SARALAND BOARD OF EDUCATION

2026-2027

SALARY SCHEDULES

Approved June 9, 2026

ASSUMPTIONS

In the preparation of any salary schedule, certain assumptions must be made, implicitly or explicitly. It is the opinion of the Board that maximum benefit will accrue when these assumptions are made explicit. The steps within each of the pay grades are compensation steps and are not based on experience credit. They are NOT experience steps. Personnel can be assigned to a compensation step based on factors other than experience. Market competitiveness for a particular position can be considered for initial placement on a salary schedule.

The assumptions under which these salary schedules were prepared are as follows:

1. That any new employees would begin employment under the salary guidelines contained in this schedule.

2. That upon initial placement on their respective salary schedule, employees will advance one step for each full year of service until attaining a step in which total compensation including supplements and advanced/higher degrees exceeds $110,000.00.

3. That unless contractually obligated, total compensation including supplements and advanced/higher degrees for individual employees shall not exceed $110,000.00 without recommendation from the Superintendent and approval by the Board.

4. That resultantly, as of July 1, 2018, total compensation for individual employees exceeding $110,000.00 shall not be increased without recommendation from the Superintendent and approval by the Board.

5. That regardless of total compensation, salary increases or raises will be made in accordance with mandates of the State Legislature and/or guidelines established by the Superintendent and Board.

6. Supplements are for one year only and not included when base salary is computed. The principal must recommend a particular individual for a specific supplement each school year. Continuing service in the supplement position is not implied or should not be assumed by the individual receiving a supplement. Supplements expressed as a percentage are to be computed by applying the stated percentage rate to the state 187 day teacher salary matrix, bachelor's degree and years of experience worked exclusively for Saraland City Schools.

7. That in the event an error is made in the calculation and/or payment of an employee's salary, the Board has the legal authority and right to make the proper adjustments and corrections during the current year.

SARALAND BOARD OF EDUCATION

2026-2027 SALARY SCHEDULE

(Steps are compensation steps, not experience steps.)

187 DAY TEACHERS AND OTHER CERTIFIED EMPLOYEES

STEP	RANK B 10	RANK A 11	RANK AA 12	RANK DO 13
1	48,552.00	52,913.00	57,055.00	61,195.00
2	48,552.00	52,913.00	57,055.00	61,195.00
3	48,552.00	52,913.00	57,055.00	61,195.00
4	50,609.00	58,200.00	62,755.00	67,317.00
5	50,609.00	58,200.00	62,755.00	67,317.00
6	50,609.00	58,200.00	62,755.00	67,317.00
7	52,828.00	60,750.00	65,522.00	70,259.00
8	52,828.00	60,750.00	65,522.00	70,259.00
9	52,828.00	60,750.00	65,522.00	70,259.00
10	54,424.00	62,586.00	67,501.00	72,382.00
11	54,966.00	63,211.00	68,175.00	73,105.00
12	55,517.00	63,843.00	68,857.00	73,835.00
13	56,072.00	64,482.00	69,545.00	74,574.00
14	56,633.00	65,125.00	70,242.00	75,319.00
15	57,199.00	65,777.00	70,943.00	76,073.00
16	57,771.00	66,436.00	71,653.00	76,834.00
17	58,349.00	67,099.00	72,369.00	77,602.00
18	58,932.00	67,770.00	73,094.00	78,378.00
19	59,522.00	68,448.00	73,825.00	79,161.00
20	60,116.00	69,132.00	74,564.00	79,952.00
21	60,718.00	69,824.00	75,308.00	80,753.00
22	61,325.00	70,522.00	76,062.00	81,561.00
23	61,938.00	71,228.00	76,821.00	82,376.00
24	62,557.00	71,939.00	77,590.00	83,199.00
25	63,183.00	72,659.00	78,366.00	84,031.00
26	63,815.00	73,385.00	79,149.00	84,872.00
27	64,452.00	74,119.00	79,941.00	85,720.00
28	65,098.00	74,860.00	80,741.00	86,578.00
29	65,749.00	75,609.00	81,547.00	87,443.00
30	66,407.00	76,365.00	82,363.00	88,318.00
31	67,070.00	77,129.00	83,187.00	89,202.00
32	67,741.00	77,900.00	84,019.00	90,092.00
33	68,419.00	78,679.00	84,859.00	90,994.00
34	69,102.00	79,466.00	85,708.00	91,905.00
35	69,793.00	80,260.00	86,565.00	92,824.00
36+	70,492.00	81,063.00	87,430.00	93,751.00

Rank B - Bachelor's Degree
Rank A - Master's Degree
Rank AA - Educational Specialist
Rank DO- Doctorate

LIBRARIANS - 187 DAYS
SEEC AND SES COUNSELORS - 187 DAYS

SARALAND BOARD OF EDUCATION

2026-2027 SALARY SCHEDULE

(Steps are compensation steps, not experience steps.)

189 DAY TEACHER EXCELLENCE AND ACCOUNTABILITY FOR MATHEMATICS AND SCIENCE (TEAMS)

STEP	RANK B BX	RANK A MX	RANK AA 6X	RANK DO DX
1	51,532.00	58,431.00	62,573.00	66,714.00
2	55,164.00	63,438.00	68,403.00	73,371.00
3	58,112.00	66,825.00	72,075.00	77,285.00
4	59,811.00	68,782.00	74,185.00	79,548.00
5	61,557.00	70,790.00	76,349.00	81,869.00
6	63,348.00	72,849.00	78,571.00	84,252.00
7	65,188.00	74,963.00	80,853.00	86,697.00
8	67,075.00	77,135.00	83,193.00	89,208.00
9	68,416.00	78,675.00	84,857.00	90,993.00
10	69,784.00	80,250.00	86,554.00	92,813.00
11	70,829.00	81,455.00	87,851.00	94,204.00
12	71,892.00	82,677.00	89,170.00	95,616.00
13	72,971.00	83,917.00	90,506.00	97,051.00
14	72,971.00	83,917.00	90,506.00	97,051.00
15	72,971.00	83,917.00	90,506.00	97,051.00
16	74,069.00	85,181.00	91,871.00	98,513.00
17	74,069.00	85,181.00	91,871.00	98,513.00
18	74,069.00	85,181.00	91,871.00	98,513.00
19	75,192.00	86,470.00	93,261.00	100,004.00
20	75,192.00	86,470.00	93,261.00	100,004.00
21	75,192.00	86,470.00	93,261.00	100,004.00
22	76,335.00	87,787.00	94,680.00	101,526.00
23	76,335.00	87,787.00	94,680.00	101,526.00
24	76,335.00	87,787.00	94,680.00	101,526.00
25	77,501.00	89,126.00	96,126.00	103,078.00
26	77,501.00	89,126.00	96,126.00	103,078.00
27	77,501.00	89,126.00	96,126.00	103,078.00
28	78,691.00	90,496.00	97,602.00	104,660.00
29	78,691.00	90,496.00	97,602.00	104,660.00
30	78,691.00	90,496.00	97,602.00	104,660.00
31	78,691.00	90,496.00	97,602.00	104,660.00
32	78,691.00	90,496.00	97,602.00	104,660.00
33	78,691.00	90,496.00	97,602.00	104,660.00
34	78,691.00	90,496.00	97,602.00	104,660.00
35	78,691.00	90,496.00	97,602.00	104,660.00
36+	78,691.00	90,496.00	97,602.00	104,660.00

Rank B - Bachelor's Degree
Rank A - Master's Degree
Rank AA - Educational Specialist
Rank DO- Doctorate

SARALAND BOARD OF EDUCATION

2026-2027 SALARY SCHEDULE

(Steps are compensation steps, not experience steps.)

207 DAY TEACHERS AND OTHER CERTIFIED EMPLOYEES

STEP	RANK B 44	RANK A 45	RANK AA 46	RANK DO 47
1	53,745.00	58,571.00	63,158.00	67,741.00
2	53,745.00	58,571.00	63,158.00	67,741.00
3	53,745.00	58,571.00	63,158.00	67,741.00
4	56,021.00	64,425.00	69,467.00	74,517.00
5	56,021.00	64,425.00	69,467.00	74,517.00
6	56,021.00	64,425.00	69,467.00	74,517.00
7	58,479.00	67,247.00	72,531.00	77,773.00
8	58,479.00	67,247.00	72,531.00	77,773.00
9	58,479.00	67,247.00	72,531.00	77,773.00
10	60,245.00	69,279.00	74,721.00	80,124.00
11	60,845.00	69,971.00	75,466.00	80,923.00
12	61,454.00	70,671.00	76,221.00	81,732.00
13	62,070.00	71,379.00	76,983.00	82,549.00
14	62,691.00	72,091.00	77,754.00	83,375.00
15	63,317.00	72,812.00	78,530.00	84,209.00
16	63,950.00	73,540.00	79,317.00	85,051.00
17	64,589.00	74,276.00	80,108.00	85,902.00
18	65,236.00	75,019.00	80,911.00	86,761.00
19	65,887.00	75,768.00	81,720.00	87,628.00
20	66,546.00	76,527.00	82,538.00	88,504.00
21	67,212.00	77,291.00	83,362.00	89,389.00
22	67,884.00	78,065.00	84,196.00	90,284.00
23	68,562.00	78,845.00	85,037.00	91,185.00
24	69,248.00	79,633.00	85,889.00	92,097.00
25	69,941.00	80,431.00	86,747.00	93,018.00
26	70,640.00	81,234.00	87,614.00	93,949.00
27	71,346.00	82,046.00	88,492.00	94,889.00
28	72,060.00	82,865.00	89,376.00	95,838.00
29	72,782.00	83,695.00	90,269.00	96,795.00
30	73,509.00	84,532.00	91,172.00	97,764.00
31	74,243.00	85,379.00	92,083.00	98,743.00
32	74,986.00	86,231.00	93,004.00	99,728.00
33	75,735.00	87,094.00	93,934.00	100,725.00
34	76,493.00	87,964.00	94,875.00	101,734.00
35	77,258.00	88,845.00	95,823.00	102,751.00
36+	78,029.00	89,732.00	96,781.00	103,776.00

Rank B - Bachelor's Degree
Rank A - Master's Degree
Rank AA - Educational Specialist
Rank DO- Doctorate

STUDENT SUPPORT SERVICES - 207 DAYS
PSYCHOMETRIST - 207 DAYS
2 SHS 10 MO. COUNSELORS - 207 DAYS
WELDING TEACHER - 207 DAYS

SARALAND BOARD OF EDUCATION

2026-2027 SALARY SCHEDULE

(Steps are compensation steps, not experience steps.)

240 DAY TEACHERS AND OTHER CERTIFIED EMPLOYEES

STEP	RANK B 14	RANK A 15	RANK AA 16	RANK DO 17
1	62,313.00	67,909.00	73,226.00	78,538.00
2	62,313.00	67,909.00	73,226.00	78,538.00
3	62,313.00	67,909.00	73,226.00	78,538.00
4	64,953.00	74,694.00	80,541.00	86,396.00
5	64,953.00	74,694.00	80,541.00	86,396.00
6	64,953.00	74,694.00	80,541.00	86,396.00
7	67,801.00	77,967.00	84,092.00	90,173.00
8	67,801.00	77,967.00	84,092.00	90,173.00
9	67,801.00	77,967.00	84,092.00	90,173.00
10	69,848.00	80,323.00	86,632.00	92,896.00
11	70,545.00	81,125.00	87,497.00	93,824.00
12	71,251.00	81,938.00	88,371.00	94,762.00
13	71,965.00	82,757.00	89,256.00	95,709.00
14	72,685.00	83,583.00	90,149.00	96,667.00
15	73,411.00	84,420.00	91,050.00	97,633.00
16	74,145.00	85,265.00	91,961.00	98,611.00
17	74,886.00	86,117.00	92,880.00	99,596.00
18	75,635.00	86,978.00	93,810.00	100,592.00
19	76,390.00	87,847.00	94,748.00	101,596.00
20	77,154.00	88,726.00	95,696.00	102,612.00
21	77,925.00	89,613.00	96,652.00	103,640.00
22	78,706.00	90,509.00	97,619.00	104,677.00
23	79,493.00	91,415.00	98,594.00	105,722.00
24	80,287.00	92,328.00	99,581.00	106,778.00
25	81,090.00	93,252.00	100,577.00	107,847.00
26	81,901.00	94,184.00	101,581.00	108,925.00
27	82,720.00	95,126.00	102,598.00	110,015.00
28	83,548.00	96,076.00	103,623.00	111,115.00
29	84,384.00	97,038.00	104,660.00	112,227.00
30	85,228.00	98,009.00	105,707.00	113,349.00
31	86,078.00	98,988.00	106,763.00	114,483.00
32	86,939.00	99,978.00	107,831.00	115,626.00
33	87,809.00	100,978.00	108,910.00	116,782.00
34	88,686.00	101,988.00	109,999.00	117,952.00
35	89,574.00	103,008.00	111,098.00	119,131.00
36+	90,470.00	104,037.00	112,210.00	120,321.00

Rank B - Bachelor's Degree
Rank A - Master's Degree
Rank AA - Educational Specialist
Rank DO- Doctorate

SMS AND SHS 12 MO. COUNSELOR - 240 DAYS
SPECIAL PROGRAMS ASSISTANT - 240 DAYS

SARALAND BOARD OF EDUCATION

2026-2027 SALARY SCHEDULE

(Steps are compensation steps, not experience steps.)

PRINCIPALS - 240 DAYS

EARLY EDUCATION CENTER 24	
STEP	**SALARY**
0	101,021.00
1	102,535.00
2	104,074.00
3	105,638.00
4	107,221.00
5	108,826.00
6	110,459.00
7	112,120.00
8	113,800.00
9	115,505.00
10	117,240.00
11	118,998.00
12	120,783.00
13	122,592.00
14	124,431.00
15	126,299.00
16	128,196.00
17	130,118.00
18	132,068.00
19	134,050.00
20	136,061.00
21	138,101.00
22	140,173.00
23	142,274.00
24	144,410.00
25	146,574.00
26	148,774.00
27+	151,005.00

ELEMENTARY SCHOOL 20	
STEP	**SALARY**
0	103,084.00
1	104,629.00
2	106,198.00
3	107,794.00
4	109,409.00
5	111,049.00
6	112,715.00
7	114,407.00
8	116,122.00
9	117,864.00
10	119,631.00
11	121,426.00
12	123,249.00
13	125,095.00
14	126,971.00
15	128,879.00
16	130,810.00
17	132,772.00
18	134,764.00
19	136,787.00
20	138,838.00
21	140,921.00
22	143,034.00
23	145,179.00
24	147,357.00
25	149,568.00
26	151,811.00
27+	154,089.00

MIDDLE SCHOOL 21	
STEP	**SALARY**
0	104,994.00
1	106,569.00
2	108,169.00
3	109,790.00
4	111,439.00
5	113,109.00
6	114,807.00
7	116,528.00
8	118,277.00
9	120,051.00
10	121,850.00
11	123,681.00
12	125,534.00
13	127,416.00
14	129,328.00
15	131,268.00
16	133,237.00
17	135,234.00
18	137,265.00
19	139,321.00
20	141,411.00
21	143,534.00
22	145,685.00
23	147,870.00
24	150,088.00
25	152,339.00
26	154,623.00
27+	156,943.00

HIGH SCHOOL 22	
STEP	**SALARY**
0	114,839.00
1	116,562.00
2	118,310.00
3	120,084.00
4	121,882.00
5	123,714.00
6	125,570.00
7	127,454.00
8	129,365.00
9	131,305.00
10	133,273.00
11	135,275.00
12	137,303.00
13	139,361.00
14	141,454.00
15	143,575.00
16	145,729.00
17	147,915.00
18	150,132.00
19	152,385.00
20	154,671.00
21	156,992.00
22	159,346.00
23	161,736.00
24	164,161.00
25	166,624.00
26	169,123.00
27+	171,659.00

A certified administrator is paid an additional $4,912 for an AA certificate; $5,452 for a doctorate and $10,364 for both.

Placement on salary schedule to be determined by the Superintendent

SARALAND BOARD OF EDUCATION

2026-2027 SALARY SCHEDULE

(Steps are compensation steps, not experience steps.)

ASSISTANT PRINCIPALS - 240 DAYS

EARLY EDUCATION CENTER 36	
STEP	SALARY
0	81,728.00
1	82,953.00
2	84,197.00
3	85,462.00
4	86,743.00
5	88,043.00
6	89,364.00
7	90,703.00
8	92,066.00
9	93,447.00
10	94,848.00
11	96,270.00
12	97,714.00
13	99,182.00
14	100,668.00
15	102,179.00
16	103,712.00
17	105,266.00
18	106,843.00
19	108,449.00
20	110,078.00
21	111,726.00
22	113,401.00
23	115,104.00
24	116,830.00
25	118,582.00
26	120,360.00
27+	122,166.00

ELEMENTARY SCHOOL 30	
STEP	SALARY
0	83,396.00
1	84,646.00
2	85,916.00
3	87,206.00
4	88,514.00
5	89,839.00
6	91,187.00
7	92,554.00
8	93,945.00
9	95,353.00
10	96,783.00
11	98,235.00
12	99,709.00
13	101,206.00
14	102,723.00
15	104,264.00
16	105,829.00
17	107,414.00
18	109,024.00
19	110,662.00
20	112,324.00
21	114,007.00
22	115,715.00
23	117,453.00
24	119,215.00
25	121,002.00
26	122,817.00
27+	124,659.00

MIDDLE SCHOOL 31	
STEP	SALARY
0	83,624.00
1	84,879.00
2	86,153.00
3	87,445.00
4	88,757.00
5	90,086.00
6	91,438.00
7	92,812.00
8	94,200.00
9	95,615.00
10	97,048.00
11	98,503.00
12	99,982.00
13	101,483.00
14	103,005.00
15	104,548.00
16	106,118.00
17	107,710.00
18	109,324.00
19	110,965.00
20	112,630.00
21	114,320.00
22	116,032.00
23	117,777.00
24	119,539.00
25	121,334.00
26	123,154.00
27+	125,000.00

HIGH SCHOOL 32	
STEP	SALARY
0	88,476.00
1	89,801.00
2	91,149.00
3	92,517.00
4	93,904.00
5	95,311.00
6	96,741.00
7	98,194.00
8	99,665.00
9	101,159.00
10	102,678.00
11	104,219.00
12	105,782.00
13	107,369.00
14	108,979.00
15	110,613.00
16	112,273.00
17	113,957.00
18	115,667.00
19	117,402.00
20	119,161.00
21	120,950.00
22	122,764.00
23	124,605.00
24	126,476.00
25	128,371.00
26	130,297.00
27+	132,251.00

A certified administrator is paid an additional $4,912 for an AA certificate; $5,452 for a doctorate and $10,364 for both.

Placement on salary schedule to be determined by the Superintendent

SARALAND BOARD OF EDUCATION

2026-2027 SALARY SCHEDULE

(Steps are compensation steps, not experience steps.)

ASSISTANT PRINCIPALS - 207 DAYS

EARLY EDUCATION CENTER 37	
STEP	**SALARY**
0	70,490.00
1	71,549.00
2	72,623.00
3	73,711.00
4	74,816.00
5	75,937.00
6	77,075.00
7	78,230.00
8	79,407.00
9	80,600.00
10	81,806.00
11	83,036.00
12	84,280.00
13	85,546.00
14	86,829.00
15	88,128.00
16	89,451.00
17	90,793.00
18	92,154.00
19	93,538.00
20	94,942.00
21	96,367.00
22	97,808.00
23	99,279.00
24	100,765.00
25	102,280.00
26	103,811.00
27+	105,368.00

ELEMENTARY SCHOOL 33	
STEP	**SALARY**
0	71,928.00
1	73,009.00
2	74,106.00
3	75,215.00
4	76,343.00
5	77,488.00
6	78,648.00
7	79,828.00
8	81,028.00
9	82,244.00
10	83,475.00
11	84,730.00
12	86,000.00
13	87,292.00
14	88,601.00
15	89,927.00
16	91,277.00
17	92,645.00
18	94,035.00
19	95,446.00
20	96,879.00
21	98,334.00
22	99,804.00
23	101,305.00
24	102,822.00
25	104,367.00
26	105,930.00
27+	107,518.00

MIDDLE SCHOOL 34	
STEP	**SALARY**
0	72,126.00
1	73,210.00
2	74,309.00
3	75,420.00
4	76,556.00
5	77,700.00
6	78,865.00
7	80,049.00
8	81,251.00
9	82,470.00
10	83,706.00
11	84,960.00
12	86,235.00
13	87,529.00
14	88,841.00
15	90,176.00
16	91,526.00
17	92,902.00
18	94,292.00
19	95,710.00
20	97,144.00
21	98,601.00
22	100,078.00
23	101,582.00
24	103,107.00
25	104,649.00
26	106,221.00
27+	107,817.00

HIGH SCHOOL 35	
STEP	**SALARY**
0	76,311.00
1	77,454.00
2	78,619.00
3	79,795.00
4	80,991.00
5	82,207.00
6	83,440.00
7	84,689.00
8	85,963.00
9	87,251.00
10	88,561.00
11	89,889.00
12	91,238.00
13	92,606.00
14	93,996.00
15	95,407.00
16	96,835.00
17	98,288.00
18	99,762.00
19	101,258.00
20	102,777.00
21	104,319.00
22	105,885.00
23	107,470.00
24	109,086.00
25	110,724.00
26	112,384.00
27+	114,067.00

A certified administrator is paid an additional $4,912 for an AA certificate; $5,452 for a doctorate and $10,364 for both.

Placement on salary schedule to be determined by the Superintendent

SARALAND BOARD OF EDUCATION

2026-2027 SALARY SCHEDULE

(Steps are compensation steps, not experience steps.)

ADMINISTRATIVE/PROFESSIONAL - 240 DAYS

CENTRAL OFFICE COORDINATOR 240 DAYS 51	
STEP	SALARY
0	71,859.00
1	72,941.00
2	74,032.00
3	75,142.00
4	76,270.00
5	77,415.00
6	78,576.00
7	79,756.00
8	80,951.00
9	82,164.00
10	83,399.00
11	84,647.00
12	85,917.00
13	87,207.00
14	88,515.00
15	89,843.00
16	91,191.00
17	92,558.00
18	93,946.00
19	95,356.00
20	96,786.00
21	98,237.00
22	99,711.00
23	101,207.00
24	102,724.00
25	104,266.00
26	105,831.00
27+	107,416.00

CENTRAL OFFICE CERTIFIED DIRECTOR 240 DAYS 53	
STEP	SALARY
0	94,030.00
1	95,440.00
2	96,872.00
3	98,322.00
4	99,799.00
5	101,297.00
6	102,815.00
7	104,358.00
8	105,924.00
9	107,513.00
10	109,123.00
11	110,760.00
12	112,422.00
13	114,109.00
14	115,821.00
15	117,559.00
16	119,322.00
17	121,112.00
18	122,929.00
19	124,771.00
20	126,643.00
21	128,545.00
22	130,472.00
23	132,428.00
24	134,413.00
25	136,431.00
26	138,476.00
27+	140,553.00

CENTRAL OFFICE CLASSIFIED DIRECTOR 240 DAYS 75	
STEP	SALARY
0	91,677.00
1	93,051.00
2	94,448.00
3	95,865.00
4	97,305.00
5	98,765.00
6	100,247.00
7	101,752.00
8	103,279.00
9	104,829.00
10	106,400.00
11	107,997.00
12	109,617.00
13	111,261.00
14	112,930.00
15	114,625.00
16	116,347.00
17	118,093.00
18	119,865.00
19	121,662.00
20	123,489.00
21	125,341.00
22	127,223.00
23	129,131.00
24	131,068.00
25	133,035.00
26	135,031.00
27+	137,057.00

ASSISTANT SUPERINTENDENT OF SCHOOLS 240 DAYS 55	
STEP	SALARY
0	111,469.00
1	113,141.00
2	114,839.00
3	116,562.00
4	118,310.00
5	120,084.00
6	121,882.00
7	123,714.00
8	125,570.00
9	127,454.00
10	129,365.00
11	131,305.00
12	133,273.00
13	135,275.00
14	137,303.00
15	139,361.00
16	141,454.00
17	143,575.00
18	145,729.00
19	147,915.00
20	150,132.00
21	152,385.00
22	154,671.00
23	156,992.00
24	159,346.00
25	161,736.00
26	164,162.00
27+	166,625.00

A certified administrator is paid an additional $4,923 for an AA certificate; $5,453 for a doctorate and $10,376 for both.

SARALAND BOARD OF EDUCATION

2026-2027 SALARY SCHEDULE

(Steps are compensation steps, not experience steps.)

SUPPORT STAFF

CENTRAL OFFICE MGR /EXEC ASSISTANT 240 DAYS/8 HRS 50	
STEP	SALARY
0	52,240.00
1	53,024.00
2	53,819.00
3	54,626.00
4	55,445.00
5	56,278.00
6	57,123.00
7	57,977.00
8	58,849.00
9	59,731.00
10	60,626.00
11	61,534.00
12	62,459.00
13	63,396.00
14	64,344.00
15	65,311.00
16	66,292.00
17	67,287.00
18	68,294.00
19	69,320.00
20	70,359.00
21	71,414.00
22	72,485.00
23	73,573.00
24	74,676.00
25	75,797.00
26	76,933.00
27+	78,088.00

10 MO. REGISTRAR 10 MO. BOOKKEEPER 207 DAYS/8 HRS 60	
STEP	SALARY
0	28,194.00
1	28,617.00
2	29,046.00
3	29,485.00
4	29,926.00
5	30,030.00
6	30,828.00
7	31,292.00
8	31,762.00
9	32,238.00
10	32,723.00
11	33,213.00
12	33,711.00
13	34,216.00
14	34,731.00
15	35,251.00
16	35,779.00
17	36,317.00
18	36,861.00
19	37,413.00
20	37,974.00
21	38,542.00
22	39,123.00
23	39,707.00
24	40,305.00
25	40,910.00
26	41,525.00
27+	42,146.00

12 MO. REGISTRAR 12 MO. BOOKKEEPER 12 MO. SECRETARY 240 DAYS/8 HRS 62	
STEP	SALARY
0	33,497.00
1	34,001.00
2	34,511.00
3	35,029.00
4	35,555.00
5	36,087.00
6	36,628.00
7	37,179.00
8	37,734.00
9	38,303.00
10	38,877.00
11	39,459.00
12	40,052.00
13	40,652.00
14	41,263.00
15	41,880.00
16	42,508.00
17	43,146.00
18	43,793.00
19	44,452.00
20	45,116.00
21	45,795.00
22	46,482.00
23	47,178.00
24	47,886.00
25	48,606.00
26	49,333.00
27+	50,073.00

9 MONTH SECRETARY/ RECEPTIONIST 187 DAYS/8 HRS 63	
STEP	SALARY
0	23,347.00
1	23,698.00
2	24,054.00
3	24,415.00
4	24,781.00
5	25,153.00
6	25,530.00
7	25,914.00
8	26,302.00
9	26,697.00
10	27,097.00
11	27,504.00
12	27,917.00
13	28,335.00
14	28,760.00
15	29,193.00
16	29,630.00
17	30,075.00
18	30,526.00
19	30,984.00
20	31,449.00
21	31,920.00
22	32,399.00
23	32,885.00
24	33,378.00
25	33,879.00
26	34,386.00
27+	34,902.00

10 MONTH SECRETARY/ RECEPTIONIST 207 DAYS/8 HRS 65	
STEP	SALARY
0	25,844.00
1	26,233.00
2	26,626.00
3	27,025.00
4	27,431.00
5	27,842.00
6	28,260.00
7	28,683.00
8	29,113.00
9	29,551.00
10	29,994.00
11	30,443.00
12	30,899.00
13	31,362.00
14	31,833.00
15	32,311.00
16	32,796.00
17	33,287.00
18	33,787.00
19	34,294.00
20	34,808.00
21	35,330.00
22	35,860.00
23	36,397.00
24	36,944.00
25	37,498.00
26	38,061.00
27+	38,632.00

SARALAND BOARD OF EDUCATION

2026-2027 SALARY SCHEDULE

(Steps are compensation steps, not experience steps.)

SUPPORT STAFF (continued)

CUSTODIAN 197 DAYS/8 HRS 70	
STEP	SALARY
0	24,596.00
1	24,965.00
2	25,340.00
3	25,720.00
4	26,105.00
5	26,497.00
6	26,894.00
7	27,298.00
8	27,708.00
9	28,123.00
10	28,544.00
11	28,973.00
12	29,408.00
13	29,849.00
14	30,297.00
15	30,751.00
16	31,211.00
17	31,680.00
18	32,156.00
19	32,638.00
20	33,128.00
21	33,626.00
22	34,131.00
23	34,642.00
24	35,161.00
25	35,689.00
26	36,225.00
27+	36,767.00

PARAPRO 187 DAYS/7 HRS 71	
STEP	SALARY
0	21,440.00
1	21,760.00
2	22,089.00
3	22,420.00
4	22,755.00
5	23,094.00
6	23,442.00
7	23,795.00
8	24,151.00
9	24,517.00
10	24,880.00
11	25,255.00
12	25,633.00
13	26,018.00
14	26,407.00
15	26,804.00
16	27,207.00
17	27,613.00
18	28,029.00
19	28,448.00
20	28,877.00
21	29,308.00
22	29,749.00
23	30,195.00
24	30,647.00
25	31,106.00
26	31,575.00
27+	32,048.00

CENTRAL OFFICE TECHNICIAN 240 DAYS/8 HRS 73	
STEP	SALARY
0	31,237.00
1	31,706.00
2	32,179.00
3	32,664.00
4	33,156.00
5	33,652.00
6	34,157.00
7	34,667.00
8	35,187.00
9	35,717.00
10	36,251.00
11	36,797.00
12	37,348.00
13	37,907.00
14	38,478.00
15	39,053.00
16	39,638.00
17	40,233.00
18	40,839.00
19	41,449.00
20	42,069.00
21	42,704.00
22	43,343.00
23	43,994.00
24	44,653.00
25	45,323.00
26	46,001.00
27+	46,692.00

CENTRAL OFFICE SPECIALIST 240 DAYS/8 HRS 76	
STEP	SALARY
0	45,665.00
1	46,352.00
2	47,046.00
3	47,750.00
4	48,467.00
5	49,194.00
6	49,932.00
7	50,681.00
8	51,441.00
9	52,212.00
10	52,996.00
11	53,793.00
12	54,597.00
13	55,415.00
14	56,248.00
15	57,091.00
16	57,946.00
17	58,816.00
18	59,699.00
19	60,594.00
20	61,503.00
21	62,423.00
22	63,363.00
23	64,313.00
24	65,276.00
25	66,255.00
26	67,249.00
27+	68,259.00

MENTAL HEALTH SERVICE COORDINATOR 207 DAYS 56	
STEP	SALARY
0	50,935.00
1	50,935.00
2	50,935.00
3	56,021.00
4	56,021.00
5	56,021.00
6	58,479.00
7	58,479.00
8	58,479.00
9	60,245.00
10	60,845.00
11	61,454.00
12	62,070.00
13	62,691.00
14	63,317.00
15	63,950.00
16	64,589.00
17	65,236.00
18	65,887.00
19	66,546.00
20	67,212.00
21	67,884.00
22	68,562.00
23	69,248.00
24	69,941.00
25	70,640.00
26	71,346.00
27+	72,060.00

SARALAND BOARD OF EDUCATION

2026-2027 SALARY SCHEDULE

(Steps are compensation steps, not experience steps.)

TRANSPORTATION DEPARTMENT

TRANS. MECH 240 DAYS/8 HRS 74	
STEP	SALARY
0	45,665.00
1	46,352.00
2	47,046.00
3	47,750.00
4	48,467.00
5	49,194.00
6	49,932.00
7	50,681.00
8	51,441.00
9	52,212.00
10	52,996.00
11	53,793.00
12	54,597.00
13	55,415.00
14	56,248.00
15	57,091.00
16	57,946.00
17	58,816.00
18	59,699.00
19	60,594.00
20	61,503.00
21	62,423.00
22	63,363.00
23	64,313.00
24	65,276.00
25	66,255.00
26	67,249.00
27+	68,259.00

FLEET MANAGER/ MECHANIC 240 DAYS/8 HRS 72	
STEP	SALARY
0	70,059.00
1	71,108.00
2	72,176.00
3	73,259.00
4	74,357.00
5	75,472.00
6	76,605.00
7	77,754.00
8	78,919.00
9	80,104.00
10	81,307.00
11	82,526.00
12	83,764.00
13	85,019.00
14	86,295.00
15	87,591.00
16	88,901.00
17	90,236.00
18	91,588.00
19	92,965.00
20	94,358.00
21	95,774.00
22	97,211.00
23	98,669.00
24	100,149.00
25	101,653.00
26	103,173.00
27+	104,724.00

SHOP ASSISTANT 240 DAYS/8 HRS 77	
STEP	SALARY
0	29,964.00
1	30,414.00
2	30,870.00
3	31,333.00
4	31,803.00
5	32,280.00
6	32,764.00
7	33,256.00
8	33,753.00
9	34,260.00
10	34,774.00
11	35,296.00
12	35,825.00
13	36,361.00
14	36,907.00
15	37,461.00
16	38,022.00
17	38,592.00
18	39,171.00
19	39,759.00
20	40,355.00
21	40,961.00
22	41,576.00
23	42,199.00
24	42,831.00
25	43,474.00
26	44,127.00
27+	44,788.00

BUS AIDE 182 DAYS/4 HRS 80	
STEP	SALARY
0	11,362.00
1	11,533.00
2	11,705.00
3	11,881.00
4	12,059.00
5	12,240.00
6	12,423.00
7	12,610.00
8	12,799.00
9	12,991.00
10	13,186.00
11	13,384.00
12	13,585.00
13	13,789.00
14	13,996.00
15	14,206.00
16	14,419.00
17	14,635.00
18	14,855.00
19	15,077.00
20	15,304.00
21	15,533.00
22	15,767.00
23	16,002.00
24	16,243.00
25	16,486.00
26	16,734.00
27+	16,985.00

BUS DRIVER 186 DAYS/4 HRS 89	
STEP	SALARY
0	18,383.00
1	18,661.00
2	18,939.00
3	19,224.00
4	19,512.00
5	20,015.00
6	20,316.00
7	20,622.00
8	20,931.00
9	21,244.00
10	21,562.00
11	21,886.00
12	22,215.00
13	22,549.00
14	22,885.00
15	23,230.00
16	23,579.00
17	23,932.00
18	24,290.00
19	24,655.00
20	25,026.00
21	25,402.00
22	25,781.00
23	26,169.00
24	26,560.00
25	26,959.00
26	27,362.00
27+	27,773.00

SARALAND BOARD OF EDUCATION

2026-2027 SALARY SCHEDULE

(Steps are compensation steps, not experience steps.)

PUBLIC SCHOOL NURSES

STEP	LPN 182 7 HRS X5	RN 187 7 HRS X1	LPN 187 7 HRS X2	RN/MS 187 7 HRS X3	HEALTH SERVICES SUPERVISOR 207 DAYS 8 HRS X4	HEALTH SERVICES SUPERVISOR 240 DAYS 8 HRS X6
1	33,684.00	49,235.00	34,609.00	53,090.00	67,721.00	78,517.00
2	33,684.00	49,235.00	34,609.00	53,090.00	67,721.00	78,517.00
3	33,684.00	49,235.00	34,609.00	53,090.00	67,721.00	78,517.00
4	37,049.00	54,152.00	38,066.00	58,393.00	74,485.00	86,361.00
5	37,049.00	54,152.00	38,066.00	58,393.00	74,485.00	86,361.00
6	37,049.00	54,152.00	38,066.00	58,393.00	74,485.00	86,361.00
7	38,673.00	56,527.00	39,735.00	60,954.00	77,752.00	90,146.00
8	38,673.00	56,527.00	39,735.00	60,954.00	77,752.00	90,146.00
9	38,673.00	56,527.00	39,735.00	60,954.00	77,752.00	90,146.00
10	39,840.00	58,234.00	40,934.00	62,794.00	80,098.00	92,867.00
11	40,238.00	58,816.00	41,343.00	63,421.00	80,899.00	93,796.00
12	40,640.00	59,403.00	41,756.00	64,055.00	81,708.00	94,734.00
13	41,047.00	59,999.00	42,174.00	64,696.00	82,526.00	95,682.00
14	41,456.00	60,598.00	42,596.00	65,344.00	83,351.00	96,638.00
15	41,871.00	61,205.00	43,023.00	65,997.00	84,184.00	97,605.00
16	42,291.00	61,817.00	43,454.00	66,657.00	85,027.00	98,582.00
17	42,714.00	62,435.00	43,887.00	67,324.00	85,876.00	99,566.00
18	43,141.00	63,059.00	44,327.00	67,997.00	86,735.00	100,562.00
19	43,572.00	63,689.00	44,769.00	68,676.00	87,601.00	101,567.00
20	44,007.00	64,326.00	45,217.00	69,363.00	88,477.00	102,582.00
21	44,447.00	64,968.00	45,668.00	70,056.00	89,363.00	103,609.00
22	44,893.00	65,619.00	46,126.00	70,758.00	90,257.00	104,645.00
23	45,342.00	66,274.00	46,587.00	71,464.00	91,159.00	105,691.00
24	45,795.00	66,938.00	47,053.00	72,179.00	92,070.00	106,749.00
25	46,253.00	67,608.00	47,523.00	72,902.00	92,992.00	107,818.00
26	46,714.00	68,283.00	47,999.00	73,630.00	93,921.00	108,895.00
27	47,182.00	68,966.00	48,478.00	74,366.00	94,859.00	109,982.00
28	47,655.00	69,657.00	48,964.00	75,110.00	95,810.00	111,084.00
29	48,131.00	70,353.00	49,453.00	75,861.00	96,767.00	112,193.00
30	48,612.00	71,056.00	49,948.00	76,620.00	97,735.00	113,316.00
31	49,098.00	71,766.00	50,447.00	77,385.00	98,711.00	114,448.00
32	49,590.00	72,484.00	50,952.00	78,159.00	99,698.00	115,593.00
33	50,085.00	73,210.00	51,462.00	78,941.00	100,696.00	116,750.00
34	50,585.00	73,940.00	51,976.00	79,730.00	101,703.00	117,916.00
35	51,091.00	74,680.00	52,495.00	80,526.00	102,719.00	119,095.00
36+	51,601.00	75,426.00	53,020.00	81,333.00	103,748.00	120,287.00

SARALAND BOARD OF EDUCATION

2026-2027 SALARY SCHEDULE

(Steps are compensation steps, not experience steps.)

CHILD NUTRITION PROGRAM

CNP WORKER - 186 DAYS			
STEP	6 HOURS 90	6.5 HOURS 91	7 HOURS 92
0	17,511.00	18,970.00	20,429.00
1	17,773.00	19,255.00	20,736.00
2	18,039.00	19,544.00	21,047.00
3	18,309.00	19,837.00	21,362.00
4	18,585.00	20,135.00	21,683.00
5	18,863.00	20,436.00	22,009.00
6	19,147.00	20,743.00	22,338.00
7	19,434.00	21,054.00	22,673.00
8	19,725.00	21,371.00	23,014.00
9	20,020.00	21,691.00	23,360.00
10	20,321.00	22,017.00	23,709.00
11	20,626.00	22,347.00	24,065.00
12	20,935.00	22,681.00	24,426.00
13	21,249.00	23,022.00	24,793.00
14	21,567.00	23,368.00	25,164.00
15	21,891.00	23,718.00	25,541.00
16	22,220.00	24,074.00	25,925.00
17	22,553.00	24,435.00	26,313.00
18	22,891.00	24,801.00	26,708.00
19	23,234.00	25,173.00	27,109.00
20	23,583.00	25,551.00	27,515.00
21	23,937.00	25,934.00	27,928.00
22	24,296.00	26,323.00	28,347.00
23	24,660.00	26,718.00	28,774.00
24	25,030.00	27,119.00	29,205.00
25	25,406.00	27,526.00	29,643.00
26	25,786.00	27,939.00	30,087.00
27+	26,174.00	28,359.00	30,539.00

CNP MANAGER - 191 DAYS/8 HOURS			
STEP	MEALS 0-699 95	MEALS 700-999 96	MEALS 1000+ 97
0	27,186.00	31,000.00	34,816.00
1	27,594.00	31,466.00	35,339.00
2	28,008.00	31,938.00	35,870.00
3	28,427.00	32,417.00	36,406.00
4	28,853.00	32,904.00	36,953.00
5	29,287.00	33,397.00	37,507.00
6	29,726.00	33,898.00	38,070.00
7	30,171.00	34,406.00	38,640.00
8	30,624.00	34,922.00	39,221.00
9	31,084.00	35,447.00	39,809.00
10	31,551.00	35,979.00	40,407.00
11	32,024.00	36,519.00	41,014.00
12	32,504.00	37,066.00	41,629.00
13	32,992.00	37,622.00	42,253.00
14	33,486.00	38,186.00	42,885.00
15	33,989.00	38,759.00	43,529.00
16	34,499.00	39,340.00	44,182.00
17	35,016.00	39,930.00	44,846.00
18	35,541.00	40,529.00	45,516.00
19	36,074.00	41,136.00	46,200.00
20	36,614.00	41,754.00	46,893.00
21	37,165.00	42,380.00	47,597.00
22	37,723.00	43,017.00	48,311.00
23	38,289.00	43,663.00	49,036.00
24	38,864.00	44,317.00	49,772.00
25	39,447.00	44,982.00	50,519.00
26	40,038.00	45,657.00	51,276.00
27+	40,638.00	46,341.00	52,046.00

STEP	CNP SPECIALIST 207 DAYS 8 HRS 98
0	43,308.00
1	43,860.00
2	44,882.00
3	45,398.00
4	45,922.00
5	46,580.00
6	47,120.00
7	47,669.00
8	48,229.00
9	48,791.00
10	49,364.00
11	49,947.00
12	50,541.00
13	51,140.00
14	51,750.00
15	52,367.00
16	52,994.00
17	53,632.00
18	54,279.00
19	54,936.00
20	55,602.00
21	56,278.00
22	56,962.00
23	57,660.00
24	58,366.00
25	59,086.00
26	59,811.00
27+	60,552.00

Initial placement of CNP Managers is based on the prior year's meals equivalent. In subsequent years, if the school's meals equivalent changes, the CNP Manager's salary will be adjusted at the beginning of the contract year by being reassigned to the current step on the next lowest or next highest salary schedule then adding any applicable increase to step or state raises.