

Eufaula City Schools Salary Schedule



2026 - 2027

Approved by the Board on: approved 06/16/26 * effective with contract year

Includes Amendments/Addendums approved on: 07/21/26; 09/08/26
* effective with contract year; unless otherwise noted

General Information

Certain explicit assumptions have been made in the preparation of this salary schedule. Those assumptions are as follows:

- New employees will begin employment under the guidelines contained in this salary schedule.
- Certain current employees may be “grandfathered” at existing rates of pay or salary schedules until separation, retirement, or job change.
- Salary schedule increases will be made according to mandates by the State Legislature and/or guidelines recommended by the Superintendent and approved by the Board.
- Wages will be increased in a step fashion based upon experience and/or certification up to a predetermined maximum to reflect an employee’s increasing competence over the tenure of employment.
- All certified employees must be properly licensed for their respective positions.
- All employees will be paid in twelve (12) equal monthly installments, regardless of the terms of their employment. New employees who start at the beginning of the employment year will have the option of splitting their first check so that a paycheck will be received at the end of August or receiving the first full paycheck at the end of September OR they will be given the option to have their first year paid equally over 13 months beginning in August. New employees who start work after the beginning of the employment contract year will be paid for the actual days worked. In this situation, the pay will be calculated to be spread equally over the remaining months of the contract pay year.
- In the event that 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 proper adjustments and corrections during the current employment year.
- Persons employed for less than 20 hours per week will be paid at the rate approved by the Board at the time of employment and will submit a time sheet for each payroll period.
- Playoff and championship bonuses will be paid out in one lump sum at the end of each season, when proper documentation is sent by the Principal and approved.
- Employees assigned to work athletic events by the Principal will be paid according to the salary schedule based on time sheets without requiring additional board approval.
- Any employee with a CDL may be assigned to drive extra-curricular events or mid-day routes as approved by the Transportation supervisor without requiring additional board approval.

Salary Schedule Placement

Placement on the salary schedule will be based on the employee’s completed years of experience and level of certification (for certified employees other than administrators).

For the purpose of this salary schedule, experience is defined as the number of years of service in a particular position, job, or classification. Employees who have a significant amount of experience that is similar and comparable in required work skills, knowledge, etc. to the position which the employee is assigned may be credited some experience for

salary schedule placement purposes. The Superintendent, Assistant Superintendent, Human Resources department, and the immediate supervisor will determine this placement. For positions that are grant funded, the number of days and hours worked will be dictated by the grant, regardless of the days and hours noted on the following pages.

Specifically, certified employees will be placed on the salary schedule as follows:

- Years of verified public school experience. The Board recognizes experience in a regionally accredited private school on a $\frac{1}{2}$ year recognized for each full year verified. A minimum of two (2) years of verified private school experience is required.
- Highest level of certification issued by the Alabama State Department of Education. Persons who do not hold a valid Alabama Professional Educator or Leader Certificate will be placed on the salary schedule at the Bachelor level, even if a higher degree has been earned. Once the Alabama Certificate has been issued, the employee is entitled to pay for any advanced degree for the advanced degree beginning with the beginning of the next pay period after the Alabama State Department of Education has recognized the advanced degree. If the recognition of the advanced degree occurs May 10 or after pay will not begin until the following school year.
- Highest degree earned as recognized by the Alabama State Department of Education.

Special criteria for individuals employed to teach CTE courses are as follows:

- Salary schedule placement shall be determined by a combination of verified prior teaching experience and directly related professional or industry experience in the CTE teaching field.
- One year of verified, full-time professional/industry experience shall be credited as one year on the salary schedule, subject to the maximum of ten (10) years. Acceptable documentation shall include certified employer verification letters.

The salary of JROTC Instructors is regulated by a military entitlement computation established by the United States Department of Army. Adjustments in compensation are put into effect as soon as official notice is received.

Principals will be placed on a 240-day contract as negotiated with the Superintendent and approved by the Board as recommended by the Superintendent.

Placement on the Certified Administrator salary schedule will be based on the employee's years of administrative experience and level of certification. Assistant Principals, Directors, and Coordinators will be placed on a 202, 222, or 240-day appointment based on the specific job requirements as recommended by the Superintendent and approved by the Board.

Placement on the Professional Classified Administrator salary schedule will be based on the employee's years of experience in their specialized area and the degree held. Professional Classified Administrators will be placed on a 202, 222, or 240-day

appointment based on the specific job requirements as recommended by the Superintendent and approved by the Board.

The Chief School Financial Officer will work under a 240-day contract as negotiated with the Superintendent and approved by the Board as recommended by the Superintendent.

The Superintendent will work under a 240-day contract as negotiated with and approved by the Board.

Terms of Appointment

Eufaula City Schools' employees are appointed upon recommendation of the Superintendent and approval by the Board as follows:

Exempt Employees

Registered Nurse.....	187 Days
Teacher	187 Days
Media Specialist	187 Days
TEAMS Teacher	189 Days
Elementary Counselor.....	202 Days
Academic Coach	202 Days
Psychometrist	202 Days
Primary & Elementary School Assistant Principal	202 Days
Mental Health Services Coordinator.....	202 Days
Career Coach	202 Days
JROTC Instructor	202 Days
Behavior Specialist.....	222 Days
Parents as Teachers (PAT) Coordinator	240 Days
ALVA Testing Coordinator/Data Manager.....	240 Days
Superintendent.....	240 Days
Assistant Superintendent.....	240 Days
Associate Superintendent	240 Days
Chief School Financial Officer.....	240 Days
Central Office Director.....	240 Days
Central Office Supervisor.....	240 Days
Central Office Coordinator.....	240 Days
Instructional Data Specialist.....	240 Days
Exceptional Student Services Specialist.....	240 Days
Administrative Technology Specialist.....	240 Days
CNP Supervisor	240 Days
Middle School Counselor	240 Days
Middle School Assistant Principal	240 Days
Principal	240 Days
High School Assistant Principal	240 Days
High School Counselor	240 Days
JROTC Instructor	240 Days
Technology Supervisor	240 Days

Instructional Technology Specialist	240 Days
Technology Tech	240 Days

Non-Exempt Employees

Bus Driver, Bus Monitor	183 Days
Paraprofessional	183 Days
CNP Workers	185 Days
Access Facilitator	187 Days
Auxiliary Teachers (First Class PRE-K)	187 Days
School Secretary	187 Days
CNP Manager	192 Days
Custodian	192 Days
School Secretary	192 Days
School Secretary	202 Days
Communications Specialist	202 Days
Elementary School Bookkeeper	240 Days
Primary School Bookkeeper	240 Days
Parent Liaison	240 Days
School Secretary	240 Days
Central Office Secretary	240 Days
High School Bookkeeper	240 Days
Middle School Bookkeeper	240 Days
Parents as Teacher Parent Educator	240 Days
Central Office Bookkeepers	240 Days
Administrative Assistant	240 Days
Maintenance Technician	240 Days
Custodian	240 Days
Mechanic	240 Days
Bus Shop Assistant	240 Days

**Certified Teacher
Full Time - 187 Days**

2026-2027

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

Internal Code: T/T

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.

**Certified Teacher
Full Time - 202 Days**

2026-2027

Years Public School Experience	Bachelor's BS	Masters MS	6-Year 6Y	Doctoral DR	Non-Degreed ND
0	52,447	57,157	61,631	66,104	52,447
1	52,447	57,157	61,631	66,104	52,447
2	52,447	57,157	61,631	66,104	52,447
3	54,669	62,868	67,789	72,717	54,669
4	54,669	62,868	67,789	72,717	54,669
5	54,669	62,868	67,789	72,717	54,669
6	57,066	65,623	70,778	75,895	57,066
7	57,066	65,623	70,778	75,895	57,066
8	57,066	65,623	70,778	75,895	57,066
9	58,790	67,606	72,916	78,188	58,790
10	59,375	68,281	73,644	78,969	59,375
11	59,970	68,964	74,380	79,757	59,970
12	60,570	69,654	75,123	80,556	60,570
13	61,176	70,349	75,876	81,360	61,176
14	61,787	71,053	76,634	82,175	61,787
15	62,405	71,765	77,401	82,997	62,405
16	63,029	72,481	78,174	83,827	63,029
17	63,659	73,206	78,957	84,665	63,659
18	64,296	73,938	79,746	85,511	64,296
19	64,938	74,677	80,545	86,365	64,938
20	65,588	75,425	81,349	87,231	65,588
21	66,244	76,179	82,163	88,103	66,244
22	66,906	76,941	82,983	88,984	66,906
23	67,575	77,710	83,814	89,873	67,575
24	68,251	78,487	84,652	90,771	68,251
25	68,934	79,271	85,498	91,680	68,934
26	69,622	80,064	86,353	92,595	69,622
27	70,320	80,865	87,218	93,522	70,320
28	71,023	81,673	88,088	94,457	71,023
29	71,734	82,491	88,970	95,402	71,734
30	72,450	83,316	89,860	96,357	72,450
31	73,175	84,149	90,758	97,319	73,175
32	73,907	84,990	91,666	98,293	73,907
33	74,645	85,840	92,583	99,277	74,645
34	75,391	86,698	93,509	100,270	75,391
35	76,146	87,565	94,443	101,271	76,146

Internal Code: T/TB

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.

**Certified Teacher
Full Time - 222 Days**

2026-2027

Years Public School Experience	Bachelor's BS	Masters MS	6-Year 6Y	Doctoral DR	Non-Degreed ND
0	57,639	62,816	67,733	72,648	57,639
1	57,639	62,816	67,733	72,648	57,639
2	57,639	62,816	67,733	72,648	57,639
3	60,081	69,093	74,501	79,916	60,081
4	60,081	69,093	74,501	79,916	60,081
5	60,081	69,093	74,501	79,916	60,081
6	62,716	72,120	77,785	83,409	62,716
7	62,716	72,120	77,785	83,409	62,716
8	62,716	72,120	77,785	83,409	62,716
9	64,610	74,300	80,135	85,929	64,610
10	65,254	75,042	80,935	86,788	65,254
11	65,907	75,792	81,745	87,654	65,907
12	66,567	76,551	82,561	88,532	66,567
13	67,233	77,314	83,389	89,416	67,233
14	67,905	78,088	84,221	90,311	67,905
15	68,584	78,870	85,064	91,214	68,584
16	69,270	79,657	85,914	92,126	69,270
17	69,962	80,454	86,775	93,048	69,962
18	70,662	81,259	87,642	93,977	70,662
19	71,368	82,071	88,520	94,916	71,368
20	72,082	82,893	89,403	95,867	72,082
21	72,803	83,721	90,298	96,826	72,803
22	73,531	84,559	91,199	97,794	73,531
23	74,266	85,404	92,112	98,771	74,266
24	75,009	86,258	93,033	99,758	75,009
25	75,759	87,120	93,963	100,757	75,759
26	76,515	87,992	94,903	101,763	76,515
27	77,282	88,871	95,853	102,782	77,282
28	78,055	89,760	96,809	103,809	78,055
29	78,836	90,658	97,778	104,848	78,836
30	79,623	91,565	98,757	105,898	79,623
31	80,420	92,480	99,744	106,954	80,420
32	81,225	93,405	100,742	108,025	81,225
33	82,036	94,339	101,750	109,106	82,036
34	82,856	95,281	102,767	110,197	82,856
35	83,686	96,235	103,794	111,298	83,686

Internal Code: T/TD

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.

**Certified Teacher
Full Time - 240 Days**

2026-2027

Years Public School Experience	Bachelor's BS	Masters MS	6-Year 6Y	Doctoral DR	Non-Degreed ND
0	62,313	67,909	73,225	78,539	62,313
1	62,313	67,909	73,225	78,539	62,313
2	62,313	67,909	73,225	78,539	62,313
3	64,953	74,695	80,541	86,396	64,953
4	64,953	74,695	80,541	86,396	64,953
5	64,953	74,695	80,541	86,396	64,953
6	67,801	77,968	84,092	90,172	67,801
7	67,801	77,968	84,092	90,172	67,801
8	67,801	77,968	84,092	90,172	67,801
9	69,849	80,324	86,632	92,897	69,849
10	70,545	81,126	87,497	93,825	70,545
11	71,251	81,937	88,373	94,761	71,251
12	71,964	82,758	89,256	95,710	71,964
13	72,684	83,583	90,150	96,666	72,684
14	73,410	84,419	91,050	97,633	73,410
15	74,145	85,265	91,961	98,610	74,145
16	74,886	86,116	92,880	99,596	74,886
17	75,635	86,977	93,810	100,592	75,635
18	76,392	87,848	94,748	101,597	76,392
19	77,154	88,726	95,697	102,612	77,154
20	77,927	89,614	96,652	103,640	77,927
21	78,706	90,510	97,620	104,677	78,706
22	79,493	91,415	98,594	105,723	79,493
23	80,287	92,328	99,581	106,779	80,287
24	81,090	93,252	100,576	107,847	81,090
25	81,902	94,183	101,582	108,927	81,902
26	82,719	95,126	102,598	110,014	82,719
27	83,548	96,077	103,625	111,116	83,548
28	84,384	97,038	104,659	112,226	84,384
29	85,228	98,009	105,706	113,349	85,228
30	86,079	98,989	106,764	114,484	86,079
31	86,940	99,979	107,832	115,626	86,940
32	87,810	100,978	108,910	116,784	87,810
33	88,687	101,988	110,000	117,953	88,687
34	89,574	103,007	111,099	119,132	89,574
35	90,471	104,038	112,210	120,322	90,471

Internal Code: T/TE

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.

TEAMS Program (Contract Employment ONLY)

Eligible Teachers and required to give up Non-Probationary Status)

* Only for Secondary Math and Science Classroom Teachers teaching eligible courses Full Time

(**Note: Other requirements apply)

Full Time - 189 Days

2026-2027

Years Public School Experience	Bachelor's BS	Masters MS	6-Year 6Y	Doctoral DR
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	87,785	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

Internal Code: T/TM

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.

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 National Board Certified stipends.

Administrative and Other Exempt Positions

(placement based on years of administrative experience)

2026-2027

ALVA Testing Coordinator/Data Manager

240 Days

Public School Experience	
0 - 4	54,478
5 - 9	55,295
10 - 15	56,401
16+	57,247

Internal Code: /DM

Assistant Principal - Eufaula Primary School, Eufaula Elementary

202 Days

Public School Experience	Bachelor's BS	Masters MS	6-Year 6Y	Doctoral DO
0 - 4		67,815	69,687	71,559
5 - 9		68,833	70,705	72,577
10 - 15		70,209	72,081	73,953
16+		71,262	73,134	75,006

Internal Code: A6/A1

Assistant Principal - Admiral Moorer Middle School

240 Days

Public School Experience	Bachelor's BS	Masters MS	6-Year 6Y	Doctoral DO
0 - 4	-	85,066	87,089	89,113
5 - 9	-	86,342	88,365	90,389
10 - 15	-	88,068	90,092	92,116
16+	-	89,389	91,413	93,437

Internal Code:

Assistant Principal - Alternative Learning Center

240 Days

Public School Experience	Bachelor's BS	Masters MS	6-Year 6Y	Doctoral DO
0 - 4	-	89,559	91,431	93,303
5 - 9	-	90,902	92,774	94,646
10 - 15	-	92,720	94,592	96,464
16+	-	94,111	95,983	97,855

Internal Code:

Assistant Principal - Eufaula High School

240 Days

Public School Experience	Bachelor's BS	Masters MS	6-Year 6Y	Doctoral DO
0 - 4	-	89,559	91,431	93,303
5 - 9	-	90,902	92,774	94,646
10 - 15	-	92,720	94,592	96,464
16+	-	94,111	95,983	97,855

Internal Code: A1/P1

Supervisor - Certified (Identified Positions)**240 Days**

Public School Experience	Bachelor's BS	Masters MS	6-Year 6Y	Doctoral DO
0 - 4	-	85,065	86,937	88,809
5 - 9	-	86,341	88,213	90,085
10 - 15	-	88,068	89,940	91,812
16+	-	89,389	91,261	93,133

Internal Code: SC/AV

Coordinator - Certified (Identified Positions)**240 Days**

Public School Experience	Bachelor's BS	Masters MS	6-Year 6Y	Doctoral DO
0 - 4	-	101,225	103,097	104,969
5 - 9	-	102,743	104,616	106,488
10 - 15	-	104,798	106,670	108,542
16+	-	106,370	108,242	110,114

Internal Code: C/AV

Director**240 Days**

Public School Experience	Bachelor's BS	Masters MS	6-Year 6Y	Doctoral DO
0 - 4	108,611	111,424	113,296	115,168
5 - 9	110,240	113,095	114,967	116,839
10 - 15	112,445	115,357	117,229	119,101
16+	114,132	117,088	118,960	120,832

Internal Code: D/AV

BCBA**202 Days**

Public School Experience	Bachelor's BS	Masters MS	6-Year 6Y	Doctoral DO
0 - 4	60,643	62,214	63,259	64,304
5 - 9	61,553	62,476	63,413	64,336
10 - 15	62,476	63,725	65,000	66,261
16+	63,413	64,364	65,330	66,281

Internal Code: BS

Supervisor (non-certified) - Child Nutrition Program**240 Days**

Public School Experience	Bachelor's BS	Masters MS	6-Year 6Y	Doctoral DO
0 - 4	66,495	68,291	70,164	72,036
5 - 9	67,492	69,315	71,189	73,061
10 - 15	68,842	70,702	72,575	74,447
16+	69,875	71,762	73,635	75,507

Internal Code: CS/LS

Associate Superintendent**240 Days**

Public School Experience	Bachelor's BS	Masters MS	6-Year 6Y	Doctoral DO
0 - 4	-	123,726	125,532	127,338
5 - 9	-	125,582	127,388	129,193
10 - 15	-	128,094	129,899	131,705
16+	-	130,015	131,821	133,627

Internal Code:

Assistant Superintendent**240 Days**

Public School Experience	Bachelor's BS	Masters MS	6-Year 6Y	Doctoral DO
0 - 4	-	128,267	130,139	132,011
5 - 9	-	130,191	132,063	133,935
10 - 15	-	132,795	134,667	136,539
16+	-	134,787	136,659	138,531

Internal Code: AZ/AV

Eufaula High School
Supplements

A CDL is required for all coaching/athletic supplements listed below. A reduction of 25% of the supplement amount will be applied for all that do not hold a valid CDL (unless Administration approves a doctor's note). CDL must be received prior to September 30th to be eligible for the Full Supplement or prorated pay based on the Full Supplement. If received later, supplement pay will remain at the reduced rate for the remainder of the contract year.

# of Supplements	Assignment	Full Supplement \$ Amount	Supplement reduced by 25% if no valid CDL	Internal Code
Athletic Supplements				
1	Athletic Coordinator	5,000.00		AD
1	Asst. Head Football Coach	5,000.00	3,750.00	AH
1	Head Football Coach (240 Day Extended Term)	Negotiable (\$21,000)	Negotiable	HF
1	Offensive Coordinator	8,000.00	6,000.00	AC
1	Defensive Coordinator	8,000.00	6,000.00	AC
6	Assistant Football Coach	6,000.00	4,500.00	JF or T2
4	JV Boys Football	1,500.00	1,125.00	9F
1	Head Boys Basketball Coach	10,000.00	7,500.00	BB
2	Assistant Boys Basketball Coach	3,500.00	2,625.00	AB
1	JV Boys Basketball	3,000.00	2,250.00	9B
1	Head Girls Basketball Coach	10,000.00	7,500.00	GB
2	Assistant Girls Basketball Coach	3,500.00	2,625.00	AG
1	JV Girls Basketball	3,000.00	2,250.00	9G
1	Head Baseball Coach	9,000.00	6,750.00	HB
1	Assistant Baseball Coach	3,500.00	2,625.00	JB
2	JV Baseball Coach	3,000.00	2,250.00	JV
1	Head Volleyball Coach	9,000.00	6,750.00	HV
1	Assistant Volleyball	3,500.00	2,625.00	AV
1	Head Softball Coach	9,000.00	6,750.00	HS
1	Assistant Softball Coach	3,500.00	2,625.00	JS
2	JV Softball Coach	3,000.00	2,250.00	9S
1	Track Coach*	5,000.00	3,750.00	TR
1	Assistant Track*	1,000.00	750.00	
1	Cross Country Coach	2,000.00	1,500.00	CC
1	Golf Coach*	1,700.00	1,275.00	GB (G)
1	Tennis Coach	5,000.00	3,750.00	TE
1	Assistant Tennis Coach	1,700.00	1,275.00	N2
1	Varsity Cheer Coach	9,000.00	6,750.00	VC
1	Assistant Varsity Cheer Coach	3,500.00	2,625.00	JC
1	Head Swim Coach	1,700.00	1,275.00	SW
2	Strength & Conditioning	1,500.00	1,125.00	SC
1	Head Boys Soccer Coach	5,500.00	4,125.00	SO
1	Assistant Boys Soccer Coach	2,200.00	1,650.00	AS
1	Head Girls Soccer Coach*	5,500.00	4,125.00	GS
1	Assistant Girls Soccer Coach*	2,200.00	1,650.00	AS
—	Summer Camp (one supplement per person approved) Must work a minimum of 40 hours outside of contract; documented through punching in and out	1,000.00		

* Sports marked with an * will not be paid until the sport has enough participants to make a team for the season.

*Summer Camp supplements are only given ONCE to an individual regardless of the number of sports/activities they assist or are a part of. They are only given if the individual is not on contract the days of the camp or practices. Time worked must be between June 1-July 31 and must be 40 hours of documented work by punching in and out on the time clock.

Note: A daily stipend for certified employees that are required to attend a meeting or workshop outside of their contract days to be paid \$100 for a full day (minimum of 7 hours) or \$50 for a half day (minimum of 3.5 hours). The Professional Development and Travel must be pre-approved to be eligible for the stipend.

ECS will begin paying Spring sport supplements in January of each year. No supplement payment for spring sports will be made September through December.

*** The same person can not be named to multiple supplements in the same sport, without specific Board approval.

Athletic Team Playoff and Championship Bonus

(applies to all AHSAA sanctioned sports)*

*Approved form to be submitted by Athletic Coordinator for payment

Win Area Championship (This means a win of the 1st round in playoffs.)		
	Head Coach	200.00
	Assistant Coach	100.00
Win 2nd Round		
	Head Coach	200.00
	Assistant Coach	100.00
Win Quarter-Final		
	Head Coach	300.00
	Assistant Coach	150.00
Win Semi Round		
	Head Coach	400.00
	Assistant Coach	175.00
Win State Championship		
	Head Coach	3,000.00
	Assistant Coach	1,500.00
Cheer Nationals		
	Win 1st	3,000.00
	Top 5 Placement	250.00
	Top 10 Placement	100.00
State		
	Win 1st	1,500.00
	Top 5 Placement	250.00
	Top 10 Placement	100.00
Super Regional (may only receive with one win; not multiple)		
	Win 1st	500.00
	Top 5 Placement	250.00
	Top 10 Placement	100.00

Coaching Bonus for Coaches of AHSAA Sanctioned Individual Sports State Champions (for example: Track and eSports)

State	500.00
* This will be per event winner for a maximum of \$3,000 per year.	

All coaching personnel, middle and high school, are expected to perform athletic duties throughout the school year. All coaches will be expected to have non-active coaching responsibilities in other sports to include, but not limited to, timers, judges, ticket sellers or takers, transportation of or supervision of non-players, etc. as the need may arise, at the direction of the Athletic Coordinator.

Other Supplements

# of Supplements	Assignment	Full Supplement \$ Amount	
1	Choral	3,000.00	SS/SP
2	Theater (Public Performance Required)	2,000.00	CH
1	Technical Theater (Public Performance Required)	2,000.00	T
1	Music Theater (Public Performance Required)	500.00	TT
1	Band (plus extended contract to 222 days)	Negotiable (\$12,000)	MT
3	Assistant Band	1,500.00	BD
3	Band Summer Camp	1,000.00	BA
1	Yearbook	1,500.00	YB
1	Junior Sponsor	1,100.00	JR
1	Senior Sponsor	1,100.00	SR
1	National Honor Society	510.00	NH
1	SGA	510.00	SG
1	Videographer	5,000.00	VG
1	Videoboard Operator (football, soccer, & other home events)	1,500.00	
2	Implementation of the JumboTron	2,500.00	
1	Fishing Team Sponsor*	800.00	C1/F
1	eSports Sponsor*	800.00	ES
1	Debate Team*	800.00	DE
1	FBLA Advisor*	800.00	FA
2	FFA Advisor*	800.00	FF
1	DECA Advisor*	800.00	DC
1	HOSA Advisor*	800.00	HA
1	Skills USA Advisor*	800.00	SA
2	JROTC Advisor*	800.00	
1	TSA Advisor*	800.00	
	Stipend for Advisors or Sponsors per * competition/ event requiring overnight travel	200.00	TA

*CTE teachers not on extended contract

AMMS
Supplements

# of Supplements	Assignment	Full Supplement \$ Amount	Supplement reduced by 25% if no valid CDL	CS/C2
Athletic Supplements				
1	Head Football Coach	5,000.00	3,750.00	HF
3	Assistant Football Coach	2,000.00	1,500.00	JF
1	Boys Basketball Coach	3,500.00	2,625.00	BB
1	Boys Asst Basketball Coach	1,225.00	918.75	AB
1	Girls Basketball Coach	3,500.00	2,625.00	GB
1	Girls Asst Basketball Coach	1,225.00	918.75	AG
1	Boys Baseball Coach*	3,500.00	2,625.00	HB
1	Assistant Boys Baseball Coach*	1,225.00	918.75	JB
1	Girls Softball Coach*	3,500.00	2,625.00	SF
1	Assistant Girls Softball Coach*	1,225.00	918.75	JS
1	Volleyball Coach	3,500.00	2,625.00	V
1	Assistant Volleyball Coach	1,225.00	918.75	AV
1	Cheerleader Coach	3,500.00	2,625.00	C
--	Summer Camp (one supplement per person)	1,000.00		
Other Supplements				
1	Band	1,900.00		S3/SP BD
1	Choral (If same person for Choral is at 2 locations, only one supplement will be named and given.)	1,900.00		CH
1	Videoboard Operator	510.00		
1	Yearbook	700.00		YB
1	Honor Society (NJHS)	510.00		NH
1	Assistant NJHS / Anchor Rep	510.00		NA

* Sports marked with an * will not be paid until the sport has enough participants to make a team for the season, as provided by the Athletic Coordinator.

Eufaula Elementary School

# of Supplements	Assignment	Supplement \$ Amount	
1	Yearbook	300.00	ES/YB

Other Supplements

# of Supplements	Assignment	Supplement \$ Amount	
1	Lead Nurse	1,000.00	LN
1	PAT Assistant Coordinator	3,000.00	PT
1	Assistant Homeless Liaison	3,000.00	.
1	Psychometry Testing outside of normal duties	3,000.00	
1	Board Administrative Assistant	7,000.00	AM
1	Public Relations Liaison	7,000.00	PC
	3rd Grade Certified Teachers	6,000.00	
	Sped Teachers assigned to Self-Contained Classes	6,000.00	
	Sped Teacher not assigned to Self-Contained Classes	5,000.00	
4	Speech Teacher*	8,000.00	SP

* This includes the State allocated supplement for Speech Teachers; local will fund the difference. See reduction notice below.

Special Education Classroom Teacher Supplement (approved February 15, 2022, effective beginning 2022-2023 school year)
Annual \$5,000 supplement for existing and newly hired special education teachers (that have full Sped certification) This does not include Sped-Teachers assigned to Self-Contained classes. Self-Contained supplements are listed separately. (This includes the State allocated supplement; local will fund the difference.) ; Note: Beginning with the 2026-2027 salary schedule, the Sped supplement will be or has been reduced by \$1,000 per year until it reaches the amount awarded by the state. In addition the Speech Teacher supplement will be reduced by \$2,000 per year until it reaches the amount awarded by the state.

*Note: All signing bonuses, Incentives, or Supplements are taxable and all regular payroll taxes will be withheld.

Substitutes

Classification	Hourly Rate	Route Rate	Method of Payment
Bus Driver Substitute (AM or PM Shift)		42.50	EC-BOE
Bus Driver Substitute (AM & PM Shift)		85.00	EC-BOE
	Hourly Rate	Daily Rate (8 hours per day)	Method of Payment
Classified Staff	13.00	104.00	Contracted through an outside source
Teacher / Non-Certified	13.00	104.00	Contracted through an outside source
Long-Term Classified or Non-Certified Teacher*	14.38	115.00	Contracted through an outside source
Teacher / Certified	17.50	140.00	Contracted through an outside source
Long-Term Certified Teacher*	30.00	240.00	Contracted through an outside source
Nurse - Registered	30.00	240.00	Contracted through an outside source
Nurse - LPN	30.00	240.00	Contracted through an outside source
	Hourly Rate		
Sped Paraprofessional I (up to 7.5 hours per day)	13.00		Contracted through an outside source
Sped Paraprofessional II (up to 7.5 hours per day)	14.56		Contracted through an outside source
Sped Paraprofessional III (up to 7.5 hours per day)	16.64		Contracted through an outside source

* ECS will notify Kelly Services if the position qualifies as a long term substitute.

** Approved 02/16/2021

Special Education (Sped) Paraprofessionals through Kelly Services Incentives

New Hire Incentive for Long-term Sped Paraprofessional through Kelly Services at the beginning of the School Year (effective beginning 2022 contract year)	\$ 500.00
Long-term Sped Paraprofessional Attendance Incentive through Kelly Services (those who miss no more than 5 days during the school year).	\$ 500.00

Compensation for Employees Performing Work IN ADDITION to Normal Job Duties

* All must punch in and out for hourly paid extra jobs.

Classification	Hourly Rate	Daily Rate
Certified Teacher	\$ 25.00	
Examples: Saturday School, Homebound Services, Extended Day (This will not include teachers driving bus routes and bus trips.)		
Certified Teachers working After-School Tutorial	\$ 30.00	
Certified Administrators (after regularly scheduled work day)	\$ 30.00	
Examples: Twilight Administrator; 21st Century Site Administrator		
Secondary Teachers working during their Planning Period	per day if planning period worked	\$ 50.00
Example: Secondary Teachers approved to teach during planning period due to teacher shortages.		
Classified Employees working extra duties that are different from their original job (Interpreters)	\$ 15.00	
Bus Activities (Teachers not already receiving a supplement for the route or activity they are driving for. Teachers assisting as a bus monitor as preapproved. Substitute Bus Drivers for Field Trips or other events not a regular route. Paid per approved time sheet.)	\$ 21.25	Half the amount of AM/PM shifts
Registered Nurse	\$ 25.00	
Example: Extended Day		
		Per Athletic Event
Non-coaching Athletic related duties (for those employees not currently receiving an athletic supplement). <i>*This will be billed to the school that assigns the duties.</i>		30.00
This pay is for a minimum of 2 hour; employees must punch in and out.		
Examples: Gatekeepers, Ticket Sellers, Ticket Takers		
Event Examples: Double Header Baseball, Basketball		

Compensation for Non-Employees Performing Temporary, Part-Time Tasks

Classification	Hourly Rate
Certified, Temporary, Part-Time Appointments (example: Contract Interventionist)	30.00
Classified, Temporary, Part-Time Appointments (example: Sub Bus Driver for extra-curricular (non-routes), Interpreters)	20.00
Classified, Contracted Bookkeeper	25.00
Registered Nurse, Contracted	30.00

On occasion, shared employees with Eufaula City Schools and ALVA may be eligible for a supplement to be fully reimbursed by K12, Inc. Should ECS receive a letter from K12 stating the amount and that they will 100% reimburse ECS, these employees may be paid the eligible and referenced supplement detailed in the letter.

Summer School and Summer Enrichment			Daily Rate	Hourly Rate
21st Century Site Administrator (if not already on contract)			262.50	35.00
Certified Teacher (based on a 7.5 hour work day)			262.50	35.00
Nurses (based on a 7.5 hour work day)			262.50	35.00
Non-Certified Teacher/Para/Auxiliary Teacher/Facilitator			NA	15.00
Child Nutrition Program (Workers or Managers)			NA	15.00
Custodian (not on contract)			NA	15.00
Bus Monitor			NA	15.00
Bus Driver			NA	20.00
Summer Maintenance/Technology Helper			NA	11.44

*Certified and Classified Employees will be required to punch in and out.

New Hire Incentive for Classroom Teachers (updated June 16, 2020; approved February 18, 2020; revised the June 27, 2017 incentive); updated 06/24/25

Hard to Fill Teaching Areas: Secondary Math, Secondary Science, Secondary English, Special-Education, and Spanish (with new hire start date after 02/18/20 for these special areas)* only pertains to fully certified in these areas; not emergency certifications; mid-year hires not eligible until beginning of the next school year, if returning

Year 1:	\$	3,000.00	Paid in August, unless otherwise approved
Year 2:	\$	1,500.00	Paid in August, unless otherwise approved
Year 3:	\$	1,500.00	Paid in August, unless otherwise approved

New Hire Incentive for Elementary Classroom Teachers (approved April 20, 2021)* only pertains to fully certified in these areas; not emergency certifications; mid-year hires not eligible until beginning of the next school year, if returning; updated 06/24/25

Year 1:	\$	2,000.00	Paid in August, unless otherwise approved
Year 2:	\$	1,000.00	Paid in August, unless otherwise approved
Year 3:	\$	500.00	Paid in August, unless otherwise approved

In the event that the individual resigns, retires or is terminated, the individual will be responsible for reimbursing the Board for a prorated portion of the signing bonus as follows:

- ☐ Separation in months 1-3: 100% of signing bonus;
- ☐ Separation in months 4-6: 75% of signing bonus;
- ☐ Separation in months 7-9: 50% of signing bonus;
- ☐ Separation in months 10-12: 25% of signing bonus.

*Note: The signing bonus is taxable and all regular payroll taxes will be withheld.

Bus Driver Incentive (approved August 1, 2013 - November 14, 2023)

Year 1:	\$	500.00	Paid upon employment with first check
Year 2:	\$	500.00	Paid in month following 12-month anniversary

Bus Driver Incentive (approved November 14, 2023, effective 11/15/23)

Year 1:	\$	1,000.00	Paid upon employment with first check
Year 2:	\$	1,000.00	Paid in month following 12-month anniversary
Year 3:	\$	1,000.00	Paid in month following 24-month anniversary

*Note: All signing bonuses, Incentives, or Supplements are taxable and all regular payroll taxes will be withheld.

Qualified		1372.5
Days	183	
Hours/Day Years Service	7.5 Annual	
<1	21,629.23	
1 <2	21,802.26	
2 <3	21,998.48	
3 <4	22,768.43	
4 <5	22,927.81	
5 <6	23,065.37	
6 <7	23,203.77	
7 <8	23,342.99	
8 <9	23,553.08	
9 <10	23,647.29	
10+	23,784.44	
Internal Code: P1/A		

Access Facilitator		1496
Days	187	
Hours/Day Years Service	8 Annual	
<1	30,175.38	
1 <2	30,416.78	
2 <3	30,690.53	
3 <4	31,764.70	
4 <5	31,987.05	
5 <6	32,178.98	
6 <7	32,372.05	
7 <8	32,566.28	
8 <9	32,858.88	
9 <10	32,990.31	
10+	33,188.25	
Internal Code: AF		

Auxiliary Teacher - Pre-K*

Days		1496
Hours/Day Years Service	8 Annual	
Grant Rate*	23,347.00	
1 <3	23,439.96	
3 <6	23,575.46	
6 <8	23,847.27	
8+	24,305.04	
Internal Code: PO		

* Paid according to the Grant requirements; Grant Funded (PO/A) on Grant Step. This amount could change when the grant guidelines are received.

School Bookkeeper/ Secretary

EES & EPS		AMMS		EHS		1920	1920	1920
Days	240	240	240					
Hours/Day Years Service	8 Annual	8 Annual	8 Annual					
<1	33,111.63	37,149.04	40,876.44					
1 <2	33,373.65	37,432.77	41,180.19					
2 <3	33,670.78	37,754.52	41,524.65					
3 <4	34,836.73	39,017.02	42,876.27					
4 <5	35,078.08	39,278.36	43,156.05					
5 <6	35,286.39	39,503.93	43,397.55					
6 <7	35,495.96	39,730.85	43,640.49					
7 <8	35,706.78	39,959.14	43,884.89					
8 <9	36,024.87	40,304.35	44,253.46					
9 <10	36,168.97	40,465.57	44,430.47					
10+	36,378.75	40,700.27	44,688.17					
Internal Code: EB/		MB/	HB/					

School Secretary

Days		192		202		240		1496	1536	1616	1920
Hours/Day Years Service	8 Annual	8 Annual	8 Annual	8 Annual	8 Annual	8 Annual	8 Annual				
<1	24,868.95	25,533.90	26,863.79	31,917.37							
1 <2	25,067.90	25,738.17	27,078.70	32,172.71							
2 <3	25,293.51	25,969.81	27,322.40	32,462.26							
3 <4	26,178.79	26,878.75	28,278.69	33,598.44							
4 <5	26,362.04	27,066.91	28,476.64	33,833.63							
5 <6	26,520.21	27,229.31	28,647.50	34,036.63							
6 <7	26,679.33	27,392.68	28,819.38	34,240.85							
7 <8	26,839.41	27,557.04	28,992.30	34,446.30							
8 <9	27,081.24	27,805.34	29,253.54	34,756.68							
9 <10	27,189.57	27,916.56	29,370.55	34,895.70							
10+	27,347.27	28,078.48	29,540.90	35,098.10							
Internal Code: S		ES	SI	S5							

CNP Manager

	EES & EPS	AMMS	EHS			
Days	192	192	192			
Hours/Day	8	8	8	1536	1536	1536
Years Service	Annual	Annual	Annual			
<1	25,524.17	28,059.68	31,066.82			
1 <2	25,716.43	28,272.93	31,315.35			
2 <3	25,934.36	28,514.76	31,597.19			
3 <4	26,789.80	29,463.75	32,703.09			
4 <5	26,966.78	29,670.00	32,932.02			
5 <6	27,119.57	29,848.02	33,129.61			
6 <7	27,273.26	30,027.10	33,328.39			
7 <8	27,427.84	30,207.27	33,528.36			
8 <9	27,661.30	30,479.13	33,830.11			
9 <10	27,771.94	30,601.05	33,965.43			
10+	27,933.02	30,778.53	34,162.43			

Internal Code: EM/L7 MM/LM HM/LM

* \$500 Stipend for CNP workers or managers that receive Safe-Serv Certification in the year the certification is received or renewed. (To be submitted for payment by CNP Supervisor)

CNP Assistant Manager

Days	192	
Hours/Day	8	1536
Years Service	Annual	
<1	25,012.68	
1 <2	25,212.79	
2 <3	25,439.70	
3 <4	26,330.09	
4 <5	26,514.40	
5 <6	26,673.49	
6 <7	26,833.53	
7 <8	26,994.53	
8 <9	27,237.48	
9 <10	27,346.43	
10+	27,505.04	

Internal Code: L4/L8

Mental Health Services Coordinator (Exempt)

Days	202	
Hours/Day	8	1616
Years Service	Annual	
<1	49,774.90	
1 <2	50,272.65	
2 <3	50,825.65	
3 <4	52,604.55	
4 <5	53,656.64	
5 <6	54,633.19	
6 <8	54,851.72	
8+	55,180.83	

Internal Code: HS

*Grant Funded

CNP Workers

	185	185	185	185				
Days	4	6	6.5	8				
Hours/Day	4	6	6.5	8	740	1110	1202.5	1480
Years Service	Annual	Annual	Annual	Annual				
<1	12,011.51	18,017.26	19,518.70	24,023.02				
1 <2	12,107.60	18,161.40	19,674.85	24,215.20				
2 <3	12,216.57	18,324.86	19,851.93	24,433.14				
3 <4	12,644.15	18,966.23	20,546.74	25,288.30				
4 <5	12,732.66	19,098.99	20,690.57	25,465.32				
5 <6	12,809.06	19,213.58	20,814.71	25,618.11				
6 <7	12,885.91	19,328.86	20,939.60	25,771.82				
7 <8	12,963.23	19,444.84	21,065.24	25,926.45				
8 <9	13,080.03	19,620.05	21,255.05	26,160.06				
9 <10	13,132.35	19,698.53	21,340.07	26,264.70				
10+	13,208.52	19,812.78	21,463.84	26,417.04				

Internal Code: L3 L1/L6 L2/L8 L/L8

* Note: This scale is for Nurses hired 07/01/23 or later

**School Nurse State Matrix
Full Time - 187 Days**

2026-2027

Years Nursing Experience	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

Internal Code: SN/ NL NS NB NM NN

* ECS School Nurses will be paid the higher of the State Matrix or the ECS Matrix.

School Nurse (ECS Matrix)

Full Time - 187 Day Contract (8 hours per day)

Nursing Experience	LPN	RN	RN / MS
0 - 2 years	26,315	50,061	57,571
3 - 5 years	28,920	55,063	63,316
6 - 8 years	30,165	57,474	66,094
9 - 11 years	30,555	58,245	66,982
12 - 14 years	31,105	59,303	68,194
15 - 17 years	31,790	60,655	69,754
18 - 20 years	32,172	61,439	70,652
21 - 23 years	32,557	62,221	71,559
24 - 26 years	33,249	62,964	72,299
27+ Years	33,943	63,706	73,042

Internal Code: N/SS SN/SS SN/MS

* ECS School Nurses will be paid the higher of the State Matrix or the ECS Matrix.

Administrative Assistant

# of Days	240	
Hours/Day	8	
Years Service	Annual	1920
<1	50,780.09	
1 <2	51,186.33	
2 <3	51,647.00	
3 <4	53,454.65	
4 <5	53,828.83	
5 <6	54,151.81	
6 <7	54,476.72	
7 <8	54,803.58	
8 <9	55,296.81	
9 <10	55,518.00	
10+	55,840.00	

Internal Code: AS/

Facilities & Operations Technician

# of Days	240	
Hours/Day	8	
Years Service	Annual	1920
<1	30,257.28	
1 <2	30,499.34	
2 <3	30,773.83	
3 <4	31,850.92	
4 <5	32,073.87	
5 <6	32,266.32	
6 <7	32,459.91	
7 <8	32,654.67	
8 <9	32,948.57	
9 <10	33,080.36	
10+	33,272.23	

Internal Code: AC

Central Office Bookkeeper/ Secretary - Accounting

# of Days	240	
Hours/Day	8	
Years Service	Annual	1920
<1	48,801.26	
1 <2	49,191.67	
2 <3	49,634.40	
3 <4	51,371.60	
4 <5	51,731.20	
5 <6	52,041.59	
6 <7	52,353.84	
7 <8	52,667.96	
8 <9	53,141.98	
9 <10	53,354.54	
10+	53,664.00	

Internal Code: BC/

* Additional \$7,000 if Bachelor's Degree in Accounting from accredited institution and at least ten years of professional accounting experience.

Central Office Secretary

# of Days	240	
Hours/Day	8	
Years Service	Annual	1920
<1	36,264.84	
1 <2	36,554.96	
2 <3	36,883.95	
3 <4	38,174.89	
4 <5	38,442.11	
5 <6	38,672.77	
6 <7	38,904.80	
7 <8	39,138.23	
8 <9	39,490.48	
9 <10	39,648.44	
10+	39,878.40	

Internal Code: CO/

Maintenance Technician*

# of Days	240	
Hours/Day	8	
Years Service	Annual	1920
<1	45,233.93	
1 <2	45,595.80	
2 <3	46,006.16	
3 <4	47,616.38	
4 <5	47,949.69	
5 <6	48,237.39	
6 <7	48,526.81	
7 <8	48,817.97	
8 <9	49,257.57	
9 <10	49,454.60	
10+	49,741.44	

Internal Code: MT

* Additional \$4,000 if valid *Industry-recognized certificate or license* is held**Technology Tech (Exempt)**

# of Days	240	
Hours/Day	8	
Years Service	Annual	1920
<1	50,425.54	
1 <2	50,828.95	
2 <3	51,286.41	
3 <4	53,081.43	
4 <5	53,453.00	
5 <6	53,773.72	
6 <7	54,096.36	
7 <8	54,420.94	
8 <9	54,910.73	
9 <10	55,130.37	
10+	55,461.15	

Internal Code: TN/TN

Custodian (Maid/Janitor)

Days	192	192	240			
Hours/Day	4	8	8			
Years Service	Annual	Annual	Annual	768	1536	1920
<1	12,102.91	24,205.82	30,257.28			
1 <2	12,199.74	24,399.47	30,499.34			
2 <3	12,309.53	24,619.07	30,773.83			
3 <4	12,740.37	25,480.73	31,850.92			
4 <5	12,829.55	25,659.10	32,073.87			
5 <6	12,906.53	25,813.05	32,266.32			
6 <7	12,983.97	25,967.93	32,459.91			
7 <8	13,061.87	26,123.74	32,654.67			
8 <9	13,179.43	26,358.85	32,948.57			
9 <10	13,232.14	26,464.29	33,080.36			
10+	13,308.89	26,617.78	33,272.23			

Internal Code: J1/J4 J3/J8 J

**Communications Specialist
(Classified - Non-Exempt)**

# of Days	202	
Hours/Day	8	
Years Service	Annual	1616
<1	36,509.31	
1 <2	36,801.38	
2 <3	37,132.59	
3 <4	38,432.23	
4 <5	38,701.26	
5 <6	38,933.47	
6 <7	39,167.07	
7 <8	39,402.07	
8 <9	39,756.69	
9 <10	39,915.72	
10+	40,147.23	

Internal Code: AC

Career Coach (Exempt)

# of Days	202	
Hours/Day	8	
Years Service	Annual	1616
<1	51,108.12	
1 <2	51,560.40	
2 <3	52,012.69	
3 <4	52,428.79	
4+	52,953.07	

Internal Code: CR

*State Earned and Funded

PAT Coordinator* (Exempt)

# of Days 240		1920
Hours/Day Years Service	8 Annual	
<1	51,436.00	
1 <2	51,847.00	
2 <3	52,314.00	
3 <4	54,145.00	
4 <5	54,524.00	
5 <6	54,851.00	
6 <7	55,180.00	
7 <8	55,511.00	
8 <9	56,012.00	
9 <10	56,236.00	
10+	56,562.00	

*Grant Funded

YA/YA

**Parents as Teacher Parent
Educator***

2026-2027

# of Days 240		1920
Hours/Day Years	8 Annual	
<1	30,546.44	
1 <2	30,790.81	
2 <3	31,067.93	
3 <4	32,155.31	
4 <5	32,380.39	
5 <6	32,574.68	
6 <7	32,770.13	
7 <8	32,966.75	
8 <9	33,263.79	
9 <10	33,396.85	
10+	33,590.55	

*Grant Funded

PT/PT

Mechanic

# of Days 240		1920
Hours/Day Years Service	8 Annual	
<1	47,289.47	
1 <2	47,667.79	
2 <3	48,096.80	
3 <4	49,780.19	
4 <5	50,128.64	
5 <6	50,429.42	
6 <7	50,731.99	
7 <8	51,036.38	
8 <9	51,495.70	
9 <10	51,701.69	
10+	52,001.56	

Internal Code:

M/BV

Parent Liaison

# of Days 240		1920
Hours/Day Years	8 Annual	
<1	30,257.28	
1 <2	30,499.34	
2 <3	30,773.83	
3 <4	31,850.92	
4 <5	32,073.87	
5 <6	32,266.32	
6 <7	32,459.91	
7 <8	32,654.67	
8 <9	32,948.57	
9 <10	33,080.36	
10+	33,272.23	

Internal Code:

EL

Bus Driver - Full Time

# of Days	183
Hours/Day	4
Years Service	Annual
<1	18,385.50
1 <2	18,532.58
2 <3	18,699.38
3 <4	19,353.86
4 <5	19,489.33
5 <6	19,606.27
6 <7	19,723.91
7 <8	19,842.25
8 <9	20,021.04
9 <10	20,101.12
10+	20,217.71

732

Internal Code:

B1/BD

Bus Shop Assistant

# of Days	240
Hours/Day	8
Years	Annual
<1	35,680.48
1 <2	35,965.93
2 <3	36,289.63
3 <4	37,559.76
4 <5	37,822.67
5 <6	38,049.61
6 <7	38,277.91
7 <8	38,507.58
8 <9	38,854.14
9 <10	39,009.56
10+	39,235.81

1920

Internal Code:

BA

Bus Driver - Special Needs Bus

# of Days	183
Hours/Day	5
Years Service	Annual
<1	20,908.25
1 <2	21,075.52
2 <3	21,265.20
3 <4	22,009.48
4 <5	22,163.55
5 <6	22,296.53
6 <7	22,430.31
7 <8	22,564.89
8 <9	22,768.21
9 <10	22,859.28
10+	22,991.87

915

Internal Code:

B2/BD

Bus Monitor

# of Days	183
Hours/Day	5
Years	Annual
<1	14,419.49
1 <2	14,534.84
2 <3	14,665.65
3 <4	15,178.95
4 <5	15,285.21
5 <6	15,376.92
6 <7	15,469.18
7 <8	15,561.99
8 <9	15,702.05
9 <10	15,764.86
10+	15,856.30

915

Internal Code:

B3/BA



The Eufaula City Schools Board of Education does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following people have been designated to handle inquiries regarding the non-discrimination policies:

Ms. Deltonya Warren
Assistant Superintendent
333 State Docks Road
Eufaula, Alabama 36027
334.687-1100
deltonya.warren@ecsk12.org

Lisa Johnson
Special Education Coordinator
333 State Docks Road
Eufaula, Alabama 36027
334.687.1100
lisa.johnson@ecsk12.org