

2026 – 2027 SALARY SCHEDULE



BOAZ CITY SCHOOLS

Dr. Ashley Walls
Superintendent

Board approved:

June 15, 2026

Amendment Board approved:

July 7, 2026

BOAZ CITY BOARD OF EDUCATION SALARY SCHEDULE

2026 - 2027

Supertintendent & Directors	1
Principals & Assistant Principals	2
Other Certified (includes Teachers, Library Media Specialist, Speech Pathologist, Counselor, Instructional Partner, Instructional Technology Specialist, IEP/Eligibility Coordinator, Educational Diagnostician, Math Specialist, Mental Health/Testing Coordinator)	3-5
Nurses	6
Mental Health, Communications, Career Coach, Athletic Trainer	7
Child Nutrition	8-9
Support Staff	10
Computer Services	11
Instructional Support Staff	12
Maintenance & Custodial	13
Transportation	14
Extended Day & Summer Programs	15
Other Contract Services	16
Substitutes	17
Supplements	18-20

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
SUPERINTENDENT & DIRECTORS
2026-2027**

SUPERINTENDENT

12 Mos. *Negotiated*

CHIEF SCHOOL FINANCIAL OFFICER

12 Mos. *Negotiated*

DEPUTY SUPERINTENDENT (240 Days)

Years Exp	< 3	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
ED.S	\$ 110,079	\$ 111,435	\$ 112,793	\$ 113,904	\$ 114,551	\$ 114,713	\$ 115,677	\$ 116,642	\$ 117,877	\$ 119,603
Additional:	\$700 per month for earned Doctorate									

DIRECTOR (240 Days)

Years Exp	< 3	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
M.S.	\$ 98,679	\$ 100,035	\$ 101,393	\$ 102,504	\$ 103,151	\$ 103,313	\$ 104,277	\$ 105,242	\$ 106,477	\$ 108,203
Additional:	\$700 per month for ED.S/AA Certificate plus \$700 per month for earned Doctorate									

DIRECTOR OF CHILD NUTRITION (240 Days)

Initial step placement based on experience in a comparable position and includes R.D. certification.

Years Exp	< 3	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
B.S.	\$ 78,000	\$ 81,119	\$ 83,553	\$ 86,060	\$ 88,642	\$ 91,301	\$ 94,041	\$ 96,861	\$ 99,766	\$ 104,754

BOAZ CITY BOARD OF EDUCATION SALARY SCHEDULE PRINCIPALS AND ASSISTANT PRINCIPALS 2026-2027

Elementary School Principal (K-5) - 240 Days

Years Exp	< 3	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
M.S.	\$ 92,294	\$ 93,665	\$ 95,034	\$ 95,880	\$ 96,289	\$ 96,934	\$ 97,968	\$ 99,008	\$ 100,302	\$ 101,620
ED.S/AA	\$ 98,888	\$ 100,355	\$ 101,823	\$ 102,758	\$ 103,196	\$ 103,889	\$ 104,964	\$ 106,064	\$ 107,505	\$ 108,975
D.O.	\$ 105,479	\$ 107,045	\$ 108,613	\$ 109,578	\$ 110,034	\$ 110,792	\$ 111,905	\$ 113,055	\$ 114,645	\$ 116,265

Middle School Principal (6-8) - 240 Days

Years Exp	< 3	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
M.S.	\$ 97,600	\$ 98,821	\$ 100,055	\$ 101,305	\$ 102,573	\$ 103,854	\$ 105,153	\$ 106,468	\$ 107,798	\$ 109,145
ED.S/AA	\$ 104,194	\$ 105,497	\$ 106,814	\$ 108,150	\$ 109,502	\$ 110,870	\$ 112,256	\$ 113,660	\$ 115,080	\$ 116,519
D.O.	\$ 110,785	\$ 112,169	\$ 113,572	\$ 114,992	\$ 116,429	\$ 117,884	\$ 119,357	\$ 120,850	\$ 122,360	\$ 123,890

Middle School Principal contracts can be negotiated based on demonstrated success and experience.

High School Principal (9-12) - 240 Days

Years Exp	< 3	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
M.S.	\$ 102,906	\$ 104,193	\$ 105,496	\$ 106,813	\$ 108,149	\$ 109,501	\$ 110,869	\$ 112,255	\$ 113,659	\$ 115,079
ED.S/AA	\$ 109,500	\$ 110,868	\$ 112,254	\$ 113,658	\$ 115,078	\$ 116,517	\$ 117,973	\$ 119,447	\$ 120,941	\$ 122,453
D.O.	\$ 116,091	\$ 117,543	\$ 119,012	\$ 120,499	\$ 122,005	\$ 123,530	\$ 125,074	\$ 126,637	\$ 128,221	\$ 129,824

High School Principal contracts can be negotiated based on demonstrated success and experience.

Assistant Principal - 240 Days

240 Day Teacher Salary + \$5,000

Assistant Principals will be placed on the appropriate step on the teachers salary schedule (see page 4 for schedule and experience credit).

Assistant Principal - 202 Days

202 Day Teacher Salary + \$5,000

Assistant Principals will be placed on the appropriate step on the teachers salary schedule (see page 3 for schedule and experience credit).

BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
TEACHER - 9 Month and 10 Month
2026-2027

9-Month TEACHER (187 Days)							10-Month TEACHER (202 Days)						
Step	BS	MS	6Y	DO	ND		Step	BS	MS	6Y	DO	ND	
0	\$ 48,552	\$ 52,913	\$ 57,055	\$ 61,195	\$ 48,552		0	\$ 52,447	\$ 57,157	\$ 61,632	\$ 66,104	\$ 52,447	
1	\$ 48,552	\$ 52,913	\$ 57,055	\$ 61,195	\$ 48,552		1	\$ 52,447	\$ 57,157	\$ 61,632	\$ 66,104	\$ 52,447	
2	\$ 48,552	\$ 52,913	\$ 57,055	\$ 61,195	\$ 48,552		2	\$ 52,447	\$ 57,157	\$ 61,632	\$ 66,104	\$ 52,447	
3	\$ 50,609	\$ 58,200	\$ 62,755	\$ 67,317	\$ 50,609		3	\$ 54,669	\$ 62,868	\$ 67,789	\$ 72,717	\$ 54,669	
4	\$ 50,609	\$ 58,200	\$ 62,755	\$ 67,317	\$ 50,609		4	\$ 54,669	\$ 62,868	\$ 67,789	\$ 72,717	\$ 54,669	
5	\$ 50,609	\$ 58,200	\$ 62,755	\$ 67,317	\$ 50,609		5	\$ 54,669	\$ 62,868	\$ 67,789	\$ 72,717	\$ 54,669	
6	\$ 52,828	\$ 60,750	\$ 65,522	\$ 70,259	\$ 52,828		6	\$ 57,066	\$ 65,623	\$ 70,778	\$ 75,895	\$ 57,066	
7	\$ 52,828	\$ 60,750	\$ 65,522	\$ 70,259	\$ 52,828		7	\$ 57,066	\$ 65,623	\$ 70,778	\$ 75,895	\$ 57,066	
8	\$ 52,828	\$ 60,750	\$ 65,522	\$ 70,259	\$ 52,828		8	\$ 57,066	\$ 65,623	\$ 70,778	\$ 75,895	\$ 57,066	
9	\$ 54,424	\$ 62,586	\$ 67,501	\$ 72,382	\$ 54,424		9	\$ 58,790	\$ 67,606	\$ 72,916	\$ 78,188	\$ 58,790	
10	\$ 54,966	\$ 63,211	\$ 68,175	\$ 73,105	\$ 54,966		10	\$ 59,375	\$ 68,281	\$ 73,644	\$ 78,969	\$ 59,375	
11	\$ 55,517	\$ 63,843	\$ 68,857	\$ 73,835	\$ 55,517		11	\$ 59,970	\$ 68,964	\$ 74,380	\$ 79,758	\$ 59,970	
12	\$ 56,072	\$ 64,482	\$ 69,545	\$ 74,574	\$ 56,072		12	\$ 60,570	\$ 69,654	\$ 75,123	\$ 80,556	\$ 60,570	
13	\$ 56,633	\$ 65,125	\$ 70,242	\$ 75,319	\$ 56,633		13	\$ 61,176	\$ 70,349	\$ 75,876	\$ 81,361	\$ 61,176	
14	\$ 57,199	\$ 65,777	\$ 70,943	\$ 76,073	\$ 57,199		14	\$ 61,787	\$ 71,053	\$ 76,634	\$ 82,175	\$ 61,787	
15	\$ 57,771	\$ 66,436	\$ 71,653	\$ 76,834	\$ 57,771		15	\$ 62,405	\$ 71,765	\$ 77,401	\$ 82,997	\$ 62,405	
16	\$ 58,349	\$ 67,099	\$ 72,369	\$ 77,602	\$ 58,349		16	\$ 63,029	\$ 72,481	\$ 78,174	\$ 83,827	\$ 63,029	
17	\$ 58,932	\$ 67,770	\$ 73,094	\$ 78,378	\$ 58,932		17	\$ 63,659	\$ 73,206	\$ 78,957	\$ 84,665	\$ 63,659	
18	\$ 59,522	\$ 68,448	\$ 73,825	\$ 79,161	\$ 59,522		18	\$ 64,296	\$ 73,938	\$ 79,747	\$ 85,511	\$ 64,296	
19	\$ 60,116	\$ 69,132	\$ 74,564	\$ 79,952	\$ 60,116		19	\$ 64,938	\$ 74,677	\$ 80,545	\$ 86,365	\$ 64,938	
20	\$ 60,718	\$ 69,824	\$ 75,308	\$ 80,753	\$ 60,718		20	\$ 65,588	\$ 75,425	\$ 81,349	\$ 87,231	\$ 65,588	
21	\$ 61,325	\$ 70,522	\$ 76,062	\$ 81,561	\$ 61,325		21	\$ 66,244	\$ 76,179	\$ 82,163	\$ 88,103	\$ 66,244	
22	\$ 61,938	\$ 71,228	\$ 76,821	\$ 82,376	\$ 61,938		22	\$ 66,906	\$ 76,941	\$ 82,983	\$ 88,984	\$ 66,906	
23	\$ 62,557	\$ 71,939	\$ 77,590	\$ 83,199	\$ 62,557		23	\$ 67,575	\$ 77,710	\$ 83,814	\$ 89,873	\$ 67,575	
24	\$ 63,183	\$ 72,659	\$ 78,366	\$ 84,031	\$ 63,183		24	\$ 68,251	\$ 78,487	\$ 84,652	\$ 90,771	\$ 68,251	
25	\$ 63,815	\$ 73,385	\$ 79,149	\$ 84,872	\$ 63,815		25	\$ 68,934	\$ 79,271	\$ 85,498	\$ 91,680	\$ 68,934	
26	\$ 64,452	\$ 74,119	\$ 79,941	\$ 85,720	\$ 64,452		26	\$ 69,622	\$ 80,064	\$ 86,353	\$ 92,596	\$ 69,622	
27	\$ 65,098	\$ 74,860	\$ 80,741	\$ 86,578	\$ 65,098		27	\$ 70,320	\$ 80,865	\$ 87,218	\$ 93,523	\$ 70,320	
28	\$ 65,749	\$ 75,609	\$ 81,547	\$ 87,443	\$ 65,749		28	\$ 71,023	\$ 81,674	\$ 88,088	\$ 94,457	\$ 71,023	
29	\$ 66,407	\$ 76,365	\$ 82,363	\$ 88,318	\$ 66,407		29	\$ 71,734	\$ 82,491	\$ 88,970	\$ 95,402	\$ 71,734	
30	\$ 67,070	\$ 77,129	\$ 83,187	\$ 89,202	\$ 67,070		30	\$ 72,450	\$ 83,316	\$ 89,860	\$ 96,357	\$ 72,450	
31	\$ 67,741	\$ 77,900	\$ 84,019	\$ 90,092	\$ 67,741		31	\$ 73,175	\$ 84,149	\$ 90,758	\$ 97,319	\$ 73,175	
32	\$ 68,419	\$ 78,679	\$ 84,859	\$ 90,994	\$ 68,419		32	\$ 73,907	\$ 84,990	\$ 91,666	\$ 98,293	\$ 73,907	
33	\$ 69,102	\$ 79,466	\$ 85,708	\$ 91,905	\$ 69,102		33	\$ 74,645	\$ 85,840	\$ 92,583	\$ 99,277	\$ 74,645	
34	\$ 69,793	\$ 80,260	\$ 86,565	\$ 92,824	\$ 69,793		34	\$ 75,391	\$ 86,698	\$ 93,509	\$ 100,270	\$ 75,391	
35	\$ 70,492	\$ 81,063	\$ 87,430	\$ 93,751	\$ 70,492		35	\$ 76,146	\$ 87,565	\$ 94,443	\$ 101,271	\$ 76,146	

EXPERIENCE CREDIT

Experience credit is awarded based on full-time public school or accredited private school experience either on the elementary/secondary or on the post-secondary level. To be eligible for the experience credit, the employee must have been employed 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.

BS - Bachelor's Degree

MS - Master's Degree

AA - AA Certification or Education Specialist Degree

DO - Doctorate Degree

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
TEACHER - 11 Month and 12 Month
2026-2027**

11-Month TEACHER (222 Days)							12-Month TEACHER (240 Days)						
Step	BS	MS	6Y	DO	ND		Step	BS	MS	6Y	DO	ND	
0	\$ 57,639	\$ 62,817	\$ 67,734	\$ 72,649	\$ 57,639		0	\$ 62,313	\$ 67,910	\$ 73,226	\$ 78,539	\$ 62,313	
1	\$ 57,639	\$ 62,817	\$ 67,734	\$ 72,649	\$ 57,639		1	\$ 62,313	\$ 67,910	\$ 73,226	\$ 78,539	\$ 62,313	
2	\$ 57,639	\$ 62,817	\$ 67,734	\$ 72,649	\$ 57,639		2	\$ 62,313	\$ 67,910	\$ 73,226	\$ 78,539	\$ 62,313	
3	\$ 60,081	\$ 69,093	\$ 74,501	\$ 79,916	\$ 60,081		3	\$ 64,953	\$ 74,695	\$ 80,541	\$ 86,396	\$ 64,953	
4	\$ 60,081	\$ 69,093	\$ 74,501	\$ 79,916	\$ 60,081		4	\$ 64,953	\$ 74,695	\$ 80,541	\$ 86,396	\$ 64,953	
5	\$ 60,081	\$ 69,093	\$ 74,501	\$ 79,916	\$ 60,081		5	\$ 64,953	\$ 74,695	\$ 80,541	\$ 86,396	\$ 64,953	
6	\$ 62,716	\$ 72,120	\$ 77,785	\$ 83,409	\$ 62,716		6	\$ 67,801	\$ 77,968	\$ 84,092	\$ 90,172	\$ 67,801	
7	\$ 62,716	\$ 72,120	\$ 77,785	\$ 83,409	\$ 62,716		7	\$ 67,801	\$ 77,968	\$ 84,092	\$ 90,172	\$ 67,801	
8	\$ 62,716	\$ 72,120	\$ 77,785	\$ 83,409	\$ 62,716		8	\$ 67,801	\$ 77,968	\$ 84,092	\$ 90,172	\$ 67,801	
9	\$ 64,610	\$ 74,300	\$ 80,135	\$ 85,929	\$ 64,610		9	\$ 69,849	\$ 80,324	\$ 86,632	\$ 92,897	\$ 69,849	
10	\$ 65,254	\$ 75,042	\$ 80,935	\$ 86,788	\$ 65,254		10	\$ 70,545	\$ 81,126	\$ 87,497	\$ 93,825	\$ 70,545	
11	\$ 65,908	\$ 75,792	\$ 81,745	\$ 87,654	\$ 65,908		11	\$ 71,252	\$ 81,938	\$ 88,373	\$ 94,761	\$ 71,252	
12	\$ 66,567	\$ 76,551	\$ 82,561	\$ 88,532	\$ 66,567		12	\$ 71,964	\$ 82,758	\$ 89,256	\$ 95,710	\$ 71,964	
13	\$ 67,233	\$ 77,314	\$ 83,389	\$ 89,416	\$ 67,233		13	\$ 72,684	\$ 83,583	\$ 90,150	\$ 96,666	\$ 72,684	
14	\$ 67,905	\$ 78,088	\$ 84,221	\$ 90,311	\$ 67,905		14	\$ 73,410	\$ 84,420	\$ 91,050	\$ 97,634	\$ 73,410	
15	\$ 68,584	\$ 78,871	\$ 85,064	\$ 91,215	\$ 68,584		15	\$ 74,145	\$ 85,265	\$ 91,961	\$ 98,610	\$ 74,145	
16	\$ 69,270	\$ 79,658	\$ 85,914	\$ 92,126	\$ 69,270		16	\$ 74,886	\$ 86,116	\$ 92,880	\$ 99,596	\$ 74,886	
17	\$ 69,962	\$ 80,454	\$ 86,775	\$ 93,048	\$ 69,962		17	\$ 75,635	\$ 86,978	\$ 93,810	\$ 100,592	\$ 75,635	
18	\$ 70,662	\$ 81,259	\$ 87,643	\$ 93,977	\$ 70,662		18	\$ 76,392	\$ 87,848	\$ 94,749	\$ 101,597	\$ 76,392	
19	\$ 71,368	\$ 82,071	\$ 88,520	\$ 94,916	\$ 71,368		19	\$ 77,154	\$ 88,726	\$ 95,697	\$ 102,612	\$ 77,154	
20	\$ 72,082	\$ 82,893	\$ 89,403	\$ 95,867	\$ 72,082		20	\$ 77,927	\$ 89,614	\$ 96,652	\$ 103,640	\$ 77,927	
21	\$ 72,803	\$ 83,721	\$ 90,298	\$ 96,826	\$ 72,803		21	\$ 78,706	\$ 90,510	\$ 97,620	\$ 104,677	\$ 78,706	
22	\$ 73,531	\$ 84,559	\$ 91,199	\$ 97,794	\$ 73,531		22	\$ 79,493	\$ 91,416	\$ 98,594	\$ 105,723	\$ 79,493	
23	\$ 74,266	\$ 85,404	\$ 92,112	\$ 98,771	\$ 74,266		23	\$ 80,287	\$ 92,328	\$ 99,581	\$ 106,779	\$ 80,287	
24	\$ 75,009	\$ 86,258	\$ 93,033	\$ 99,759	\$ 75,009		24	\$ 81,090	\$ 93,252	\$ 100,577	\$ 107,847	\$ 81,090	
25	\$ 75,759	\$ 87,120	\$ 93,963	\$ 100,757	\$ 75,759		25	\$ 81,902	\$ 94,184	\$ 101,582	\$ 108,927	\$ 81,902	
26	\$ 76,515	\$ 87,992	\$ 94,903	\$ 101,764	\$ 76,515		26	\$ 82,719	\$ 95,126	\$ 102,598	\$ 110,015	\$ 82,719	
27	\$ 77,282	\$ 88,871	\$ 95,853	\$ 102,782	\$ 77,282		27	\$ 83,548	\$ 96,077	\$ 103,625	\$ 111,116	\$ 83,548	
28	\$ 78,055	\$ 89,760	\$ 96,810	\$ 103,809	\$ 78,055		28	\$ 84,384	\$ 97,038	\$ 104,659	\$ 112,226	\$ 84,384	
29	\$ 78,836	\$ 90,658	\$ 97,779	\$ 104,848	\$ 78,836		29	\$ 85,228	\$ 98,009	\$ 105,707	\$ 113,349	\$ 85,228	
30	\$ 79,623	\$ 91,565	\$ 98,757	\$ 105,898	\$ 79,623		30	\$ 86,079	\$ 98,989	\$ 106,764	\$ 114,484	\$ 86,079	
31	\$ 80,420	\$ 92,480	\$ 99,744	\$ 106,954	\$ 80,420		31	\$ 86,940	\$ 99,979	\$ 107,832	\$ 115,626	\$ 86,940	
32	\$ 81,225	\$ 93,405	\$ 100,742	\$ 108,025	\$ 81,225		32	\$ 87,810	\$ 100,978	\$ 108,910	\$ 116,784	\$ 87,810	
33	\$ 82,036	\$ 94,339	\$ 101,750	\$ 109,106	\$ 82,036		33	\$ 88,687	\$ 101,988	\$ 110,000	\$ 117,953	\$ 88,687	
34	\$ 82,856	\$ 95,282	\$ 102,767	\$ 110,197	\$ 82,856		34	\$ 89,574	\$ 103,007	\$ 111,099	\$ 119,132	\$ 89,574	
35	\$ 83,686	\$ 96,235	\$ 103,794	\$ 111,298	\$ 83,686		35	\$ 90,471	\$ 104,038	\$ 112,210	\$ 120,322	\$ 90,471	

EXPERIENCE CREDIT

Experience credit is awarded based on full-time public school or accredited private school experience either on the elementary/secondary or on the post-secondary level. To be eligible for the experience credit, the employee must have been employed 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.

BS - Bachelor's Degree

MS - Master's Degree

AA - AA Certification or Education Specialist Degree

DO - Doctorate Degree

BOAZ CITY BOARD OF EDUCATION SALARY SCHEDULE MATH AND SCIENCE TEACHER PROGRAM 2026-2027
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TEAMS TEACHER - (189 Days)					
Step	BS	MS	AA	DO	
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	\$ 72,971	\$ 83,917	\$ 90,506	\$ 97,051	
13	\$ 72,971	\$ 83,917	\$ 90,506	\$ 97,051	
14	\$ 72,971	\$ 83,917	\$ 90,506	\$ 97,051	
15	\$ 74,069	\$ 85,181	\$ 91,871	\$ 98,513	
16	\$ 74,069	\$ 85,181	\$ 91,871	\$ 98,513	
17	\$ 74,069	\$ 85,181	\$ 91,871	\$ 98,513	
18	\$ 75,192	\$ 86,470	\$ 93,261	\$ 100,004	
19	\$ 75,192	\$ 86,470	\$ 93,261	\$ 100,004	
20	\$ 75,192	\$ 86,470	\$ 93,261	\$ 100,004	
21	\$ 76,335	\$ 87,787	\$ 94,680	\$ 101,526	
22	\$ 76,335	\$ 87,787	\$ 94,680	\$ 101,526	
23	\$ 76,335	\$ 87,787	\$ 94,680	\$ 101,526	
24	\$ 77,501	\$ 89,126	\$ 96,126	\$ 103,078	
25	\$ 77,501	\$ 89,126	\$ 96,126	\$ 103,078	
26	\$ 77,501	\$ 89,126	\$ 96,126	\$ 103,078	
27	\$ 78,691	\$ 90,496	\$ 97,602	\$ 104,660	

In addition to the above salaries, qualified math and science teachers employed in hard-to-staff schools shall receive an additional \$5,000 stipend. Hard-to-staff schools are determined by the Alabama State Department of Education.

EXPERIENCE CREDIT

Experience credit is awarded based on full-time public school or accredited private school experience either on the elementary/secondary or on the post-secondary level. To be eligible for the experience credit, the employee must have been employed 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.

BS - Bachelor's Degree
MS - Master's Degree
AA - AA Certification or Education Specialist Degree
DO - Doctorate Degree

BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
NURSE - 9 Month and 10 Month
2026-2027

NURSE (187 Days)					
Step	LPN	RN-ASSN	RN-BSN	RN-MSN	RN-DNP
0	\$ 34,609	\$ 45,660	\$ 49,235	\$ 53,090	\$ 57,247
1	\$ 34,609	\$ 45,660	\$ 49,235	\$ 53,090	\$ 57,247
2	\$ 34,609	\$ 45,660	\$ 49,235	\$ 53,090	\$ 57,247
3	\$ 38,066	\$ 50,221	\$ 54,152	\$ 58,393	\$ 62,965
4	\$ 38,066	\$ 50,221	\$ 54,152	\$ 58,393	\$ 62,965
5	\$ 38,066	\$ 50,221	\$ 54,152	\$ 58,393	\$ 62,965
6	\$ 39,735	\$ 52,422	\$ 56,527	\$ 60,954	\$ 65,726
7	\$ 39,735	\$ 52,422	\$ 56,527	\$ 60,954	\$ 65,726
8	\$ 39,735	\$ 52,422	\$ 56,527	\$ 60,954	\$ 65,726
9	\$ 40,934	\$ 54,005	\$ 58,234	\$ 62,794	\$ 67,710
10	\$ 41,343	\$ 54,545	\$ 58,816	\$ 63,421	\$ 68,386
11	\$ 41,756	\$ 55,090	\$ 59,403	\$ 64,055	\$ 69,070
12	\$ 42,174	\$ 55,641	\$ 59,999	\$ 64,696	\$ 69,762
13	\$ 42,596	\$ 56,198	\$ 60,598	\$ 65,344	\$ 70,459
14	\$ 43,023	\$ 56,760	\$ 61,205	\$ 65,997	\$ 71,164
15	\$ 43,454	\$ 57,329	\$ 61,817	\$ 66,657	\$ 71,876
16	\$ 43,887	\$ 57,901	\$ 62,435	\$ 67,324	\$ 72,594
17	\$ 44,327	\$ 58,480	\$ 63,059	\$ 67,997	\$ 73,320
18	\$ 44,769	\$ 59,065	\$ 63,689	\$ 68,676	\$ 74,054
19	\$ 45,217	\$ 59,655	\$ 64,326	\$ 69,363	\$ 74,794
20	\$ 45,668	\$ 60,252	\$ 64,968	\$ 70,056	\$ 75,542
21	\$ 46,126	\$ 60,855	\$ 65,619	\$ 70,758	\$ 76,298
22	\$ 46,587	\$ 61,463	\$ 66,274	\$ 71,464	\$ 77,059
23	\$ 47,053	\$ 62,078	\$ 66,938	\$ 72,179	\$ 77,831
24	\$ 47,523	\$ 62,699	\$ 67,608	\$ 72,902	\$ 78,610
25	\$ 47,999	\$ 63,325	\$ 68,283	\$ 73,630	\$ 79,395
26	\$ 48,478	\$ 63,958	\$ 68,966	\$ 74,366	\$ 80,189
27	\$ 48,964	\$ 64,598	\$ 69,657	\$ 75,110	\$ 80,992
28	\$ 49,453	\$ 65,244	\$ 70,353	\$ 75,861	\$ 81,800
29	\$ 49,948	\$ 65,897	\$ 71,056	\$ 76,620	\$ 82,619
30	\$ 50,447	\$ 66,555	\$ 71,766	\$ 77,385	\$ 83,445
31	\$ 50,952	\$ 67,221	\$ 72,484	\$ 78,159	\$ 84,279
32	\$ 51,462	\$ 67,894	\$ 73,210	\$ 78,941	\$ 85,123
33	\$ 51,976	\$ 68,572	\$ 73,940	\$ 79,730	\$ 85,973
34	\$ 52,495	\$ 69,257	\$ 74,680	\$ 80,526	\$ 86,833
35	\$ 53,020	\$ 69,950	\$ 75,426	\$ 81,333	\$ 87,701

LEAD NURSE (202 Days)				
Step	RN-ASSN	RN-BSN	RN-MSN	RN-DNP
0	\$ 49,323	\$ 53,184	\$ 57,349	\$ 61,839
1	\$ 49,323	\$ 53,184	\$ 57,349	\$ 61,839
2	\$ 49,323	\$ 53,184	\$ 57,349	\$ 61,839
3	\$ 54,249	\$ 58,496	\$ 63,077	\$ 68,016
4	\$ 54,249	\$ 58,496	\$ 63,077	\$ 68,016
5	\$ 54,249	\$ 58,496	\$ 63,077	\$ 68,016
6	\$ 56,627	\$ 61,061	\$ 65,843	\$ 70,998
7	\$ 56,627	\$ 61,061	\$ 65,843	\$ 70,998
8	\$ 56,627	\$ 61,061	\$ 65,843	\$ 70,998
9	\$ 58,337	\$ 62,905	\$ 67,831	\$ 73,141
10	\$ 58,920	\$ 63,534	\$ 68,508	\$ 73,872
11	\$ 59,509	\$ 64,168	\$ 69,193	\$ 74,610
12	\$ 60,104	\$ 64,812	\$ 69,886	\$ 75,358
13	\$ 60,706	\$ 65,459	\$ 70,585	\$ 76,111
14	\$ 61,313	\$ 66,114	\$ 71,291	\$ 76,872
15	\$ 61,928	\$ 66,776	\$ 72,004	\$ 77,641
16	\$ 62,545	\$ 67,443	\$ 72,724	\$ 78,417
17	\$ 63,171	\$ 68,117	\$ 73,451	\$ 79,201
18	\$ 63,803	\$ 68,798	\$ 74,185	\$ 79,994
19	\$ 64,440	\$ 69,486	\$ 74,927	\$ 80,794
20	\$ 65,085	\$ 70,179	\$ 75,675	\$ 81,602
21	\$ 65,736	\$ 70,883	\$ 76,434	\$ 82,418
22	\$ 66,393	\$ 71,590	\$ 77,196	\$ 83,240
23	\$ 67,058	\$ 72,307	\$ 77,969	\$ 84,074
24	\$ 67,728	\$ 73,031	\$ 78,750	\$ 84,916
25	\$ 68,405	\$ 73,760	\$ 79,536	\$ 85,764
26	\$ 69,088	\$ 74,498	\$ 80,331	\$ 86,621
27	\$ 69,780	\$ 75,244	\$ 81,135	\$ 87,489
28	\$ 70,477	\$ 75,996	\$ 81,946	\$ 88,361
29	\$ 71,183	\$ 76,756	\$ 82,766	\$ 89,246
30	\$ 71,894	\$ 77,523	\$ 83,592	\$ 90,138
31	\$ 72,613	\$ 78,298	\$ 84,428	\$ 91,039
32	\$ 73,340	\$ 79,082	\$ 85,273	\$ 91,951
33	\$ 74,072	\$ 79,871	\$ 86,125	\$ 92,869
34	\$ 74,812	\$ 80,670	\$ 86,985	\$ 93,798
35	\$ 75,561	\$ 81,476	\$ 87,857	\$ 94,736

BOAZ CITY BOARD OF EDUCATION SALARY SCHEDULE SUPPORT STAFF 2026-2027

MENTAL HEALTH COORDINATOR - 9 MONTHS (187 days)

Steps	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
187 days	\$38,659	\$42,524	\$44,226	\$45,110	\$46,012	\$46,933	\$47,871	\$48,828	\$49,806	\$50,801
8 hrs/ day										
Hourly Rate	\$ 25.84	\$ 28.43	\$ 29.56	\$ 30.15	\$ 30.76	\$ 31.37	\$ 32.00	\$ 32.64	\$ 33.29	\$ 33.96

COMMUNICATIONS SPECIALIST (240 days)

Steps	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
240 Days	\$ 63,000	\$ 66,150	\$ 68,135	\$ 70,179	\$ 72,284	\$ 74,452	\$ 76,686	\$ 78,987	\$ 81,356	\$ 83,797

CAREER COACH (202 days)

See 10 Month Teacher (202 days) salary schedule on page 3.

ATHLETIC TRAINER (240 days)

Steps	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
240 Days	\$ 60,000	\$ 63,000	\$ 64,890	\$ 66,837	\$ 68,842	\$ 70,907	\$ 73,034	\$ 75,225	\$ 77,482	\$ 79,807

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
CHILD NUTRITION PROGRAM
2026-2027**

Note: School Nutrition Association Certification is required for all CNP Managers and Assistant Managers

CNP MANAGER - BIS or BMS										
Steps	0	1	2	3	4	5+				
187 Days										
7.5 hrs/day	\$	37,039	\$	37,963	\$	38,914	\$	40,080	\$	41,284
Hourly Rate	\$	26.41	\$	27.07	\$	27.75	\$	28.58	\$	29.44
							\$	30.32		
CNP MANAGER - BHS										
Steps	0	1	2	3	4	5+				
187 Days										
7.5 hrs/day	\$	38,022	\$	38,973	\$	39,945	\$	41,144	\$	42,379
Hourly Rate	\$	27.11	\$	27.79	\$	28.48	\$	29.34	\$	30.22
							\$	31.12		
CNP MANAGER - BES/CES										
Steps	0	1	2	3	4	5+				
187 Days										
7.5 hrs/day	\$	39,988	\$	40,988	\$	42,013	\$	43,273	\$	44,571
Hourly Rate	\$	28.51	\$	29.22	\$	29.96	\$	30.85	\$	31.78
							\$	32.73		
CNP ASSISTANT MANAGER - BIS or BMS										
Steps	0	1	2	3	4	5	6	7	8+	
187 Days										
7.5 hrs/day	\$	29,314	\$	30,047	\$	30,799	\$	31,723	\$	32,674
Hourly Rate	\$	20.90	\$	21.42	\$	21.96	\$	22.62	\$	23.30
							\$	24.00	\$	24.72
							\$	25.46	\$	26.22
CNP ASSISTANT MANAGER - BHS										
Steps	0	1	2	3	4	5	6	7	8+	
187 Days										
7.5 hrs/day	\$	30,625	\$	31,391	\$	32,176	\$	33,142	\$	34,136
Hourly Rate	\$	21.84	\$	22.38	\$	22.94	\$	23.63	\$	24.34
							\$	25.07	\$	25.82
							\$	26.60	\$	27.39
CNP ASSISTANT MANAGER - BES/CES										
Steps	0	1	2	3	4	5	6	7	8+	
187 Days										
7.5 hrs/day	\$	33,248	\$	34,079	\$	34,931	\$	35,979	\$	37,059
Hourly Rate	\$	23.71	\$	24.30	\$	24.91	\$	25.65	\$	26.42
							\$	27.22	\$	28.03
							\$	28.87	\$	29.74

BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
CHILD NUTRITION PROGRAM
2026-2027

6 HR CNP WORKER - School Nutrition Association Certified (Any School)																								
Steps	0		1		2		3		4		5		6-8		9-11		12-14		15-17		18-20		21+	
187 Days 6 hrs/day	\$	19,400	\$	20,712	\$	22,271	\$	23,902	\$	24,347	\$	24,808	\$	25,251	\$	25,862	\$	26,374	\$	26,746	\$	27,753	\$	28,774
Hourly Rate	\$	17.29	\$	18.46	\$	19.85	\$	21.30	\$	21.70	\$	22.11	\$	22.51	\$	23.05	\$	23.51	\$	23.84	\$	24.74	\$	25.65
7 HR CNP WORKER - School Nutrition Association Certified (Any School)																								
Steps	0		1		2		3		4		5		6-8		9-11		12-14		15-17		18-20		21+	
187 Days 7 hrs/day	\$	22,633	\$	24,164	\$	25,981	\$	27,887	\$	28,404	\$	28,945	\$	29,460	\$	30,171	\$	30,768	\$	31,204	\$	32,379	\$	33,571
Hourly Rate	\$	17.29	\$	18.46	\$	19.85	\$	21.30	\$	21.70	\$	22.11	\$	22.51	\$	23.05	\$	23.50	\$	23.84	\$	24.74	\$	25.65
7.5 HR CNP WORKER - School Nutrition Association Certified (Any School)																								
Steps	0		1		2		3		4		5		6-8		9-11		12-14		15-17		18-20		21+	
187 Days 7.5 hrs/day	\$	24,251	\$	25,889	\$	27,839	\$	29,879	\$	30,433	\$	31,011	\$	31,564	\$	32,327	\$	32,967	\$	33,433	\$	34,692	\$	35,968
Hourly Rate	\$	17.29	\$	18.46	\$	19.85	\$	21.30	\$	21.70	\$	22.11	\$	22.51	\$	23.05	\$	23.51	\$	23.84	\$	24.74	\$	25.65
6 HR CNP WORKER - Non-Certified (Any School)																								
Steps	0		1		2		3		4		5		6-8		9-11		12-14		15-17		18-20		21+	
187 Days 6 hrs/day	\$	18,021	\$	19,323	\$	20,861	\$	22,383	\$	22,793	\$	23,226	\$	23,660	\$	24,254	\$	24,734	\$	25,102	\$	26,082	\$	27,076
Hourly Rate	\$	16.06	\$	17.22	\$	18.59	\$	19.95	\$	20.31	\$	20.70	\$	21.09	\$	21.62	\$	22.04	\$	22.37	\$	23.25	\$	24.13
7 HR CNP WORKER - Non-Certified (Any School)																								
Steps	0		1		2		3		4		5		6-8		9-11		12-14		15-17		18-20		21+	
187 Days 7 hrs/day	\$	21,024	\$	22,544	\$	24,339	\$	26,114	\$	26,594	\$	27,096	\$	27,602	\$	28,295	\$	28,855	\$	29,286	\$	30,428	\$	31,588
Hourly Rate	\$	16.06	\$	17.22	\$	18.59	\$	19.95	\$	20.32	\$	20.70	\$	21.09	\$	21.62	\$	22.04	\$	22.37	\$	23.25	\$	24.13
7.5 HR CNP WORKER - Non-Certified (Any School)																								
Steps	0		1		2		3		4		5		6-8		9-11		12-14		15-17		18-20		21+	
187 Days 7.5 hrs/day	\$	22,527	\$	24,152	\$	26,078	\$	27,978	\$	28,493	\$	29,031	\$	29,574	\$	30,316	\$	30,916	\$	31,378	\$	32,603	\$	33,845
Hourly Rate	\$	16.06	\$	17.22	\$	18.59	\$	19.95	\$	20.32	\$	20.70	\$	21.09	\$	21.62	\$	22.04	\$	22.37	\$	23.25	\$	24.13

BOAZ CITY BOARD OF EDUCATION SALARY SCHEDULE SUPPORT STAFF 2026-2027

CENTRAL OFFICE ACCOUNTANT - B.S. Degree - 12 Mos.
--

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days (8 hrs/day)	\$61,660	\$62,099	\$64,895	\$67,986	\$71,057	\$73,352	\$74,799	\$76,643	\$78,559	\$80,916	\$83,343	\$85,843
Hourly Rate	\$ 32.11	\$ 32.34	\$ 33.80	\$ 35.41	\$ 37.01	\$ 38.20	\$ 38.96	\$ 39.92	\$ 40.92	\$ 42.14	\$ 43.41	\$ 44.71

SECRETARY TO SUPERINTENDENT - 12 Mos.
--

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days (8 hrs/day)	\$54,417	\$55,505	\$56,615	\$58,313	\$59,479	\$60,669	\$62,488	\$64,363	\$66,294	\$67,620	\$68,972	\$70,351
Hourly Rate	\$ 28.34	\$ 28.91	\$ 29.49	\$ 30.37	\$ 30.98	\$ 31.60	\$ 32.55	\$ 33.52	\$ 34.53	\$ 35.22	\$ 35.92	\$ 36.64

CENTRAL OFFICE SECRETARY - 12 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days (8 hrs/day)	\$39,380	\$40,168	\$40,971	\$42,200	\$43,044	\$43,905	\$44,783	\$45,679	\$46,593	\$47,525	\$48,474	\$49,443
Hourly Rate	\$ 20.51	\$ 20.92	\$ 21.34	\$ 21.98	\$ 22.42	\$ 22.87	\$ 23.32	\$ 23.79	\$ 24.27	\$ 24.75	\$ 25.25	\$ 25.75

CENTRAL OFFICE SECRETARY - 10 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
202 Days (8 hrs/day)	\$33,148	\$33,807	\$34,483	\$35,521	\$36,230	\$36,955	\$37,697	\$38,439	\$39,214	\$40,005	\$40,796	\$41,620
Hourly Rate	\$ 20.51	\$ 20.92	\$ 21.34	\$ 21.98	\$ 22.42	\$ 22.87	\$ 23.33	\$ 23.79	\$ 24.27	\$ 24.76	\$ 25.25	\$ 25.75

LOCAL SCHOOL BOOKKEEPER - B.S. Degree - 12 Mos.
--

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days (8 hrs/day)	\$40,147	\$40,950	\$41,769	\$43,023	\$43,883	\$44,761	\$46,103	\$47,486	\$48,911	\$50,379	\$51,890	\$53,447
Hourly Rate	\$ 20.91	\$ 21.33	\$ 21.75	\$ 22.41	\$ 22.86	\$ 23.31	\$ 24.01	\$ 24.73	\$ 25.47	\$ 26.24	\$ 27.03	\$ 27.84

LOCAL SCHOOL BOOKKEEPER - B.S. Degree - 10 Mos.
--

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
202 Days (8 hrs/day)	\$33,791	\$34,467	\$35,156	\$36,211	\$36,935	\$37,674	\$38,804	\$39,968	\$41,167	\$42,402	\$43,674	\$44,985
Hourly Rate	\$ 20.91	\$ 21.33	\$ 21.75	\$ 22.41	\$ 22.86	\$ 23.31	\$ 24.01	\$ 24.73	\$ 25.47	\$ 26.24	\$ 27.03	\$ 27.84

LOCAL SCHOOL BOOKKEEPER - No Degree - 12 Mos.
--

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days (8 hrs/day)	\$35,251	\$35,956	\$36,675	\$37,776	\$38,532	\$39,303	\$40,482	\$41,697	\$42,947	\$44,235	\$45,562	\$46,929
Hourly Rate	\$ 18.36	\$ 18.73	\$ 19.10	\$ 19.68	\$ 20.07	\$ 20.47	\$ 21.08	\$ 21.72	\$ 22.37	\$ 23.04	\$ 23.73	\$ 24.44

LOCAL SCHOOL BOOKKEEPER - No Degree - 10 Mos.
--

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
202 Days (8 hrs/day)	\$29,670	\$30,263	\$30,868	\$31,794	\$32,430	\$33,079	\$34,071	\$35,093	\$36,146	\$37,230	\$38,347	\$39,497
Hourly Rate	\$ 18.36	\$ 18.73	\$ 19.10	\$ 19.67	\$ 20.07	\$ 20.47	\$ 21.08	\$ 21.72	\$ 22.37	\$ 23.04	\$ 23.73	\$ 24.44

LOCAL SCHOOL SECRETARY - 12 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days (8 hrs/day)	\$35,251	\$35,956	\$36,675	\$37,776	\$38,532	\$39,303	\$40,482	\$41,697	\$42,947	\$44,235	\$45,562	\$46,929
Hourly Rate	\$ 18.36	\$ 18.73	\$ 19.10	\$ 19.68	\$ 20.07	\$ 20.47	\$ 21.08	\$ 21.72	\$ 22.37	\$ 23.04	\$ 23.73	\$ 24.44

LOCAL SCHOOL SECRETARY - 10 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
202 Days (8 hrs/day)	\$29,670	\$30,263	\$30,868	\$31,794	\$32,430	\$33,079	\$34,071	\$35,093	\$36,146	\$37,230	\$38,347	\$39,497
Hourly Rate	\$ 18.36	\$ 18.73	\$ 19.10	\$ 19.67	\$ 20.07	\$ 20.47	\$ 21.08	\$ 21.72	\$ 22.37	\$ 23.04	\$ 23.73	\$ 24.44

REGISTRAR - 9 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
187 Days (7 1/2 hrs/day)	\$24,357	\$24,625	\$24,991	\$25,288	\$25,601	\$25,919	\$26,235	\$26,726	\$27,090	\$27,333	\$28,255	\$29,189
Hourly Rate	\$ 17.37	\$ 17.56	\$ 17.82	\$ 18.03	\$ 18.25	\$ 18.48	\$ 18.71	\$ 19.06	\$ 19.32	\$ 19.49	\$ 20.15	\$ 20.81

MIGRANT & HOMELESS LIASON/RECRUITER - 10 Mos.
--

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
202 Days (8 hrs/day)	\$40,764	\$41,579	\$42,412	\$43,260	\$44,125	\$45,006	\$45,906	\$46,826	\$47,763	\$48,718	\$49,691	\$50,686
Hourly Rate	\$ 25.23	\$ 25.73	\$ 26.25	\$ 26.77	\$ 27.31	\$ 27.85	\$ 28.41	\$ 28.98	\$ 29.56	\$ 30.15	\$ 30.75	\$ 31.37

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
COMPUTER SERVICES
2026-2027**

TECHNOLOGY COORDINATOR - 12 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days	\$72,833	\$73,577	\$74,640	\$78,372	\$80,330	\$82,338	\$84,808	\$87,353	\$89,974	\$93,122	\$96,381	\$99,755

NETWORK ADMINISTRATOR/WEB MASTER - 12 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days	\$61,660	\$62,893	\$64,151	\$67,359	\$69,043	\$70,770	\$72,893	\$75,080	\$77,333	\$80,040	\$82,842	\$85,741

COMPUTER TECHNICIAN - 12 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days	\$41,194	\$42,017	\$44,443	\$46,549	\$48,874	\$52,274	\$55,814	\$58,366	\$61,285	\$63,124	\$65,017	\$66,653
8 Hrs												
Hourly Rate	\$ 21.46	\$ 21.88	\$ 23.15	\$ 24.24	\$ 25.46	\$ 27.23	\$ 29.07	\$ 30.40	\$ 31.92	\$ 32.88	\$ 33.86	\$ 34.72

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
INSTRUCTIONAL SUPPORT STAFF
2026-2027**

INSTRUCTIONAL ASSISTANT HOLDING A VALID TEACHING CERTIFICATE - 9 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
187 Days 8 hrs	\$35,859	\$36,397	\$36,942	\$38,051	\$38,622	\$39,202	\$39,986	\$40,786	\$41,602	\$42,434	\$43,283	\$44,581
Hourly Rate	\$ 23.97	\$ 24.33	\$ 24.69	\$ 25.44	\$ 25.82	\$ 26.20	\$ 26.73	\$ 27.26	\$ 27.81	\$ 28.36	\$ 28.93	\$ 29.80

INSTRUCTIONAL ASSISTANT (Non-Certified) - 9 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
187 Days 8 hrs	\$30,600	\$31,059	\$31,525	\$32,471	\$32,958	\$33,453	\$34,122	\$34,804	\$35,500	\$36,210	\$36,934	\$38,042
Hourly Rate	\$ 20.45	\$ 20.76	\$ 21.07	\$ 21.71	\$ 22.03	\$ 22.36	\$ 22.81	\$ 23.26	\$ 23.73	\$ 24.20	\$ 24.69	\$ 25.43

TRANSLATOR - 9 Mos.

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
187 Days 8 hrs	\$31,435	\$31,793	\$32,276	\$32,651	\$33,078	\$33,488	\$33,933	\$34,588	\$35,080	\$35,413	\$36,437	\$37,478
Hourly Rate	\$ 21.01	\$ 21.25	\$ 21.57	\$ 21.83	\$ 22.11	\$ 22.39	\$ 22.68	\$ 23.12	\$ 23.45	\$ 23.67	\$ 24.36	\$ 25.05

PARENT EDUCATOR LEAD - 10 Mos.

Steps	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
202 days 8 hrs/ day	\$38,429	\$39,198	\$39,981	\$40,764	\$41,579	\$42,411	\$43,260	\$44,124	\$45,006	\$45,908
Hourly Rate	\$ 23.78	\$ 24.26	\$ 24.74	\$ 25.23	\$ 25.73	\$ 26.24	\$ 26.77	\$ 27.30	\$ 27.85	\$ 28.41

PARENT EDUCATOR - 10 Mos.

Steps	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27+
202 days 8 hrs/ day	\$33,971	\$34,650	\$35,343	\$36,050	\$36,771	\$37,506	\$38,256	\$39,021	\$39,802	\$40,598
Hourly Rate	\$ 21.02	\$ 21.44	\$ 21.87	\$ 22.31	\$ 22.75	\$ 23.21	\$ 23.67	\$ 24.15	\$ 24.63	\$ 25.12

BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
MAINTENANCE AND CUSTODIAL
2026-2027

LEAD MAINTENANCE WORKER (LEVEL 4 - SKILLED) - 12 Mos. (240 Days)

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
8 hrs/day	\$52,571	\$54,148	\$55,773	\$57,445	\$59,169	\$60,944	\$62,772	\$64,655	\$66,595	\$68,593	\$70,650	\$72,770
Hourly Rate	\$ 27.38	\$ 28.20	\$ 29.05	\$ 29.92	\$ 30.82	\$ 31.74	\$ 32.69	\$ 33.67	\$ 34.68	\$ 35.73	\$ 36.80	\$ 37.90

MAINTENANCE WORKER (LEVEL 3 - SKILLED) - 12 Mos. (240 Days)

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
8 hrs/day	\$36,799	\$37,902	\$39,039	\$40,210	\$41,417	\$42,659	\$43,940	\$45,257	\$46,615	\$48,013	\$49,454	\$50,938
Hourly Rate	\$ 19.17	\$ 19.74	\$ 20.33	\$ 20.94	\$ 21.57	\$ 22.22	\$ 22.89	\$ 23.57	\$ 24.28	\$ 25.01	\$ 25.76	\$ 26.53

LEAD CUSTODIAN - 12 Mos. (240 DAYS)

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
8 hrs/day	\$ 35,950	\$ 37,028	\$ 38,139	\$ 39,283	\$ 40,461	\$ 41,675	\$ 42,926	\$ 44,214	\$ 45,540	\$ 46,906	\$ 48,313	\$ 49,763
Hourly Rate	\$ 18.72	\$ 19.29	\$ 19.86	\$ 20.46	\$ 21.07	\$ 21.71	\$ 22.36	\$ 23.03	\$ 23.72	\$ 24.43	\$ 25.16	\$ 25.92

CUSTODIAN - 12 Mos. (240 DAYS)

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
8 hrs/day	\$ 31,261	\$ 32,198	\$ 33,164	\$ 34,159	\$ 35,184	\$ 36,240	\$ 37,327	\$ 38,447	\$ 39,600	\$ 40,789	\$ 42,013	\$ 43,274
Hourly Rate	\$ 16.28	\$ 16.77	\$ 17.27	\$ 17.79	\$ 18.33	\$ 18.88	\$ 19.44	\$ 20.02	\$ 20.63	\$ 21.24	\$ 21.88	\$ 22.54

CUSTODIAN - 9 Mos. (187 DAYS)

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
8 hrs/day	\$ 24,357	\$ 25,087	\$ 25,840	\$ 26,615	\$ 27,414	\$ 28,236	\$ 29,082	\$ 29,954	\$ 30,853	\$ 31,778	\$ 32,732	\$ 33,714
Hourly Rate	\$ 16.28	\$ 16.77	\$ 17.27	\$ 17.79	\$ 18.32	\$ 18.87	\$ 19.44	\$ 20.02	\$ 20.62	\$ 21.24	\$ 21.88	\$ 22.54

**BOAZ CITY BOARD OF EDUCATION
SALARY SCHEDULE
TRANSPORTATION
2026-2027**

TRANSPORTATION SUPERVISOR - 12 MONTHS

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days 8 hrs/day	\$57,540	\$58,691	\$59,864	\$61,660	\$62,893	\$64,151	\$65,435	\$67,069	\$68,748	\$70,466	\$72,226	\$74,033
Hourly Rate	\$ 29.97	\$ 30.57	\$ 31.18	\$ 32.11	\$ 32.76	\$ 33.41	\$ 34.08	\$ 34.93	\$ 35.81	\$ 36.70	\$ 37.62	\$ 38.56

MECHANIC - 12 MONTHS

(Must have completed and passed the State of Alabama Mechanic Certification)

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days 8 hrs/day	\$49,525	\$50,021	\$50,518	\$51,013	\$51,508	\$52,003	\$53,091	\$54,535	\$55,724	\$56,665	\$59,260	\$64,109
Hourly Rate	\$ 25.79	\$ 26.05	\$ 26.31	\$ 26.57	\$ 26.83	\$ 27.08	\$ 27.65	\$ 28.40	\$ 29.02	\$ 29.51	\$ 30.86	\$ 33.39

BUS SHOP ASSISTANT - 12 MONTHS

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
240 Days 8 hrs/day	\$32,721	\$33,293	\$33,875	\$34,469	\$35,072	\$35,686	\$36,757	\$37,858	\$38,995	\$40,165	\$41,368	\$43,024
Hourly Rate	\$ 17.04	\$ 17.34	\$ 17.64	\$ 17.95	\$ 18.27	\$ 18.59	\$ 19.14	\$ 19.72	\$ 20.31	\$ 20.92	\$ 21.55	\$ 22.41

TRANSPORTATION SECRETARY - 9 MONTHS

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
182 Days 4 hrs/day	\$11,923	\$12,070	\$12,228	\$12,375	\$12,530	\$12,686	\$12,879	\$13,231	\$13,587	\$13,943	\$14,991	\$16,291
Hourly Rate	\$ 16.38	\$ 16.58	\$ 16.80	\$ 17.00	\$ 17.21	\$ 17.43	\$ 17.69	\$ 18.17	\$ 18.66	\$ 19.15	\$ 20.59	\$ 22.38

BUS DRIVER

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
182 Days * 4 hrs/day	\$ 17,596	\$ 17,826	\$ 18,061	\$ 18,297	\$ 18,730	\$ 19,153	\$ 19,604	\$ 20,135	\$ 20,575	\$ 20,923	\$ 21,476	\$ 22,037
Hourly Rate	\$ 24.17	\$ 24.49	\$ 24.81	\$ 25.13	\$ 25.73	\$ 26.31	\$ 26.93	\$ 27.66	\$ 28.26	\$ 28.74	\$ 29.50	\$ 30.27

BUS AIDE

Steps	0	1	2	3	4	5	6-8	9-11	12-14	15-17	18-20	21+
182 Days * 4 hrs/day	\$ 12,319	\$ 12,478	\$ 12,643	\$ 12,807	\$ 13,112	\$ 13,408	\$ 13,723	\$ 14,095	\$ 14,404	\$ 14,647	\$ 15,034	\$ 16,031
Hourly Rate	\$ 16.92	\$ 17.14	\$ 17.37	\$ 17.59	\$ 18.01	\$ 18.42	\$ 18.85	\$ 19.36	\$ 19.79	\$ 20.12	\$ 20.65	\$ 22.02

* Bus Aides and Bus Drivers are paid for a minimum of 4 hours per day for a regular route (morning and afternoon).

BUS DRIVER & BUS AIDE - TECH ROUTE & ACTIVITY TRIPS

Tech Route - Round Trip - (in addition to regular route): \$50 per day
Afternoon Tech Route with Aviation \$50 per day

Activity Trips: \$15.00 per hour (see below for additional guidelines)

1. Payment will be for actual time from departure to return, or a minimum of 3 hours, whichever is greater, at the hourly rate stated above.
2. Bus aides will be paid under the same guidelines when they are needed on the bus for an activity trip.
3. For trips involving overnight stays, payment will be made for actual driving time plus required waiting time, not to include rest/sleep periods of 30 minutes or more, at the hourly rate stated above.
4. If the activity creates an overtime issue, the school requesting the activity will be responsible for the cost of the overtime pay.
5. The local school will pay food and lodging at the board approved rates.

BOAZ CITY BOARD OF EDUCATION SALARY SCHEDULE EXTENDED DAY & SUMMER PROGRAMS 2026-2027

SITE DIRECTOR	\$40/Hour
CO-SITE DIRECTOR	\$38/Hour
TEACHER	\$35/Hour
COUNSELOR	\$12/Hour
TEACHER ASSISTANT	\$19/Hour
LEAD NURSE	\$39/Hour
STAFF NURSE	\$37/Hour
PARENT INVOLVEMENT COORDINATOR	\$35/Hour
CHILD NUTRITION WORKER	\$25/Hour
CHILD NUTRITION ASSISTANT MANAGER	\$30/Hour
CHILD NUTRITION MANAGER	\$35/Hour

BOAZ CITY BOARD OF EDUCATION SALARY SCHEDULE OTHER CONTRACT SERVICES 2026-2027
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HOME LIASON	\$20/Hour
HOMEBOUND TEACHER	\$35/Hour
SUMMER SCHOOL TEACHER (Secondary)	\$35/Hour
AFTER SCHOOL TUTOR	\$35/Hour
SUMMER SCHOOL TEACHER/ADMINISTRATOR (Secondary).....	\$40/Hour

BOAZ CITY BOARD OF EDUCATION SALARY SCHEDULE SUBSTITUTES 2026-2027
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Teacher Subs

Substitute Teacher with no college degree	\$110/day
Substitute Teacher with college degree	\$120/day

Long-Term Certified Subs (Teacher)

When a full-time teacher is approved for long-term leave consisting of more than 10 days, a substitute who holds a valid Alabama Teacher's Certificate, has completed requirements for a teacher's certificate, holds a teacher's certificate from another state, or has a bachelor's degree in a field or related field will be paid \$225 per day – regardless of rank, certification type, or experience – beginning with the 1st day of substituting for the approved long-term leave teacher and continuing as long as the individual is substituting for the aforementioned teacher with a minimum of 11 days worked as the assigned substitute. If the substitute works 10 days or less for the aforementioned teacher, then the substitute will be paid the normal teacher sub pay rates. Long-term certified substitutes receive no benefits and do not accrue leave.”

Support Subs

Bus Aide - Regular Route (Morning and Afternoon)	\$80/day
Bus Driver - Regular Route (Morning and Afternoon)	\$110/day
Custodian	\$110/day
Instructional Assistant	\$110/day
Lunchroom	\$15.00/hr
Secretary	\$110/day

Nurse - valid nurse's license required

Sub Nurse - RN	\$25/hr
Sub Nurse - LPN	\$20/hr

BOAZ CITY BOARD OF EDUCATION SALARY SCHEDULE SUPPLEMENTS 2026-2027
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BCSS Athletic Director	\$	12,500.00	
Varsity Football Head Coach	Negotiated		(Range: \$20,000-\$50,000)
Varsity Football Assistant Coach (9)	\$	6,700.00	
Varsity Assistant Head Football Coach	\$	2,000.00	
Offensive Coordinator	\$	2,000.00	
Defensive Coordinator	\$	2,000.00	
BMS Football Head Coach	\$	6,700.00	
BMS Football Assistant Coach (3)	\$	1,500.00	
Additional Varsity Duties	\$	500.00	
Football Equipment Manager	\$	1,750.00	
Turf Management (2)	\$	2,500.00	
B - Varsity Basketball Coach	\$	18,000.00	
B - JV Basketball Coach	\$	5,000.00	
B - Assistant Basketball Coach	\$	5,000.00	
G - Varsity Basketball Coach	\$	18,000.00	
G - JV Basketball Coach	\$	5,000.00	
G - Assistant Basketball Coach	\$	5,000.00	
B - BMS Basketball Coach (2)	\$	2,500.00	
G - BMS Basketball Coach (2)	\$	2,500.00	
B - BMS Assistant Basketball Coach	\$	1,000.00	
G - BMS Assistant Basketball Coach	\$	1,000.00	
Varsity Cheerleader Sponsor	\$	6,000.00	
JV Cheerleader Sponsor	\$	2,000.00	
BMS Cheerleader Sponsor	\$	2,500.00	
Cheerleader Choreographer Coach	\$	2,500.00	
Varsity Volleyball Coach	\$	6,500.00	
Varsity Assistant Volleyball Coach	\$	2,500.00	
JV Volleyball Coach	\$	1,800.00	
BMS Volleyball Coach (2)	\$	1,500.00	

BOAZ CITY BOARD OF EDUCATION SALARY SCHEDULE SUPPLEMENTS 2026-2027

Varsity Baseball Coach	\$ 7,500.00
Varsity Baseball Assistant Coach	\$ 3,500.00
JV Baseball Coach	\$ 2,500.00
JV Assistant Baseball Coach	\$ 1,500.00
BMS Baseball Coach (8th grade)	\$ 1,500.00
BMS Baseball Coach (7th grade)	\$ 1,500.00
Varsity Softball Coach	\$ 7,500.00
Varsity Softball Assistant Coach	\$ 3,500.00
JV Softball Coach	\$ 2,500.00
JV Assistant Softball Coach	\$ 1,500.00
BMS Softball Coach (8th Grade)	\$ 1,500.00
BMS Softball Coach (7th Grade)	\$ 1,500.00
B - Varsity Golf Coach	\$ 2,000.00
G - Varsity Golf Coach	\$ 2,000.00
B - BMS Golf Coach	\$ 1,000.00
G - BMS Golf Coach	\$ 1,000.00
B - Varsity Tennis Coach	\$ 2,000.00
G - Varsity Tennis Coach	\$ 2,000.00
B - JV Tennis Coach	\$ 1,500.00
G - JV Tennis Coach	\$ 1,500.00
B - Varsity Track Coach	\$ 2,500.00
G - Varsity Track Coach	\$ 2,500.00
Assistant Track Coach (Co-Ed) (3)	\$ 2,000.00
B - Cross Country Track Coach	\$ 2,000.00
G - Cross Country Track Coach	\$ 2,000.00
Assistant Cross Country Coach (Co-Ed)	\$ 1,500.00
B - Swim Coach	\$ 2,000.00
G - Swim Coach	\$ 2,000.00
Assistant Swim Assistant Coach (Co-Ed)	\$ 500.00
B - Soccer Coach	\$ 5,000.00
G - Soccer Coach	\$ 5,000.00
B - JV Soccer Coach (Faculty Rep)	\$ 1,500.00
G - JV Soccer Coach (Faculty Rep)	\$ 1,500.00
Varsity Flag Football Coach	\$ 5,000.00
Assistant Flag Football Coach	\$ 2,500.00
JV Flag Football Coach	\$ 1,800.00
BMS Flag Football Coach (2)	\$ 1,500.00

BOAZ CITY BOARD OF EDUCATION SALARY SCHEDULE SUPPLEMENTS 2026-2027

Indoor Track (Co-Ed)	\$	2,000.00	
Assistant Indoor Track (Co-Ed)	\$	1,500.00	
Archery (Co-Ed)	\$	1,000.00	
Fishing Coach (Co-Ed)	\$	1,500.00	
Assistant Fishing Coach (Co-Ed)	\$	500.00	
Band Director	\$	20,000.00	
Assistant Band Director	\$	10,000.00	
Marching Band: Auxiliary Sponsor	\$	500.00	
Marching Band: Dance Line Instructor	\$	2,000.00	
Marching Band: Color Guard Instructor	\$	2,000.00	
Marching Band: Percussion Instructor	\$	2,000.00	
Marching Band: Percussion Assistant Instructor	\$	1,000.00	
Choral	\$	2,500.00	
BIS Honor Choir	\$	2,500.00	
Theatre - BHS	\$	2,500.00	
Theatre - grades 4-8	\$	1,000.00	
Special Olympics	\$	300.00	
PD Coordinator	\$	2,200.00	
Pre-K Site Director	\$	3,500.00	<i>(to be paid by BES)</i>
Parent Visitation Program Director	\$	3,000.00	<i>(to be paid by grant)</i>
APLDS Coordinator	\$	1,500.00	
Teacher of the Year - Each School	\$	500.00	
Teacher of the Year - System	\$	1,000.00	<i>(in addition to teacher of the year - school supplement)</i>
Scholar's Bowl Sponsor	\$	500.00	
Math Team Sponsor (1 Middle School & 1 High School)	\$	500.00	
Yearbook Sponsor	\$	750.00	
BHS Yearbook Sponsor	\$	1,700.00	
BMS Journalism (Paid by BMS)	\$	750.00	

Supplements will be administered based on the Boaz City Board of Education Policy Manual, Section 5.4 Non-Teaching Supplemental Duties.