



Alexander City Schools

Salary Schedule

2026-2027

FY 2027 Foundation Program

State Minimum Salary Schedule Classroom Teachers

Public School Experience - 187 Day Contract

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

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 increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

FY27 TEAMS Teacher Salary Matrix					FY27 TEAMS Teacher Supplement									
State Salary Matrix - FY27 Math & Science					Math & Science Matrix 189 Days Over (Under)									
189 Day Contract					Regular Teacher Matrix 187 Days									
Hard to Staff School Supplement														
State Salary Matrix - FY27 Classroom Teacher														
187 Day Contract														
Yrs	Bachelor	Master	Education Specialist	Doctoral	Yrs	Bachelor	Master	Education Specialist	Doctoral	Yrs	Bachelor	Master	Education Specialist	Doctoral
0	51,532	58,431	62,573	66,714	0	48,552	52,913	57,055	61,195	0	2,980	5,518	5,518	5,519
1	55,164	63,438	68,403	73,371	1	48,552	52,913	57,055	61,195	1	6,612	10,525	11,348	12,176
2	58,112	66,825	72,075	77,285	2	48,552	52,913	57,055	61,195	2	9,560	13,912	15,020	16,090
3	59,811	68,782	74,185	79,548	3	50,609	58,200	62,755	67,317	3	9,202	10,582	11,430	12,231
4	61,557	70,790	76,349	81,869	4	50,609	58,200	62,755	67,317	4	10,948	12,590	13,594	14,552
5	63,348	72,849	78,571	84,252	5	50,609	58,200	62,755	67,317	5	12,739	14,649	15,816	16,935
6	65,188	74,963	80,853	86,697	6	52,828	60,750	65,522	70,259	6	12,360	14,213	15,331	16,438
7	67,075	77,135	83,193	89,208	7	52,828	60,750	65,522	70,259	7	14,247	16,385	17,671	18,949
8	68,416	78,675	84,857	90,993	8	52,828	60,750	65,522	70,259	8	15,588	17,925	19,335	20,734
9	69,784	80,250	86,554	92,813	9	54,424	62,586	67,501	72,382	9	15,360	17,664	19,053	20,431
10	70,829	81,455	87,851	94,204	10	54,966	63,211	68,175	73,105	10	15,863	18,244	19,676	21,099
11	71,892	82,677	89,170	95,616	11	55,517	63,843	68,857	73,835	11	16,375	18,834	20,313	21,781
12	72,971	83,917	90,506	97,051	12	56,072	64,482	69,545	74,574	12	16,899	19,435	20,961	22,477
13	72,971	83,917	90,506	97,051	13	56,633	65,125	70,242	75,319	13	16,338	18,792	20,264	21,732
14	72,971	83,917	90,506	97,051	14	57,199	65,777	70,943	76,073	14	15,772	18,140	19,563	20,978
15	74,069	85,181	91,871	98,513	15	57,771	66,436	71,653	76,834	15	16,298	18,745	20,218	21,679
16	74,069	85,181	91,871	98,513	16	58,349	67,099	72,369	77,602	16	15,720	18,082	19,502	20,911
17	74,069	85,181	91,871	98,513	17	58,932	67,770	73,094	78,378	17	15,137	17,411	18,777	20,135
18	75,192	86,470	93,261	100,004	18	59,522	68,448	73,825	79,161	18	15,670	18,022	19,436	20,843
19	75,192	86,470	93,261	100,004	19	60,116	69,132	74,564	79,952	19	15,076	17,338	18,697	20,052
20	75,192	86,470	93,261	100,004	20	60,718	69,824	75,308	80,753	20	14,474	16,646	17,953	19,251
21	76,335	87,787	94,680	101,526	21	61,325	70,522	76,062	81,561	21	15,010	17,265	18,618	19,965
22	76,335	87,787	94,680	101,526	22	61,938	71,228	76,821	82,376	22	14,397	16,559	17,859	19,150
23	76,335	87,787	94,680	101,526	23	62,557	71,939	77,590	83,199	23	13,778	15,848	17,090	18,327
24	77,501	89,126	96,126	103,078	24	63,183	72,659	78,366	84,031	24	14,318	16,467	17,760	19,047
25	77,501	89,126	96,126	103,078	25	63,815	73,385	79,149	84,872	25	13,686	15,741	16,977	18,206
26	77,501	89,126	96,126	103,078	26	64,452	74,119	79,941	85,720	26	13,049	15,007	16,185	17,358
27	78,691	90,496	97,602	104,660	27	65,098	74,860	80,741	86,578	27	13,593	15,636	16,861	18,082
					28	65,749	75,609	81,547	87,443	28	12,942	14,887	16,055	17,217
					29	66,407	76,365	82,363	88,318	29	12,284	14,131	15,239	16,342
					30	67,070	77,129	83,187	89,202	30	11,621	13,367	14,415	15,458
					31	67,741	77,900	84,019	90,092	31	10,950	12,566	13,583	14,568
					32	68,419	78,679	84,859	90,994	32	10,272	11,817	12,743	13,666
					33	69,102	79,466	85,708	91,905	33	9,589	11,030	11,894	12,755
					34	69,793	80,260	86,565	92,824	34	8,898	10,236	11,037	11,836
					35	70,492	81,063	87,430	93,751	35	8,199	9,433	10,172	10,909

ALEXANDER CITY BOARD OF EDUCATION NURSE SALARY SCHEDULE

2026-2027

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187 Days					
Years Experience	LPN	RN-ASSN	RN-BSN	RN-MSN	RN-DNP
0	34,609	45,659	49,234	53,090	57,246
1	34,609	45,659	49,234	53,090	57,246
2	34,609	45,659	49,234	53,090	57,246
3	38,065	50,221	54,152	58,393	62,965
4	38,065	50,221	54,152	58,393	62,965
5	38,065	50,221	54,152	58,393	62,965
6	39,734	52,422	56,526	60,953	65,726
7	39,734	52,422	56,526	60,953	65,726
8	39,734	52,422	56,526	60,953	65,726
9	40,934	54,005	58,234	62,793	67,710
10	41,343	54,545	58,815	63,421	68,386
11	41,756	55,089	59,403	64,055	69,069
12	42,174	55,641	59,998	64,696	69,762
13	42,595	56,198	60,597	65,343	70,459
14	43,023	56,760	61,204	65,996	71,163
15	43,453	57,328	61,816	66,657	71,875
16	43,887	57,900	62,434	67,323	72,593
17	44,326	58,480	63,058	67,996	73,320
18	44,769	59,064	63,689	68,676	74,053
19	45,217	59,655	64,325	69,362	74,794
20	45,667	60,251	64,968	70,056	75,541
21	46,125	60,854	65,619	70,757	76,297
22	46,586	61,462	66,273	71,463	77,059
23	47,053	62,077	66,938	72,178	77,830
24	47,523	62,698	67,608	72,901	78,609
25	47,998	63,325	68,283	73,630	79,395
26	48,478	63,957	68,965	74,365	80,188
27	48,963	64,598	69,657	75,110	80,991
28	49,453	65,243	70,352	75,860	81,800
29	49,947	65,896	71,055	76,619	82,619
30	50,446	66,555	71,765	77,384	83,444
31	50,951	67,220	72,483	78,159	84,279
32	51,461	67,893	73,209	78,941	85,122
33	51,975	68,572	73,940	79,729	85,973
34	52,494	69,257	74,679	80,526	86,833
35	53,020	69,950	75,426	81,333	87,701

240 Days					
Years Experience	LPN	RN-ASSN	RN-BSN	RN-MSN	RN-DNP
0	44,417	58,600	63,189	68,137	73,471
1	44,417	58,600	63,189	68,137	73,471
2	44,417	58,600	63,189	68,137	73,471
3	48,854	64,454	69,500	74,943	80,810
4	48,854	64,454	69,500	74,943	80,810
5	48,854	64,454	69,500	74,943	80,810
6	50,996	67,279	72,547	78,229	84,354
7	50,996	67,279	72,547	78,229	84,354
8	50,996	67,279	72,547	78,229	84,354
9	52,535	69,311	74,739	80,590	86,900
10	53,060	70,004	75,485	81,395	87,768
11	53,590	70,703	76,239	82,210	88,645
12	54,127	71,411	77,003	83,032	89,534
13	54,668	72,126	77,772	83,863	90,428
14	55,216	72,847	78,551	84,701	91,333
15	55,769	73,576	79,336	85,549	92,246
16	56,325	74,311	80,129	86,404	93,168
17	56,889	75,054	80,931	87,268	94,100
18	57,457	75,804	81,740	88,140	95,041
19	58,032	76,562	82,557	89,021	95,992
20	58,611	77,328	83,381	89,911	96,951
21	59,198	78,102	84,216	90,812	97,921
22	59,790	78,882	85,057	91,718	98,899
23	60,388	79,671	85,909	92,635	99,889
24	60,992	80,469	86,769	93,563	100,889
25	61,602	81,272	87,636	94,498	101,897
26	62,217	82,084	88,512	95,442	102,915
27	62,840	82,906	89,399	96,398	103,946
28	63,469	83,735	90,292	97,361	104,984
29	64,104	84,573	91,194	98,335	106,035
30	64,744	85,418	92,105	99,317	107,094
31	65,392	86,272	93,027	100,310	108,165
32	66,046	87,136	93,959	101,314	109,248
33	66,706	88,006	94,896	102,326	110,339
34	67,372	88,886	95,845	103,349	111,443
35	68,047	89,775	96,803	104,384	112,557

ALEXANDER CITY BOARD OF EDUCATION

SALARY SCHEDULE

Central Office Support

2026-2027

(Salaries paid in 12 monthly installments)																
POSITION/EXPERIENCE	Contract	Contract	0	1	2	3	4	5	6	7	8	9	10	11	12	13
District. Bookkeeper-Accounts Payable	240	7.50	48,691	49,177	49,665	50,170	50,676	51,182	51,687	52,212	52,736	53,260	53,785	54,327	54,871	55,414
			27.05	27.05	27.59	27.87	28.15	28.43	28.72	29.01	29.30	29.59	29.88	30.18	30.48	30.79
District Bookkeeper-CNP	240	7.50	44,009	44,477	44,945	45,413	45,882	46,350	46,818	47,286	47,754	48,223	48,691	49,159	49,627	50,095
			24.45	24.45	24.97	25.23	25.49	25.75	26.01	26.27	26.53	26.79	27.05	27.31	27.57	27.83
DISTRICT SECRETARY	240	7.50	37,454	37,829	38,203	38,578	38,971	39,365	39,758	40,151	40,544	40,956	41,368	41,780	42,192	42,623
			20.81	20.81	21.22	21.43	21.65	21.87	22.09	22.31	22.52	22.75	22.98	23.21	23.44	23.68
EXECUTIVE ASSISTANT	240	7.50	48,691	49,177	49,665	50,170	50,676	51,182	51,687	52,212	52,736	53,260	53,785	54,327	54,871	55,414
			27.05	27.05	27.59	27.87	28.15	28.43	28.72	29.01	29.30	29.59	29.88	30.18	30.48	30.79
TECHNOLOGY TECHNICIAN	240	7.50	52,436	52,960	53,485	54,028	54,571	55,114	55,657	56,219	56,781	57,342	57,923	58,504	59,085	59,683
			29.13	29.13	29.71	30.02	30.32	30.62	30.92	31.23	31.55	31.86	32.18	32.50	32.83	33.16

SALARY SCHEDULE

2026-2027

[illegible]

2026-2027

[illegible]

SALARY SCHEDULE

2026-2027

			(Salaries paid in 12 monthly installments)													
POSITION/EXPERIENCE	Contract	Contract	0	1	2	3	4	5	6	7	8	9	10	11	12	13
AIR CONDIT. TECHNICIAN	240	8.00	52,394	52,978	53,562	54,146	54,731	55,316	55,900	56,485	57,069	57,653	58,238	58,821	59,407	60,002
			27.29	27.59	27.90	28.20	28.51	28.81	29.11	29.42	29.72	30.03	30.33	30.64	30.94	31.25
MAINTENANCE HELPER	240	8.00	34,957	35,318	35,677	36,037	36,396	36,756	37,115	37,494	37,874	38,253	38,634	39,013	39,413	39,812
			18.21	18.39	18.58	18.77	18.96	19.14	19.33	19.53	19.73	19.92	20.12	20.32	20.53	20.74
MAINTENANCE WORKER	240	8.00	42,448	42,868	43,287	43,727	44,166	44,606	45,045	45,505	45,964	46,423	46,882	47,342	47,822	48,303
			22.11	22.33	22.55	22.77	23.00	23.23	23.46	23.70	23.94	24.18	24.42	24.66	24.91	25.16
MAINTENANCE WORKER	240	4.00	21,224	21,434	21,643	21,864	22,083	22,303	22,523	22,752	22,982	23,212	23,442	23,671	23,911	24,151
			21.68	21.89	22.10	22.33	22.55	22.78	23.00	23.24	23.47	23.70	23.94	24.17	24.42	24.66
CUSTODIAN	240	8.00	29,964	30,163	30,343	30,543	30,723	30,922	31,122	31,901	32,121	32,261	32,500	32,680	32,899	33,140
			15.61	15.71	15.80	15.91	16.00	16.11	16.21	16.62	16.73	16.80	16.93	17.02	17.13	17.26
LEAD CUSTODIAN	240	8.00	33,959	34,321	34,638	34,977	35,337	35,696	36,056	36,416	36,775	37,135	37,515	37,893	38,273	38,653
			17.69	17.88	18.04	18.22	18.40	18.59	18.78	18.97	19.15	19.34	19.54	19.74	19.93	20.13
1. Full-time experience in the area of concentration will be counted.																
2. Other comparable experience will be considered by the supervisor and counted if deemed necessary.																
3. Total experience will be awarded on July 1st of each year.																

2026-2027

			(Salaries paid in 12 monthly installments)													
POSITION/EXPERIENCE	Contract Days	Contract Hrs/Day	0	1	2	3	4	5	6	7	8	9	10	11	12	13
BUS DRIVERS	182	4.00	15,888	15,952	15,997	16,065	16,132	16,185	16,247	16,626	16,663	16,754	16,815	16,883	16,951	17,019
			21.82	21.91	21.97	22.07	22.16	22.23	22.32	22.84	22.93	23.01	23.10	23.19	23.28	23.38
SHOP ASSISTANT	240	8.00	28,059	29,085	30,110	31,113	32,141	33,166	34,168	35,195	36,223	37,224	38,251	39,277	40,279	41,316
			14.61	15.15	15.68	16.20	16.74	17.27	17.80	18.33	18.87	19.39	19.92	20.46	20.98	21.52
MECHANIC	240	8.00	46,263	46,723	47,182	47,662	48,141	48,621	49,101	49,600	50,099	50,598	51,098	51,617	52,136	52,655
			24.10	24.33	24.57	24.82	25.07	25.32	25.57	25.83	26.09	26.35	26.61	26.88	27.15	27.42

Transportation Notes

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| 1. Full-time experience in the area of concentration will be counted. |
| 2. Other comparable experience will be considered by the supervisor and counted if deemed necessary. |
| 3. Total experience will be awarded on July 1st of each year. |

SALARY SCHEDULE

Child Nutrition

2026-2027

[illegible]

ALEXANDER CITY SCHOOLS			
Substitute Salary Schedule			
2026-2027 School Year			
Description	Regular Rate		Term
Substitute Teacher	\$ 100.00		Per Day
Long-term Certified *	\$ 224.00		Per Day
Substitute Support	\$ 80.00		Per Day
Substitute Nurse LPN	\$ 125.00		Per Day
Substitute Nurse RN	\$ 175.00		Per Day
Substitute Bus Driver	\$ 80.00		Per Day
Substitute Bus Driver for Field Trips	\$ 15.00		Per Hour

Non-Athletic Supplements
2026-2027
Preliminary

	Current	New 2% Raise	
Coordinator	\$ 8,011	\$ 8,171	
Director	\$ 15,000	\$ 15,300	
Executive Director (Extensive experience in area of expertise; minimum of 10 years of admin exp.; School admin., coordinator, director)	\$ 18,000	\$ 18,360	
Deputy Superintendent	\$ 28,100	\$ 28,662	
Phoenix Academy Lead Teacher	\$ 3,000	\$ 3,060	
Social Media Content Coordinator for each school	\$ 500	\$ 510	
EL Lead Teacher Supplement	\$ 5,300	\$ 5,406	
Pre-K Director Supplement	\$ 5,300	\$ 5,406	
Elementary AP	\$ 3,672	\$ 5,826	*
JR High AP	\$ 5,826	\$ 7,000	*
High School AP	\$ 8,011	\$ 8,800	*

*Since we have had 3 middle school Aps move to elementary positions, we have adjusted the Elementary AP supplement to the former Middle School AP supplement and adjusted the others to account for the difference.