\$15.99	\$16.26	\$16.56	\$17.51	\$18.46	\$19.41	\$20.36	\$21.31	\$22.26	\$23.21	\$24.16

Custodian 9 Months- 187 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
CU/C3											
Annual	\$23,926	\$24,325	\$24,768	\$26,189	\$27,609	\$29,030	\$30,452	\$31,873	\$33,294	\$34,715	\$36,139
Hourly	\$15.99	\$16.26	\$16.56	\$17.51	\$18.46	\$19.41	\$20.36	\$21.31	\$22.26	\$23.21	\$24.16

Finance/Human Resources

Accounting Supervisor/ HR/Payroll Manager 12 Months- 240 Days- 8 Hours (Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
AD/SH											
Annual	\$66,154	\$67,199	\$68,243	\$71,194	\$75,331	\$78,932	\$83,734	\$87,530	\$93,858	\$97,656	\$101,453

Accounts Payable/HR/Payroll/Purchasing Clerk/Bookkeeper Liaison 12 Months- 240 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
CL/B2											
Annual	\$53,914	\$55,138	\$56,362	\$57,586	\$58,810	\$60,034	\$61,258	\$62,482	\$63,706	\$64,930	\$66,154
Hourly	\$28.08	\$28.72	\$29.36	\$29.99	\$30.63	\$31.27	\$31.91	\$32.54	\$33.18	\$33.82	\$34.46

Associates Degree \$1,000; Bachelors/Masters Degree \$5,000; AASBO Certifications \$1,000
FLSA/ FMLA \$5,000 District Inventory Designee \$2,200

Finance Local Schools

Bookkeeper 12 Months- 240 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
BK/HS											
Annual	\$38,169	\$40,117	\$42,063	\$44,010	\$45,956	\$47,903	\$49,849	\$51,797	\$53,743	\$55,690	\$57,636
Hourly	\$19.88	\$20.89	\$21.91	\$22.92	\$23.94	\$24.95	\$25.96	\$26.98	\$27.99	\$29.01	\$30.02

Associates Degree \$1,000; Bachelor's Degree \$5,000; AASBO Certifications \$1,000
High School \$5,000

Note: Effective July 1, 2025, the degree supplements, designated supplements, and AASBO supplements will no longer be assigned to any new or transferring employees. Employees who were receiving the supplement prior to this date will continue to receive it, as they are grandfathered in. This does not apply to the high school supplement of \$5,000.

Technology

Network Admin/Data and Information Systems Admin 12 Months- 240 Days- 8 Hours (Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
CT/IT											
Annual	\$76,558	\$78,088	\$79,886	\$81,689	\$83,488	\$85,289	\$86,414	\$87,540	\$88,667	\$89,793	\$90,919

Technology Support 12 Months- 240 Days- 8 Hours (Non Exempt)

Step	0	1	2	3	4	5	6	7	8	9	10
CT/C1											
Annual	\$42,539	\$43,763	\$45,086	\$46,413	\$50,014	\$52,139	\$53,941	\$55,740	\$57,538	\$59,337	\$61,136
Hourly	\$22.16	\$22.79	\$23.48	\$24.17	\$26.05	\$27.16	\$28.09	\$29.03	\$29.97	\$30.90	\$31.84

Associates Degree \$1,000; Bachelor's Degree \$5,000

Yearly supplements listed below will be paid for a maximum of \$6,000 for certifications or license directly related to the technology staff position with Albertville City Schools. Prior approval from the Human Resource Department is to be authorized before seeking a license or certification in order to be compensated. A copy of a valid certificate or license must be submitted to the Human Resource Department for verification of supplemental pay.

Level I \$500 Software support/Entry level hardware

Level II \$940 VOP/Security

Level III \$1,200 Wireless network/content filter

Level IV \$2,200 Network routing/Advanced level hardware support/ Public Relations

Social Media

Level V \$4,500 Software Safety Notification Support

Note: Effective July 1, 2025, the degree supplements and all certification supplements will no longer be assigned to any new or transferring employees. Employees who were receiving the supplement prior to this date will continue to receive it, as they are grandfathered in.

Mental Health- 5 Year Temporary Position While Funding Lasts (Tentative January 2025 to December 2030 based on federal funding)
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Step	1
MH/MC	
Annual	\$70,000

Mental Health Supplements:	
\$7,500	Kristi Rains
\$2,500	Robert Sims

***Annual salary paid January to December. Mid-year hires will be prorated.

Note: This position is temporary as long as grant funding lasts. This position will expire when the funding does.