Lauderdale County Board of Education

Salary Schedule
2026 - 2027

LAUDERDALE COUNTY BOARD OF EDUCATION
Notes to the 2026 - 2027 Salary Schedule

When reviewing the Lauderdale County Board of Education Salary Schedule the following should be noted:

A teacher's placement on the salary matrix is based on verifiable public classroom experience in conjunction with the higher degree level identified on the Teacher's Certificate.

Experience will be verified by the Superintendent's office.
Experience credit is based on the following:
Certified:

1 Step credit will be given for satisfactory full time teaching at an accredited public elementary, secondary or post secondary school that is registered with their State Department of Education.
2 Step credit will be given for a year service where the employee worked full time with benefits, was hired anytime during the first semester, had a start date prior to January 1st, and completed the school year.
3 Step credit will be given only for verifiable years of experience, not necessarily placement on another system's salary schedule.
4 The employee is responsible for providing proof of experience.

Classified:

1 Credit will be given for up to 5 years experience in a related or equivalent field.
2 The employee is responsible for providing proof of experience for credit.
3 Existing employees will be placed on the salary schedule based on current years experience.

Unpaid leave of absence will not count toward employment credit for placement on the salary schedule.

Upon return from a leave of absence, an employee shall be placed on the salary schedule at the position based upon experience prior to commencement of the unpaid leave of absence. Subject to any legal restrictions, an employee on unpaid leave of absence may elect to continue in insurance program(s) with the full cost of the premiums being bore by the employee.

A certified employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree per SDE Administrative Code.

If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract period.

It is the practice of the Lauderdale County Board of Education to recognize the advanced degree in the monthly payroll following the awarding of the degree based on the number of days left in the employee's current contract.

All annual salaries are rounded to the nearest dollar for presentation.

Schedules denote the number of hours and/or days to be worked, but may be employed to work more or less hours and/or days. In these cases, employees are paid the same daily/hourly rates as indicated for their job title.

Step raises are given only at the beginning of a contract year.

Payroll is paid monthly and released on the last business day of the month, unless otherwise noted and approved by the Superintendent.

Grandfathered schedules have been approved over the years and are **not** intended for new hires to be placed on. These schedules will be removed once employment ends for all employees placed on the schedules.
An employee on a grandfathered schedule can choose to be moved to the new schedule.

District Office contracts are negotiated independently.

LAUDERDALE COUNTY BOARD OF EDUCATION
2026 - 2027 SALARY SCHEDULE

Teachers - Public School Experience

	Bachelor			Master			AA/Specialist			Doctoral		
	BS			MS			ED.S.			DO		
Experience	187 Days	202 Days	240 Days	187 Days	202 Days	240 Days	187 Days	202 Days	240 Days	187 Days	202 Days	240 Days
0	48,552	52,447	62,313	52,913	57,157	67,909	57,055	61,631	73,225	61,195	66,104	78,539
1	48,552	52,447	62,313	52,913	57,157	67,909	57,055	61,631	73,225	61,195	66,104	78,539
2	48,552	52,447	62,313	52,913	57,157	67,909	57,055	61,631	73,225	61,195	66,104	78,539
3	50,609	54,669	64,953	58,200	62,868	74,695	62,755	67,789	80,541	67,317	72,717	86,396
4	50,609	54,669	64,953	58,200	62,868	74,695	62,755	67,789	80,541	67,317	72,717	86,396
5	50,609	54,669	64,953	58,200	62,868	74,695	62,755	67,789	80,541	67,317	72,717	86,396
6	52,828	57,065	67,800	60,750	65,623	77,968	65,522	70,777	84,092	70,259	75,894	90,171
7	52,828	57,065	67,800	60,750	65,623	77,968	65,522	70,777	84,092	70,259	75,894	90,171
8	52,828	57,065	67,800	60,750	65,623	77,968	65,522	70,777	84,092	70,259	75,894	90,171
9	54,424	58,790	69,849	62,586	67,606	80,324	67,501	72,915	86,632	72,382	78,188	92,897
10	54,966	59,375	70,544	63,211	68,281	81,126	68,175	73,643	87,497	73,105	78,969	93,825
11	55,517	59,970	71,251	63,843	68,964	81,938	68,857	74,380	88,373	73,835	79,757	94,761
12	56,072	60,570	71,964	64,482	69,654	82,758	69,545	75,123	89,255	74,574	80,556	95,710
13	56,633	61,176	72,684	65,125	70,349	83,583	70,242	75,876	90,150	75,319	81,360	96,666
14	57,199	61,787	73,410	65,777	71,053	84,419	70,943	76,634	91,050	76,073	82,175	97,633
15	57,771	62,405	74,144	66,436	71,765	85,265	71,653	77,401	91,961	76,834	82,997	98,610
16	58,349	63,029	74,886	67,099	72,481	86,116	72,369	78,174	92,880	77,602	83,826	99,596
17	58,932	63,659	75,635	67,770	73,206	86,977	73,094	78,957	93,810	78,378	84,665	100,592
18	59,522	64,296	76,392	68,448	73,938	87,848	73,825	79,746	94,748	79,161	85,511	101,597
19	60,116	64,938	77,154	69,132	74,677	88,725	74,564	80,545	95,697	79,952	86,365	102,612
20	60,718	65,588	77,926	69,824	75,425	89,614	75,308	81,348	96,651	80,753	87,231	103,640
21	61,325	66,244	78,706	70,522	76,179	90,509	76,062	82,163	97,620	81,561	88,103	104,677
22	61,938	66,906	79,493	71,228	76,941	91,415	76,821	82,983	98,594	82,376	88,984	105,723
23	62,557	67,575	80,287	71,939	77,709	92,328	77,590	83,814	99,581	83,199	89,873	106,779
24	63,183	68,251	81,090	72,659	78,487	93,252	78,366	84,652	100,577	84,031	90,771	107,847
25	63,815	68,934	81,902	73,385	79,271	94,184	79,149	85,498	101,582	84,872	91,680	108,927
26	64,452	69,622	82,719	74,119	80,064	95,126	79,941	86,353	102,598	85,720	92,596	110,015
27	65,098	70,320	83,548	74,860	80,865	96,077	80,741	87,218	103,625	86,578	93,522	111,116
28	65,749	71,023	84,384	75,609	81,673	97,038	81,547	88,088	104,659	87,443	94,457	112,226
29	66,407	71,734	85,228	76,365	82,491	98,009	82,363	88,970	105,707	88,318	95,402	113,349
30	67,070	72,450	86,079	77,129	83,316	98,989	83,187	89,860	106,764	89,202	96,357	114,484
31	67,741	73,175	86,940	77,900	84,149	99,979	84,019	90,758	107,832	90,092	97,319	115,626
32	68,419	73,907	87,810	78,679	84,990	100,978	84,859	91,666	108,910	90,994	98,293	116,784
33	69,102	74,645	88,687	79,466	85,840	101,988	85,708	92,582	109,999	91,905	99,277	117,953
34	69,793	75,391	89,574	80,260	86,698	103,007	86,565	93,509	111,099	92,824	100,270	119,132
35	70,492	76,146	90,471	81,063	87,565	104,038	87,430	94,443	112,210	93,751	101,271	120,322

This schedule applies to the following categories of employees: Teachers - Regular K-12/Pre-K/Career Technical/Special Education/Counselors/ Social Workers/CALT/Power School/Dyslexia Therapist/Psychometrist/Speech Pathologist/BCBA/Behavior Interventionist/Academic Support Mentor.

The anniversary date of experience shall be used to determine the appropriate step for qualified public education experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the pay increase will take effect in the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

LAUDERDALE COUNTY BOARD OF EDUCATION
2026 - 2027 SALARY SCHEDULE

Math and Science Teachers (TEAMS)

189 Day Contract - Public School Experience

Experience	Bachelor	Master	Ed Specialist	Doctoral
	BS	MS	ED. S.	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

This salary schedule only applies to participants who meet the necessary requirements and have been approved by the Superintendent / Board for participation in the Teacher Excellence and Accountability in Math and Science (TEAMS) program.

The anniversary date of experience shall be used to determine the appropriate step for qualified public education experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the pay increase will take effect in the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

An annual supplement of $5,000 will be paid to those teaching in Alabama State Department of Education-identified hard-to-staff schools, and teachers remain eligible for state National Board Certified Teachers stipends.

LAUDERDALE COUNTY BOARD OF EDUCATION
2026 - 2027 SALARY SCHEDULE

School Nurses
187 Day Contract

Expereince	LPN	RN-ASN	RN-BSN	RN-MSN	RN-DNP
0 years	36,916	48,704	52,517	56,629	61,063
1 year	36,916	48,704	52,517	56,629	61,063
2 years	36,916	48,704	52,517	56,629	61,063
3 years	40,604	53,569	57,762	62,286	67,163
4 years	40,604	53,569	57,762	62,286	67,163
5 years	40,604	53,569	57,762	62,286	67,163
6 years	42,384	55,917	60,295	65,018	70,108
7 years	42,384	55,917	60,295	65,018	70,108
8 years	42,384	55,917	60,295	65,018	70,108
9 years	43,663	57,605	62,116	66,980	72,224
10 years	44,099	58,181	62,737	67,649	72,945
11 years	44,540	58,763	63,363	68,325	73,675
12 years	44,986	59,350	63,999	69,009	74,413
13 years	45,436	59,944	64,638	69,700	75,156
14 years	45,891	60,544	65,285	70,397	75,908
15 years	46,351	61,151	65,938	71,101	76,668
16 years	46,813	61,761	66,597	71,812	77,434
17 years	47,282	62,378	67,263	72,530	78,208
18 years	47,754	63,003	67,935	73,254	78,991
19 years	48,231	63,632	68,614	73,987	79,780
20 years	48,713	64,269	69,299	74,726	80,578
21 years	49,201	64,912	69,994	75,475	81,385
22 years	49,693	65,561	70,692	76,228	82,196
23 years	50,190	66,217	71,401	76,991	83,020
24 years	50,691	66,879	72,115	77,762	83,851
25 years	51,199	67,547	72,835	78,539	84,688
26 years	51,710	68,222	73,564	79,324	85,535
27 years	52,228	68,905	74,301	80,117	86,391
28 years	52,750	69,594	75,043	80,918	87,253
29 years	53,278	70,290	75,793	81,728	88,127
30 years	53,810	70,992	76,550	82,544	89,008
31 years	54,349	71,702	77,316	83,370	89,898
32 years	54,893	72,420	78,091	84,204	90,798
33 years	55,441	73,143	78,869	85,045	91,705
34 years	55,995	73,874	79,659	85,894	92,622
35 years	56,555	74,613	80,454	86,755	93,548

LAUDERDALE COUNTY BOARD OF EDUCATION
2026 - 2027 SALARY SCHEDULE

Career Coach

202 Day Contract

Experience	Bachelor
0	48,552
1	48,552
2	48,552
3	50,609
4	50,609
5	50,609
6	52,828
7	52,828
8	52,828
9	54,424
10	54,966
11	55,517
12	56,072
13	56,633
14	57,199
15	57,771
16	58,349
17	58,932
18	59,522
19	60,116
20	60,718
21	61,325
22	61,938
23	62,557
24	63,183
25	63,815
26	64,452
27	65,098
28	65,749
29	66,407
30	67,070
31	67,741
32	68,419
33	69,102
34	69,793
35	70,492

Salary set based on the allocations from grant funding and on the scale of no higher than a bachelor's degree.

LAUDERDALE COUNTY BOARD OF EDUCATION
2026 - 2027 SALARY SCHEDULE

Directors/Supervisors

Steps	Experience	System Director MA 240 Day	System Director BS 240 Day	System Director Non-Degree 240 Day	Lead Nurse 202 Day	Technology Director 240 Day
0	0-5	97,631	82,986	74,687	82,168	97,631
1	6	98,607	83,817	75,435	82,988	98,607
2	7	99,096	84,231	75,808	83,413	99,096
3	8	99,584	84,646	76,182	83,823	99,584
4	9	100,072	85,061	76,555	84,233	100,072
5	10	100,560	85,476	76,928	84,643	100,560
6	11	101,048	85,891	77,302	85,052	101,048
7	12	101,537	86,306	77,675	85,462	101,537
8	13	102,025	86,720	78,048	85,871	102,025
9	14	102,513	87,136	78,423	86,281	102,513
10	15	103,001	87,551	78,796	86,691	103,001
11	16	103,489	87,966	79,169	87,101	103,489
12	17	103,978	88,381	79,543	87,511	103,978
13	18	104,466	88,795	79,916	87,921	104,466
14	19	104,953	89,210	80,289	88,331	104,953
15	20	105,441	89,625	80,663	88,741	105,441
16	21	105,929	90,040	81,036	89,150	105,929
17	22	106,418	90,455	81,409	89,575	106,418
18	23	106,906	90,871	81,784	89,985	106,906
19	24	107,394	91,285	82,157	90,395	107,394
20	25	107,882	91,700	82,530	90,805	107,882
21	26	108,370	92,115	82,904	91,215	108,370
22	27	108,859	92,530	83,277	91,625	108,859
23	28	109,347	92,945	83,650	92,035	109,347
24	29	109,835	93,360	84,024	92,445	109,835
25+	30+	110,323	93,774	84,397	92,855	110,323

Master's degree is used as a base determination.

All Certified Administrators will receive an additional supplement based on experience as follows: 24-26 years $572.00, 27+ years $1,144.00.

As of July 1, 2018; any Certified Administrator lacking 20 years of educational experience will not be eligible for the above mentioned additional supplement.

All certified Administrators will receive a supplement of $20 per contract day added for an AA or EdS degree (not subject to state % raise).

All certified Administrators will receive a supplement of $35 per contract day added for a Doctoral degree (not subject to state % raise).

Present Admin/Supervisors experience will be used to determine placement for the 26-27 school year.

Years of experience is for all years in public education.

Stipends may be approved by the board for extra services falling under the director’s duties.

LAUDERDALE COUNTY BOARD OF EDUCATION
2026 - 2027 SALARY SCHEDULE

Administrators

Step	Experience	Assistant Principal (.5 AP / .5 Teacher) 192 Day	Assistant Principal (.5 HS/.5 ELEM) 202 Day	Elementary / Primary Assistant Principal 202 Day	Elementary Assistant Principal 240 Day
0	0-5	64,444	74,327	72,735	86,435
1	6	66,288	75,452	73,860	87,754
2	7	66,824	76,579	74,987	89,090
3	8	67,360	77,707	76,116	90,427
4	9	68,838	78,834	77,242	91,764
5	10	69,694	79,961	78,369	93,121
6	11	70,271	80,492	78,900	93,751
7	12	70,851	81,022	79,430	94,382
8	13	71,434	81,553	79,961	95,012
9	14	72,021	82,083	80,492	95,643
10	15	72,611	82,614	81,022	96,272
11	16	73,204	83,145	81,553	96,903
12	17	73,801	83,675	82,083	97,533
13	18	74,401	84,206	82,614	98,164
14	19	75,005	84,736	83,145	98,794
15	20	75,611	85,267	83,675	99,425
16	21	76,222	85,798	84,206	100,055
17	22	76,836	86,328	84,736	100,686
18	23	77,454	86,859	85,267	101,315
19	24	78,076	87,389	85,798	101,946
20	25	78,700	87,920	86,328	102,576
21	26	79,329	88,451	86,859	103,207
22	27	79,962	88,981	87,389	103,837
23	28	80,599	89,512	87,920	104,468
24	29	81,239	90,042	88,451	105,098
25+	30+	81,883	90,573	88,981	105,729

Master's degree is used as a base determination.

All Certified Administrators will receive an additional supplement based on experience as follows: 27+ years $1,144.

As of July 1, 2018; any Certied Administrator lacking 20 years of educational experience will not be eligible for the above mentioned additional supplement.

All certified Administrators will receive a supplement of $20 per contract day added for an AA or EdS degree (not subject to state % raise).

All certified Administrators will receive a supplement of $35 per contract day added for a Doctoral degree (not subject to state % raise).

Present Admin/Supervisors experience will be used to determine placement for the 26-27 school year.

Years of experience is for all years in public education.

LAUDERDALE COUNTY BOARD OF EDUCATION
2026 - 2027 SALARY SCHEDULE

ADMINISTRATORS

Step	Experience	High School Assistant Principal 202 Day	High School Assistant Principal 240 Day	Elementary / Primary Principal 240 Day	Career Tech Principal 240 Day	High School Principal 240 Day	*Assistant Superintendent 240 Day
0	0-5	75,272	89,432	97,631	101,876	106,121	110,366
1	6	76,271	90,619	98,607	102,895	107,182	110,896
2	7	77,356	91,909	99,096	103,404	107,713	111,427
3	8	78,438	93,194	99,584	103,913	108,243	111,957
4	9	79,443	94,387	100,072	104,423	108,774	112,488
5	10	80,448	95,467	100,560	104,933	109,304	113,019
6	11	80,978	95,998	101,048	105,441	109,835	113,549
7	12	81,509	96,528	101,537	105,951	110,366	114,080
8	13	82,040	97,059	102,025	106,460	110,896	114,610
9	14	82,570	97,590	102,513	106,970	111,427	115,141
10	15	83,101	98,120	103,001	107,480	111,957	115,672
11	16	83,632	98,651	103,489	107,988	112,488	116,202
12	17	84,162	99,181	103,978	108,498	113,019	116,733
13	18	84,693	99,712	104,466	109,007	113,549	117,263
14	19	85,223	100,243	104,953	109,517	114,080	117,794
15	20	85,754	100,773	105,441	110,026	114,610	118,325
16	21	86,285	101,304	105,929	110,535	115,141	118,855
17	22	86,815	101,834	106,418	111,045	115,672	119,386
18	23	87,346	102,365	106,906	111,554	116,202	120,447
19	24	87,876	102,896	107,394	112,064	116,733	121,508
20	25	88,407	103,426	107,882	112,573	117,263	122,039
21	26	88,938	103,957	108,370	113,082	117,794	122,570
22	27	89,468	104,487	108,859	113,592	118,325	123,100
23	28	89,999	105,018	109,347	114,101	118,855	123,631
24	29	90,529	105,549	109,835	114,610	119,386	124,161
25+	30+	91,060	106,079	110,323	115,120	119,917	124,692

Master's degree is used as a base determination.

All Certified Administrators will receive an additional supplement based on experience as follows: 24-26 years $572, 27+ years $1,144. As of July 1, 2018; any Certied Administrator lacking 20 years of educational experience will not be eligible for the above mentioned additional supplement.
All certified Administrators will receive a supplement of $20 per contract day added for an AA or EdS degree (not subject to state % raise).

All certified Administrators will receive a supplement of $35 per contract day added for a Doctoral degree (not subject to state % raise).

Present Admin/Supervisors experience will be used to determine placement for the 26-27 school year.

Years of experience is for all years in public education.

*Assistant Superintendent may be a negotiated contract.

LAUDERDALE COUNTY BOARD OF EDUCATION
2026 - 2027 SALARY SCHEDULE

Accounting Specialists / Bookkeepers

Experience	Specialist Accounts, Payroll, Benefits, Local School 240 Day
0	42,657
1	44,245
2	45,831
3	47,417
4	49,004
5	50,588
6	52,176
7	53,763
8	55,348
9	56,935
10	58,538
11	59,124
12	59,715
13	60,312
14	60,915
15	61,525
16	62,140
17	62,761
18	63,389
19	64,023
20	64,663
21	65,172
22	65,681
23	66,190
24	66,700
25+	67,210

Experience	High School Bookkeeper 240 Day
0	34,459
1	35,109
2	35,777
3	36,446
4	37,095
5	37,764
6	38,414
7	39,083
8	39,751
9	40,420
10	41,069
11	41,489
12	41,890
13	42,310
14	42,730
15	43,170
16	43,591
17	44,030
18	44,469
19	44,928
20	45,367
21	45,883
22	46,379
23	46,895
24	47,411
25+	47,907

Experience	Elementary Bookkeeper 240 Day
0	32,722
1	33,352
2	33,982
3	34,612
4	35,243
5	35,873
6	36,503
7	37,134
8	37,764
9	38,395
10	39,024
11	39,407
12	39,808
13	40,209
14	40,610
15	41,012
16	41,412
17	41,832
18	42,253
19	42,673
20	43,093
21	43,591
22	44,068
23	44,546
24	45,042
25+	45,520

Plus $1,200 annually for an Associate's degree or higher

LAUDERDALE COUNTY BOARD OF EDUCATION
2026 - 2027 SALARY SCHEDULE

Coordinators

Experience	District Coordinator 240 Day
0	42,657
1	44,245
2	45,831
3	47,417
4	49,004
5	50,588
6	52,176
7	53,763
8	55,348
9	56,935
10	58,538
11	59,124
12	59,715
13	60,312
14	60,915
15	61,525
16	62,140
17	62,761
18	63,389
19	64,023
20	64,663
21	65,172
22	65,681
23	66,190
24	66,700
25+	67,210

LAUDERDALE COUNTY BOARD OF EDUCATION
2026 - 2027 SALARY SCHEDULE

Public Relations and Grant Writer

Experience	240 Day
0	58,591
1	59,436
2	65,337
3	68,183
4	69,089
5	70,340
6	71,933
7	72,857
8	73,785
9	74,656
10	75,533
11	76,064
12	76,594
13	77,125
14	77,655
15	78,186
16	78,717
17	79,247
18	79,778
19	80,308
20	80,839
21	81,264
22	81,900
23	82,431
24	82,961
25+	83,492

PR/Grants Manager may receive service credit for either professional or educational experience.

LAUDERDALE COUNTY BOARD OF EDUCATION
2026 - 2027 SALARY SCHEDULE

Registered Behavior Technician

202 Day Contract / 10 Month

Experience	202 Day
0	27,000
1	27,000
2	27,000
3	28,080
4	28,080
5	28,080
6	29,203
7	29,203
8	30,371
9	30,371
10	31,282
11	31,282
12	31,282
13	32,220
14	32,220
15	32,220
16	33,187
17	33,187
18	33,187
19	34,183
20	34,524
21	34,870
22	35,218
23	35,571
24	35,926
25+	36,286

LAUDERDALE COUNTY BOARD OF EDUCATION
2026 - 2027 SALARY SCHEDULE

Technology

Expereince	Network Specialist 240 Day	Network Specialist II 240 Day	Technician 240 Day
0	65,787	59,215	38,203
1	66,321	59,693	47,850
2	66,856	60,170	49,359
3	67,926	61,126	53,370
4	68,976	62,081	53,886
5	70,046	63,036	54,440
6	70,562	63,513	54,975
7	71,097	63,991	55,529
8	71,860	64,660	56,083
9	73,121	65,805	56,636
10	74,382	66,952	57,210
11	75,643	68,079	57,783
12	76,923	69,225	58,356
13	77,687	69,913	58,948
14	78,451	70,619	59,540
15	79,254	71,326	60,132
16	80,036	72,033	60,724
17	80,839	72,758	61,336
18	81,641	73,484	61,946
19	82,462	74,211	61,350
20	83,284	74,956	63,189
21	84,124	75,701	63,705
22	84,964	76,464	64,220
23	85,805	77,228	64,717
24	86,664	77,993	65,232
25+	87,543	78,776	65,748

LAUDERDALE COUNTY BOARD OF EDUCATION
2026 - 2027 SALARY SCHEDULE

Support Personnel

Experience	COTA 187 Day	Pre-K Auxiliary 187 Day	Teacher Aide 184 Day	Transliterator 182 Day
0	32,510	23,347	21,536	24,001
1	34,056	23,697	21,895	24,369
2	35,604	24,295	22,254	24,725
3	37,151	24,879	22,613	25,065
4	38,697	25,477	22,972	25,407
5	40,244	26,076	23,331	25,761
6	40,565	26,674	23,690	26,088
7	40,886	27,272	24,034	26,457
8	41,193	27,841	24,393	26,799
9	41,528	28,439	24,752	27,139
10	41,834	29,038	25,126	27,494
11	42,155	29,329	25,370	26,841
12	42,476	29,636	25,628	27,281
13	42,797	29,927	25,873	27,693
14	43,118	30,234	26,145	28,119
15	43,424	30,525	26,403	28,545
16	43,746	30,818	26,676	28,971
17	44,067	31,138	26,935	29,398
18	44,388	31,445	27,208	29,823
19	44,695	31,765	27,480	30,250
20	45,030	32,087	27,753	30,661
21	45,336	32,467	28,170	31,102
22	45,657	32,845	28,601	31,527
23	45,978	33,240	29,017	31,939
24	46,284	33,605	29,462	32,365
25+	46,620	33,998	29,878	32,791

LAUDERDALE COUNTY BOARD OF EDUCATION
2026 - 2027 SALARY SCHEDULE

Secretarial

Expereince	Superintendent Secretary 240 Day	Assistant Superintendent Secretary 240 Day	Central Office Secretary 240 Day	9.5 Months School Secretary 192 Day	9 Months School Secretary 182 Day
0	46,986	40,190	34,459	25,963	24,611
1	47,698	40,859	35,109	26,473	25,089
2	48,412	41,508	35,777	26,967	25,567
3	49,104	42,177	36,446	27,477	26,045
4	49,817	42,845	37,095	27,986	26,523
5	50,510	43,495	37,764	28,480	27,000
6	51,223	44,163	38,414	28,990	27,479
7	51,937	44,832	39,083	29,500	27,957
8	52,629	45,481	39,751	29,978	28,421
9	53,342	46,150	40,400	30,488	28,898
10	54,055	46,818	41,069	31,027	29,406
11	54,565	47,277	41,489	31,342	29,710
12	55,094	47,754	41,890	31,642	30,000
13	55,624	48,232	42,310	31,971	30,304
14	56,155	48,709	42,730	32,286	30,608
15	56,704	49,206	43,170	32,615	30,912
16	57,254	49,683	43,591	32,930	31,216
17	57,805	50,181	44,030	33,274	31,535
18	58,355	50,696	44,469	33,589	31,839
19	58,925	51,193	44,928	33,919	32,158
20	63,483	51,709	45,367	34,278	32,493
21	64,022	52,224	45,883	34,668	32,867
22	64,561	52,721	46,379	35,072	33,244
23	65,121	53,236	46,895	35,477	33,794
24	65,660	53,752	47,411	35,881	34,012
25+	66,200	54,249	47,907	36,301	34,403

Plus $1,200 annually for an Associate's degree or higher.

LAUDERDALE COUNTY BOARD OF EDUCATION
2026- 2027 SALARY SCHEDULE

Transportation

Experience	Bus Driver 184 Day	Mechanic 240 Day	Route Specialist 240 Day
0	14,289	37,274	37,274
1	14,695	38,334	38,334
2	15,093	39,372	39,372
3	15,499	40,431	40,431
4	15,912	41,510	41,510
5	16,318	42,568	42,568
6	16,723	43,627	43,627
7	17,122	44,665	44,665
8	17,528	45,725	45,725
9	17,933	46,783	46,783
10	18,347	47,862	47,862
11	18,523	48,321	48,321
12	18,715	48,821	48,821
13	18,898	49,300	49,300
14	19,089	49,800	49,800
15	19,273	50,278	50,278
16	19,472	50,799	50,799
17	19,664	51,298	51,298
18	19,863	51,817	51,817
19	20,062	52,336	52,336
20	20,262	52,855	52,855
21	20,453	53,355	53,355
22	20,652	53,874	53,874
23	20,951	54,653	54,653
24	21,333	55,652	55,652
25+	21,709	56,631	56,631

Foremen will receive an additional $4,800 supplement.

Transportation: Plus $1,200 annually for obtaining Local Mechanic Certification administered by the State Department of Education OR $200 annually for each of the 7 ASE certifications.
Plus $480 for a Class A CDL.

Employee is responsible for all costs associated with obtaining and maintaining ASE Certifications and CDL.

Employees will only be paid the additional pay as long as the certification or CDL is current.

Directors and Bus Drivers are not eligible for supplements.
Up to 5 years credit for bus driver experience shall be awarded for each year a valid bus driver license has been held.

LAUDERDALE COUNTY BOARD OF EDUCATION
2026 - 2027 SALARY SCHEDULE

Maintenance/Grounds/Custodial

Experience	Custodial and Grounds Manager 240 Day	Maintenance Worker & Grounds Crew Chief 240 Day	Head Custodian 240 Day	12 Month Custodian / Grounds Crew 240 Day	9 Month Custodian 182 Day
0	50,216	37,261	31,382	30,343	23,010
1	51,320	38,318	31,642	30,603	23,207
2	52,424	39,372	31,881	30,822	23,374
3	56,838	40,431	32,161	31,102	23,586
4	57,942	41,496	32,400	31,322	23,752
5	59,046	42,552	32,660	31,582	23,949
6	59,636	43,614	32,920	31,801	24,116
7	60,233	44,667	33,199	32,041	24,298
8	60,834	45,728	33,439	32,301	24,495
9	61,443	46,785	33,699	32,540	24,676
10	60,997	47,851	33,939	32,800	24,873
11	62,678	48,330	34,298	33,140	25,131
12	63,305	48,812	34,638	33,459	25,373
13	63,938	49,300	34,977	33,799	25,631
14	64,578	49,794	35,337	34,138	25,888
15	65,223	50,292	35,676	34,478	26,146
16	65,875	50,794	36,036	34,818	26,403
17	66,534	51,303	36,395	35,177	26,676
18	67,199	51,816	36,755	35,517	26,934
19	67,872	52,334	37,115	35,876	27,206
20	68,550	52,858	37,494	36,236	27,479
21	69,060	53,366	37,993	36,735	27,858
22	69,568	53,875	38,514	37,255	28,251
23	70,078	54,385	39,013	37,734	28,615
24	70,587	54,895	39,532	38,253	29,009
25+	71,097	55,403	40,051	38,753	29,388

Plus $1,200 annually if employee has an Associates Degree in job related skilled area **OR** holds a State License or Certifcation in **one** of the following: HVACR, Gas, Plumbing, Electrical, Carpentry CLC.

The employee will be responsible for maintaining **one** certification/license with the Board paying renewal fee for any additional certification or licenses held by the employee to the Licensing Agency.

Plus $480 annually for a class A CDL.

Employee is responsible for all costs associated with obtaining certification, license and CDL and will only be paid the additional pay as long as the certification, license or CDL is current.

LAUDERDALE COUNTY BOARD OF EDUCATION
2026 - 2027 SALARY SCHEDULE

Child Nutrition

Experience	Manager 189 Day / 8hr	Cafeteria Employee 182 Day / 7hr	Cafeteria Employee 182 Day / 6hr
0	28,033	20,134	17,257
1	28,457	20,307	17,405
2	28,914	20,452	17,531
3	29,385	20,637	17,689
4	29,873	20,783	17,815
5	30,377	20,956	17,963
6	30,863	21,101	18,087
7	31,367	21,261	18,224
8	31,871	21,433	18,371
9	32,359	21,591	18,508
10	32,862	21,764	18,655
11	33,176	21,990	18,848
12	33,523	22,202	19,030
13	33,853	22,427	19,223
14	34,199	22,653	19,416
15	34,529	22,877	19,609
16	34,875	23,103	19,803
17	35,237	23,341	20,007
18	35,583	23,567	20,200
19	35,945	23,805	20,404
20	36,291	24,044	20,609
21	36,826	24,376	20,893
22	37,361	24,720	21,189
23	37,880	25,038	21,461
24	38,430	25,383	21,757
25	38,965	25,715	22,041

LAUDERDALE COUNTY BOARD OF EDUCATION
2026 - 2027 SALARY SCHEDULE

Substitutes / Contract Work

Classroom Teacher

	1-20 Days	21+ Days*
Substitute Teacher	100.00	STEP 0

* To earn pay for 21+ days, the substitute must be for the same teacher and be Board approved.

No break for the first 20 days for the same classroom teacher.

Nurse

	Per Day
LPN/RN SUB	$ 125.00

Support Staff Positions

	1-20 Days	21+ Days
Teacher Aide, CNP, Custodian, Secretary	$12	$15

**To earn pay for 21+ days, the substitute must be for the same employee and be Board approved.

No break for the first 20 days for the same employee.

Transportation Substitute and Extra-Curricular Pay Scale

	Per Hour	Per Day	Per Trip
Bus Driver	-	$ 68.00	$ 34.00
Bus Aide - Substitute	$ 12.00		$ 24.00
ATCTC/Care/Life Route		-	$ 34.00
Bus Driver Extra-Curricular ($34 minimum)	$ 17.00	$34 Minimum	-
Bus Driver Overnight*	-	$ 125.00	-

Contract

	Per Hour		
Mentor Teacher/LIFE Academy Instructor/Reading/Math/ Homebound/Credit Recovery/Art/ELL Afterschool Tutoring/etc.	$ 32.00	Per Hour	10-30 hours per week
Store Worker	$ 12.00	4-6 hours per day up to 180 days	
Custodian	$ 15.00	Work hours to be determined based on need Rate may be adjusted higher based on experience.	
Secretary/Receptionist	$ 15.00	Work hours to be determined based on need.	
Nurse	$ 22.50	8 hour day	

JAG Instructor — Contract Grant Position
Compensation for the 26-27 school year is based on the RSA maximum allowable amount for a retiree.
Salary amount is subject to change based upon the grant allocation, RSA guidelines, and LCBOE discretion.

Special Education Contracts are extended on an as needed basis based on the field of expertise.

LAUDERDALE COUNTY BOARD OF EDUCATION
2026 - 2027 SALARY SCHEDULE

Grandfathered Schedules
System Director - BS/Non-Degree

Steps	Experience	240 Day
0	0-5	81,359
1	6	82,173
2	7	82,579
3	8	82,986
4	9	83,393
5	10	83,800
6	11	84,207
7	12	84,614
8	13	85,020
9	14	85,427
10	15	85,834
11	16	86,241
12	17	86,648
13	18	87,054
14	19	87,461
15	20	87,868
16	21	88,275
17	22	88,682
18	23	89,089
19	24	89,495
20	25	89,902
21	26	90,309
22	27	90,716
23	28	91,123
24	29	91,530
25+	30+	91,936

LAUDERDALE COUNTY BOARD OF EDUCATION
2026 - 2027 SALARY SCHEDULE

Grandfathered Schedules

Days/Year Hours/Day	Instructional Paraprofessionals 182 7.0		
	Grandfathered 11/12/1998		
Steps	**Annual**	**Daily**	**Hourly**
0	23,861	131.11	18.73
1	24,226	133.11	19.02
2	24,592	135.12	19.30
3	25,014	137.44	19.63
4	25,394	139.53	19.93
5	25,774	141.61	20.23
6	26,152	143.69	20.53
7	26,560	145.93	20.85
8	26,940	148.02	21.15
9	27,320	150.11	21.44
10+	27,727	152.35	21.76

	School Store Worker SEP-AUG 182 Grandfathered 06/30/2013	
Hours/Day	**Annual**	**Hourly**
6	17,042	15.61

Academic Supplements Each team must have it's own sponsor. Those persons currently			
Elementary Scholar Bowl	(Minimum 3 Contests)	439	450
Math Team - Senior High	(Minimum 3 Contests)	880	902
Scholar Bowl-Jr High- Level 1	(Minimum 3 Contests)	574	588
Scholar Bowl-Jr High-Level 2	(Minimum 3 Contests)	574	588
Scholar Bowl-Sr. High	(Minimum 3 Contests)	880	902
Science Team-Sr. High	(Minimum 3 Contests)	880	902

Academic Supplements will be paid as follows:
December 50% and May 50%
Sponsors resigning prior to the end of a percentage period will not receive that portion of the remaining supplement.
All supplemental raises are at the discretion of the Board, including any State raises.
Supplements are for one year only and are not included when base salary is calculated.
Staff members must be recommended on a yearly basis.

Continuing service status does not apply to nor can tenure be earned in any supplemental position.
Supplements will not be paid for an activity that is not sponsored by the school.

LAUDERDALE COUNTY BOARD OF EDUCATION
2026 - 2027 SALARY SCHEDULE

Service Recognition

Years of Service	Amount	Hire Date
10-14	800	9/2/2011- 9/30/2013
15-19	1,600	9/2/2006 - 9/1/2011
20+	2,400	9/1/2006 & Before

Service Recognition will be paid in a lump sum and will be paid prior to Thanksgiving in November.

When an employee holds more than one position, he or she will receive only one service increase.

Years of service will be based on the eligible position held for the longest period of time at the beginning of the contract period.
Service Recognition is determined based on completed consecutive contracts within the Lauderdale County System.
For example, a 12-month employee will begin receiving service recognition in July; a 9-month employee will begin receiving service recognition in September.
Employees who retire/resign/leave during the school year before fulfilling their contract will have an amount withheld on a prorated basis based on the number of days remaining in their contract.
An employee whose hire date is on or after Oct 1, 2013, is not eligible for service recognition unless they had previously gained tenure or non-probationary status as a full-time employee in our system.
Present full-time employees will continue to be eligible to participate in the program until they: A. Retire, B. Resign, or C. Are dismissed.
Employees on an approved Leave of Absence will maintain their proper service credit, but cannot be used to gain or increase service recognition.

Service Recognition raises are at the discretion of the Board, including any State raises.

LAUDERDALE COUNTY BOARD OF EDUCATION
2026 - 2027 SALARY SCHEDULE
Academic Supplements

Each team must have it's own sponsor. Those persons currently receiving the larger amount will be grandfathered at the higher rate.

		Amount
Elementary Scholar Bowl	(Minimum 3 Contests)	320
Math Team -Senior High	(Minimum 3 Contests)	480
Scholar Bowl-Jr High- Level 1	(Minimum 3 Contests)	373
Scholar Bowl-Jr High-Level 2	(Minimum 3 Contests)	373
Scholar Bowl-Sr. High	(Minimum 3 Contests)	480
Science Team-Sr. High	(Minimum 3 Contests)	480
Drama Sponsor	2 Performances	800
Show Choir	2 Performances	800
Robotics Sponsor	All Schools	800
Lead Special Ed Teacher	All Schools	1,100
Webmaster	All Schools	600

Academic Supplements will be paid as follows:

December 50% and May 50%

Sponsors resigning prior to the end of a percentage period will not receive that portion of the remaining supplement.

All supplemental raises are at the discretion of the Board, including any State raises.

Supplements are for one year only and are not included when the base salary is calculated.

Staff members must be recommended on a yearly basis.

Continuing service status does not apply to, nor can tenure be earned in any supplemental position.

Supplements will not be paid for an activity that is not sponsored by the school.

LAUDERDALE COUNTY BOARD OF EDUCATION
2026 - 2027 SALARY SCHEDULE

Athletic and Band Supplements

Steps		
	0 - 2	**3+**
FALL ACTIVITIES		
FOOTBALL		
HEAD COACH	15,800	16,800
ASSISTANT (3)	4,200	4,400
ASSISTANT (1)	3,000	3,500
ASSISTANT (1)	1,600	1,800
BASKETBALL		
HEAD COACH	11,500	12,000
ASSISTANT (1)	3,000	3,500
ASSISTANT (1)	2,000	2,200
VOLLEYBALL		
HEAD COACH	4,000	4,500
ASSISTANT (1)	1,200	1,300
ASSISTANT (1)	1,000	1,100
CHEERLEADING		
VARSITY	3,000	3,500
JUNIOR HIGH	1,800	2,000
CROSS COUNTRY	1,000	1,200
BAND		
DIRECTOR	9,000	9,500
EXTRA HELP	2,400	2,400
SPRING ACTIVITIES		
BASEBALL		
HEAD COACH	5,000	5,250
ASSISTANT (1)	1,250	1,250
ASSISTANT (1)	800	900
FIELD MAINTENANCE (1)	600	600
SOFTBALL		
HEAD COACH	5,000	5,250
ASSISTANT (1)	1,250	1,250
ASSISTANT (1)	800	900
FIELD MAINTENANCE (1)	600	600
SOCCER	1,000	1,200
TRACK	1,000	1,200
GOLF	1,000	1,200
TENNIS	1,000	1,200
WRESTLING	1,000	1,200

Supplements will be paid in twelve equal installments.

Coaches/Directors resigning prior to the end of a contract year will have supplemental pay prorated based on 187 day contract.

All supplemental raises are at the discretion of the Board, including any State raises.

Supplements are for one year only and are not included when base salary is calculated.

Staff members must be recommended on a yearly basis.

Continuing service status does not apply to nor can tenure be earned in any supplemental position.

Basketball, Volleyball, Baseball and Softball must have 3 teams to qualify for 3 supplements.

Schools without a middle school football team will lose 1 football supplement.

Schools with more than one Cheer, Track, Cross Country, Golf, or Tennis sponsor may split the supplement more than two ways.

Those who coach both girls and boys teams will receive the full supplement of each sport.

Coaches driving team buses will be compensated as would any other driver.

Supplements will not be paid for an activity that is not sponsored by the school.

Placement on the supplement schedule will be based on years of experience in public education.

The school principal is responsible for the accuracy of reporting placement on the supplement schedule.