

**TARRANT CITY SCHOOLS
2026-2027
SALARY SCHEDULE**



**Dr. Sherlene McDonald
Superintendent**

Approved: September 8, 2026

TARRANT CITY SCHOOLS
SALARY SCHEDULE
2026-2027

PARA-PROFESSIONALS

		A-I
184 DAY		
STEP	1	23,114
STEP	2	23,575
STEP	3	24,048
STEP	4	24,529
STEP	5	25,021
STEP	6	25,520
STEP	7	26,030
STEP	8	26,551
STEP	9	27,083
STEP	10	27,625
STEP	11	28,178

		A-II
202 DAY		
STEP	1	25,376
STEP	2	25,884
STEP	3	26,402
STEP	4	26,929
STEP	5	27,469
STEP	6	28,016
STEP	7	28,577
STEP	8	29,149
STEP	9	29,733
STEP	10	30,328
STEP	11	30,935

		A-4
240 DAY		
STEP	1	27,751
STEP	2	28,551
STEP	3	29,351
STEP	4	30,150
STEP	5	30,950
STEP	6	31,749
STEP	7	32,384
STEP	8	33,032
STEP	9	33,693
STEP	10	34,368
STEP	11	35,054

* 184 day employees' first day for 2026/2027 school year is Institute Day August 5, 2026 - Last day May 28, 2027.

202 day employees' first day for 2026/2027 school year is July 27, 2026 - last day June 8, 2027.

240 day employees' first day for 2026/2027 is July 1, 2026 - last day June 30, 2027.

Actual work days are specified by calendar.

All para-professionals are non-exempt support employees and work 7.5 hours daily.

added 2%

For **OFFICE** para-professionals:

*Add \$300 for Associate Degree in Business/Accounting

*Add \$600 for Bachelors Degree in Business/Accounting

*Add \$300 for Alabama Association of School Business Officials certification
(Must maintain and verify certification to receive annual supplement)

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TARRANT CITY SCHOOLS
SALARY SCHEDULE
2026-2027

NURSING

187 DAY RN						
			RN-ASN	RN-82	RN-RM	RN-DNP
EXPERIENCE			ASSOCIATES	BACHELORS	MASTERS	DOCTORATE
0	STEP	1	45,660	51,184	53,090	57,247
1	STEP	2	45,660	51,751	53,444	57,247
2	STEP	3	45,660	52,044	53,977	57,247
3	STEP	4	50,221	54,152	58,393	62,965
4	STEP	5	50,221	54,184	58,776	62,965
5	STEP	6	50,221	54,484	59,366	62,965
6	STEP	7	52,422	56,527	60,954	65,726
7	STEP	8	52,422	56,527	61,053	65,726
8	STEP	9	52,422	56,527	61,356	65,726
9	STEP	10	54,005	58,234	62,794	67,710
10	STEP	11	54,545	58,816	63,421	68,386
11	STEP	12	55,090	59,403	64,055	69,070
12	STEP	13	55,641	59,999	64,696	69,762
13	STEP	14	56,198	60,598	65,344	70,510
14	STEP	15	56,760	61,205	65,997	71,164
15	STEP	16	57,329	61,817	66,657	71,876
16	STEP	17	57,901	62,435	67,324	72,594
17	STEP	18	58,480	63,059	67,997	73,320
18	STEP	19	59,065	63,689	68,676	74,054
19	STEP	20	59,655	64,326	69,363	74,794
20	STEP	21	60,252	64,968	70,056	75,542
21	STEP	22	60,855	65,619	70,758	76,298
22	STEP	23	61,463	66,274	71,464	77,059
23	STEP	24	62,078	66,938	72,179	77,831
24	STEP	25	62,699	67,608	72,902	78,610
25	STEP	26	63,325	68,283	73,630	79,395
26	STEP	27	63,958	68,966	74,366	80,189
27	STEP	28	64,598	69,657	75,110	80,992
28	STEP	29	65,244	70,353	75,861	81,800
29	STEP	30	65,897	71,056	76,620	82,619
30	STEP	31	66,555	71,766	77,385	83,445
31	STEP	32	67,221	72,484	78,159	84,279
32	STEP	33	67,894	73,210	78,941	85,123
33	STEP	34	68,572	73,940	79,730	85,973
34	STEP	35	69,257	74,680	80,526	86,833
35	STEP	36	69,950	75,426	81,333	87,701

187 day employees' first day for is August 5, 2026. Last day May 28, 2027.

Actual work days are specified by calendar. Nursing staff is required to attend two professional development days. Professional Development days may be substituted with the Alabama Association of School Nurses Conference. Registered Nurse is an exempt employee working 7.5 hours daily. LPN aides are non-exempt support employees and work 7.5 hours daily.

2% added

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TARRANT CITY SCHOOLS
SALARY SCHEDULE
2026-2027

SPECIAL EDUCATION BUS AIDES

SPECIAL EDUCATION		
BUS AIDES		
182 DAY		
		B5-I
STEP	1	17,414
STEP	2	17,918
STEP	3	18,445
STEP	4	18,994
STEP	5	19,577
STEP	6	20,188

182 day special education bus aides assist in the transporting of Special Education students. 180 days and must attend two professional development days. They must hold a current CDL license and an Alabama Bus Driver Certification.

182 day special education aides are non-exempt and work 5 hours daily.

2% added

Approved: September 8, 2026

NURSING 2

187 DAY LPN AIDE			
			LN-82
EXPERIENCE			BS
0	STEP	1	34,609
1	STEP	2	34,609
2	STEP	3	34,609
3	STEP	4	38,066
4	STEP	5	38,066
5	STEP	6	38,066
6	STEP	7	39,735
7	STEP	8	39,735
8	STEP	9	39,735
9	STEP	10	40,934
10	STEP	11	41,343
11	STEP	12	41,756
12	STEP	13	42,174
13	STEP	14	42,596
14	STEP	15	43,023
15	STEP	16	43,454
16	STEP	17	43,887
17	STEP	18	44,327
18	STEP	19	44,769
19	STEP	20	45,217
20	STEP	21	45,668
21	STEP	22	46,126
22	STEP	23	46,587
23	STEP	24	47,053
24	STEP	25	47,523
25	STEP	26	47,999
26	STEP	27	48,478
27	STEP	28	48,964
28	STEP	29	49,453
29	STEP	30	49,948
30	STEP	31	50,447
31	STEP	32	50,952
32	STEP	33	51,462
33	STEP	34	51,976
34	STEP	35	52,495
35	STEP	36	53,020

2% added

Approved: September 8, 2026

187 day employees' first day for is August 5, 2026. Last day May 28, 2027.

Actual work days are specified by calendar. Nursing staff is required to attend two professional development days. Professional Development days may be substituted with the Alabama Association of School Nurses Conference. Registered Nurse is an exempt employee working 7.5 hours daily. LPN aides are non-exempt support employees and work 7.5 hours daily.

TARRANT CITY SCHOOLS
SALARY SCHEDULE
2026-2027

CHILD NUTRITION PROGRAM

240 DAY CNP DIRECTOR		
		CN-II
STEP	1	54,814
STEP	2	55,524
STEP	3	56,241
STEP	4	58,252
STEP	5	60,343
STEP	6	62,519
STEP	7	64,781
STEP	8	67,133
STEP	9	69,580
STEP	10	72,123

240 COORDINATOR		
		CN-I
STEP	1	46,702
STEP	2	47,415
STEP	3	48,130
STEP	4	48,847
STEP	5	49,559
STEP	6	50,275

185 DAY WORKER		
		L-II
STEP	1	19,750
STEP	2	19,832
STEP	3	20,169
STEP	4	20,962
STEP	5	21,590
STEP	6	22,238
STEP	7	22,905
STEP	8	23,593
STEP	9	24,536
STEP	10	25,517
STEP	11	25,781
STEP	12	26,538
STEP	13	27,600

185 DAY ASST. MANAGER		
		LA-I
STEP	1	27,110
STEP	2	27,750
STEP	3	28,394
STEP	4	29,038
STEP	5	29,681
STEP	6	30,326
STEP	7	31,075
STEP	8	31,750
STEP	9	32,302
STEP	10	32,928

190 DAY MANAGER		
		LM-I
STEP	1	36,961
STEP	2	37,906
STEP	3	38,293
STEP	4	38,681
STEP	5	39,047
STEP	6	39,455
STEP	7	39,842
STEP	8	40,269
STEP	9	40,662
STEP	10	41,007

240 day coordinator and director first day for 2026/2027 school year is July 1, 2026 - last day is June 30, 2027.
190 day manager works 180 student days, two professional development days, and eight additional work days.
185 day employee works 180 student days, two professional development days, and three additional days.
Director and Coordinator designate professional development and work days.

*Add \$300 for ServSafe certification
(Must maintain and verify certification to receive annual supplement)

Coordinator is an exempt position.
Director is an exempt position.

Coordinator and director works 7.5 hours daily.
185 day worker works 6.5 hours daily.
185 day assistant manager works 7 hours daily.
190 day manager works 8 hours daily.

2% added

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TARRANT CITY SCHOOLS
SALARY SCHEDULE
2026-2027

TECHNOLOGY

240 DAY COORDINATOR		
		TC-I
STEP	1	75,882
STEP	2	78,521
STEP	3	78,904
STEP	4	79,286
STEP	5	80,050
STEP	6	80,430
STEP	7	80,815
STEP	8	81,589
STEP	9	81,970
STEP	10	82,356
STEP	11	84,528

240 DAY TECHNICIAN		
		CT-I
STEP	1	46,847
STEP	2	47,298
STEP	3	47,756
STEP	4	50,167
STEP	5	52,580
STEP	6	54,993
STEP	7	57,407
STEP	8	59,818
STEP	9	62,230
STEP	10	64,643
STEP	11	67,053
STEP	12	69,464

240 day employees' first day for 2026/2027 school year is July 1, 2026 - last day June 30, 2027.

Coordinator and Technician are exempt positions.

Coordinator and Technician work 7.5 hours daily. 2% added

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TARRANT CITY SCHOOLS

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2026-2027

FACILITIES AND MAINTENANCE

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240 DAY DIRECTOR		
		FA-I
STEP	1	57,209
STEP	2	59,783
STEP	3	62,475
STEP	4	65,286
STEP	5	68,226
STEP	6	71,294
STEP	7	74,500
STEP	8	77,853
STEP	9	81,358
STEP	10	85,018
STEP	11	88,842
STEP	12	92,842

240 DAY CUSTODIAN		
		C2-C2
STEP	1	30,563
STEP	2	31,642
STEP	3	32,804
STEP	4	34,007
STEP	5	35,229
STEP	6	36,369
STEP	7	37,552
STEP	8	38,795
STEP	9	38,795
STEP	10	40,099
STEP	11	40,099
STEP	12	41,444

2% added

240 DAY MAINTENANCE CREW		
		M-I
STEP	1	35,891
STEP	2	37,878
STEP	3	39,917
STEP	4	41,846
STEP	5	44,852
STEP	6	45,811
STEP	7	46,321
STEP	8	46,883
STEP	9	47,335
STEP	10	47,847
STEP	11	48,351
STEP	12	48,907

187 DAY CUSTODIAN		
		C3-C3
STEP	1	23,814
STEP	2	24,401
STEP	3	25,084
STEP	4	25,766
STEP	5	26,444
STEP	6	27,175
STEP	7	27,876
STEP	8	28,561
STEP	9	29,262
STEP	10	29,961
STEP	11	30,661
STEP	12	31,362

222 DAY CUSTODIAN		
		C4-C4
STEP	1	28,270
STEP	2	29,081
STEP	3	29,985
STEP	4	30,928
STEP	5	32,285
STEP	6	33,284

240 DAY MAINTENANCE CREW		
		M-II
STEP	1	33,738
STEP	2	35,603
STEP	3	37,471
STEP	4	39,198
STEP	5	41,197
STEP	6	43,064

214 DAY CUSTODIAN		
		C-CI
STEP	1	27,252
STEP	2	27,924
STEP	3	28,706
STEP	4	29,487
STEP	5	30,027
STEP	6	31,903

202 DAY CUSTODIAN		
		C-C2
STEP	1	25,724
STEP	2	26,444
STEP	3	27,918
STEP	4	28,724
STEP	5	29,616
STEP	6	30,543
STEP	7	31,504
STEP	8	32,497
STEP	9	32,497
STEP	10	33,544
STEP	11	33,544
STEP	12	34,625

222 day employees' first day for 2026/2027 school year is July 13, 2026 - last day is June 25, 2027.

222 day employees' first day for 2026/2027 school year is July 13, 2026 - last day is June 25, 2027.

202 day employees' first day for 2026/2027 school year is July 27, 2026 - last day June 8, 2027.

187 day employees' first day for 2026/2027 is August 5, 2026- last day May 28, 2027.

Director is an exempt position.

240 day, 222 day, 202 day, and 187 day positions work 8 hours daily.

TARRANT CITY SCHOOLS
SALARY SCHEDULE
2026-2027

Tarrant Board of Education

Supplements for Maintenance Workers or Professional Staff

Where Certification Is Specifically Related to Job Responsibilities.

TYPE OF CERTIFICATION	AMOUNT OF SUPPLEMENT
Journeyman or Master Plumber's and/or Gasfitter's card issued by the Alabama Licensing Board or a municipality within the State of Alabama	Journeyman: \$4,500.00 Master or Contractor: \$5,000.00
Journeyman or Master Electrician's card issued by the Alabama Licensing Board or municipality within the State of Alabama	Journeyman: \$4,500.00 Master or Contractor: \$5,000.00
EPA Section 608, Type I and Type II <u>or</u> universal certification, allowing refrigerant purchase	\$6,000.00
Certified Refrigeration Technician card issued by the Alabama Licensing Board of Heating, A/C, and Refrigeration Contractors	\$6,000.00
HVAC Contractor's License issued by the Alabama Licensing Board	\$5,000.00
A General Contractor's License issued by the Alabama Licensing Board	\$5,000.00

A supplement in the amount shown in the above table may be paid per year, per certification for maintenance workers who hold one or more certifications directly related to the type of work required by their job. Supplements may be paid for up to two (2) certifications. All employees seeking supplement payments must have proof of a minimum of three (3) years or 6,000 hours of hands on experience in each field of certification. Such masters or contractors cards are available for electricians and plumbers. Master and contractor shall be considered synonymous for the classification of electrician and plumber. It is the responsibility of the employee to keep the status of all certifications up-to-date. The maximum any one employee may obtain annually from supplements is \$10,000.00. All supplement payments are subject to all applicable local, state, and federal taxes, as well as retirement, FICA, and other normal deductions.

Certifications not recognized under this supplement program include, but are not limited to the trades of carpentry, masonry, concrete finishing, ceiling installer, painter, sheet metal mechanic, roofer, equipment operator, automotive mechanic, asbestos worker, flooring installer, and similar occupations. No supplement shall be paid solely because an employee has obtained or holds a commercial drivers (CDL) license. No supplement shall be paid for certifications required by the Federal Government or the State Department of Education, such as asbestos inspector, capital planner, or facilities and enumeration inspector. Custodial and Janitorial employees are not eligible for supplement payments under this program.

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TARRANT CITY SCHOOLS
SALARY SCHEDULE
2026-2027

CENTRAL OFFICE STAFF

ACCOUNTANT/PAYROLL OFFICER			
			PR-I
STEP	1		50,713
STEP	2		52,228
STEP	3		53,742
STEP	4		55,256
STEP	5		57,550
STEP	6		59,844
STEP	7		62,139
STEP	8		64,431
STEP	9		66,726
STEP	10		69,019
STEP	11		71,315
STEP	12		73,607
STEP	13		76,552
STEP	14		79,613
STEP	15		82,799

ACCOUNTS PAYABLE CLERK/ PAYROLL CLERK			
			AP-I
STEP	1		32,019
STEP	2		32,703
STEP	3		33,389
STEP	4		37,961
STEP	5		39,998
STEP	6		42,032
STEP	7		44,068
STEP	8		46,103
STEP	9		48,139
STEP	10		50,174
STEP	11		52,211
STEP	12		54,246
STEP	13		56,416
STEP	14		58,672
STEP	15		61,019

LOCAL SCHOOL

REGISTRAR / BOOKKEEPER			
			S-II
STEP	1		35,534
STEP	2		36,245
STEP	3		36,970
STEP	4		37,710
STEP	5		38,462
STEP	6		39,230
STEP	7		40,017
STEP	8		40,816
STEP	9		41,632
STEP	10		42,466
STEP	11-12		43,315
STEP	13-14		44,180
STEP	15-16		45,065
STEP	17-18		46,868
STEP	19-20		48,743
STEP	21-22		50,691
STEP	23-24		52,720

HIGH SCHOOL BOOKKEEPER			
			S-HS
STEP	1		36,790
STEP	2		37,528
STEP	3		38,278
STEP	4		39,044
STEP	5		39,826
STEP	6		40,622
STEP	7		41,434
STEP	8		42,263
STEP	9		43,108
STEP	10		43,969
STEP	11-12		44,847
STEP	13-14		45,746
STEP	15-16		46,661
STEP	17-18		48,529
STEP	19-20		50,469
STEP	21-22		52,487
STEP	23-24		54,587

Financial staff works 7.5 hours daily.

*Add \$300 for Associates Degree in Business/Accounting

2% added

*Add \$600 for Bachelors Degree in Business/Accounting

*Add \$300 for each Alabama Association of School Business Officials certification

(Must maintain and verify certification to receive annual supplement)

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TARRANT CITY SCHOOLS
SALARY SCHEDULE
2026-2027

EXECUTIVE SECRETARY, CENTRAL OFFICE SECRETARY, JOB COACH

240 DAY EXECUTIVE SECRETARY / OFFICE MANAGER		
		EX-I
STEP	1	54,432
STEP	2	55,946
STEP	3	57,462
STEP	4	58,975
STEP	5	60,490
STEP	6	62,005
STEP	7	63,519
STEP	8	65,034
STEP	9	66,726
STEP	10	69,019
STEP	11	71,315
STEP	12	73,607

240 DAY ADMINISTRATIVE SECRETARY CENTRAL OFFICE		
		CS-CO
STEP	1	32,019
STEP	2	32,703
STEP	3	33,389
STEP	4	34,085
STEP	5	34,798
STEP	6	35,527
STEP	7	36,267
STEP	8	37,026
STEP	9	37,798
STEP	10	38,590
STEP	11	39,398
STEP	12	40,221

GRANDFATHERED IF HIRED BY 6/30/2013 240 DAY ADMINISTRATIVE SECRETARY CENTRAL OFFICE		
		CS-I
STEP	1	32,019
STEP	2	32,703
STEP	3	33,389
STEP	4	37,961
STEP	5	39,792
STEP	6	41,624
STEP	7	43,454
STEP	8	45,277
STEP	9	47,108
STEP	10	48,886
STEP	11	50,766
STEP	12	52,594

240 DAY JOB COACH		
		JC-JC
STEP	1	33,055
STEP	2	33,596
STEP	3	34,132
STEP	4	34,672
STEP	5	35,213
STEP	6	35,751
STEP	7	36,290
STEP	8	36,828
STEP	9	37,370
STEP	10-11	38,867
STEP	12-13	40,420
STEP	14-15	42,036
STEP	16-17	43,717

240 Day employees' first day for 2026/2027 school year is July 1, 2026 - last day June 30, 2027.

Executive Secretary, Admin. Secretary, & Job Coach are non-exempt positions.

Exec. Secretary, Admin. Secretary, & Job Coach work 7.5 hours daily.

2% added

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TARRANT CITY SCHOOLS

SALARY SCHEDULE

2026-2027

CERTIFIED STAFF / ADMINISTRATORS

240 DAY CENTRAL OFFICE ADMINISTRATIVE ASSISTANT			
			AA-I
STEP	1		92,797
STEP	2		95,112
STEP	3		97,434
STEP	4		99,755
STEP	5		102,078
STEP	6		104,395
STEP	7		106,713
STEP	8		109,033
STEP	9		111,353
STEP	10		113,675
STEP	11		115,998
240 DAY HIGH SCHOOL PRINCIPAL			
			P-PH
STEP	1		91,972
STEP	2		94,291
STEP	3		96,609
STEP	4		98,935
STEP	5		101,249
STEP	6		103,571
STEP	7		105,890
STEP	8		108,209
STEP	9		110,375
STEP	10		112,852
STEP	11		115,170
240 DAY ADMINISTRATOR			
			P-AP
STEP	1		82,122
STEP	2		83,514
STEP	3		84,906
STEP	4		86,301
STEP	5		87,692
STEP	6		89,083
STEP	7		90,475
STEP	8		91,874
STEP	9		93,261
STEP	10		94,651
STEP	11		96,041

240 Day employees' first day for 2026/2027 school year is
July 1, 2026 - Last Day June 30, 2027.

222 Day employees' first day for 2026/2027 school year is
July 13, 2026- Last Day June 25, 2027.

*Add \$3,400 for 6 Year Degree - *Add \$4,500 for Doctorate Degree

240 DAY SCHOOL PRINCIPAL ELEMENTARY / INTERMEDIATE			
			P-PI
STEP	1		85,836
STEP	2		88,157
STEP	3		90,475
STEP	4		92,796
STEP	5		95,117
STEP	6		97,434
STEP	7		99,754
STEP	8		102,079
STEP	9		104,395
STEP	10		106,713
STEP	11		109,033
STEP	12		111,352
STEP	13		112,852
STEP	14		113,577
STEP	15		115,849
222 DAY ASSISTANT PRINCIPAL			
P	PI		P-HA
STEP	1		75,963
STEP	2		77,250
STEP	3		78,538
STEP	4		79,827
STEP	5		81,113
STEP	6		82,401
STEP	7		83,690
STEP	8		84,984
STEP	9		86,265
STEP	10		87,551
STEP	11		88,839
240 DAY ADMINISTRATOR			
STEP			P-PM
STEP	1		88,156
STEP	2		90,477
STEP	3		92,797
STEP	4		95,112
STEP	5		97,434
STEP	6		99,755
STEP	7		102,078
STEP	8		104,395
STEP	9		106,713
STEP	10		109,033
STEP	11		111,352

Approved: September 8, 2026

2% added

TARRANT CITY SCHOOLS
SALARY SCHEDULE
2026-2027

CERTIFIED STAFF / TEACHERS - 187 DAYS

BACHELORS			MASTERS			6 YEAR			DOCTORATE		
		T-II			T-I			T-AA			T-DO
EXPERIENCE	STEP	SALARY	EXPERIENCE	STEP	SALARY	EXPERIENCE	STEP	SALARY	EXPERIENCE	STEP	SALARY
0	1	48,552	0	1	52,913	0	1	57,055	0	1	61,195
1	2	48,552	1	2	53,006	1	2	57,306	1	2	63,187
2	3	50,608	2	3	58,199	2	3	62,753	2	3	67,313
3	4	51,143	3	4	58,292	3	4	62,848	3	4	67,619
4	5	51,711	4	5	58,792	4	5	62,944	4	5	67,928
5	6	52,827	5	6	60,749	5	6	64,237	5	6	70,258
6	7	53,847	6	7	61,132	6	7	65,806	6	7	70,574
7	8	54,142	7	8	61,431	7	8	65,903	7	8	70,889
8	9	54,964	8	9	62,323	8	9	67,021	8	9	71,887
9	10	56,095	9	10	63,519	9	10	67,758	9	10	72,889
10	11	56,925	10	11	64,427	10	11	68,700	10	11	73,896
11	12	57,233	11	12	64,735	11	12	68,886	11	12	74,588
12	13	57,819	12	13	65,354	12	13	70,056	12	13	74,913
13	14	58,670	13	14	66,273	13	14	71,146	13	14	75,939
14	15	58,983	14	15	66,586	14	15	71,789	14	15	76,283
15	16	60,730	15	16	69,653	15	16	75,123	15	16	80,555
16	17	61,292	16	17	70,297	16	17	75,818	16	17	81,300
17	18	61,292	17	18	70,297	17	18	75,818	17	18	81,300
18	19	61,292	18	19	70,297	18	19	75,818	18	19	81,300
19	20	61,855	19	20	70,942	19	20	76,514	19	20	82,046
20	21	61,855	20	21	70,942	20	21	76,514	20	21	82,046
21	22	61,855	21	22	70,942	21	22	76,514	21	22	82,046
22	23	62,980	22	23	72,232	22	23	77,906	22	23	83,537
23	24	63,183	23	24	72,232	23	24	77,906	23	24	83,537
24	25	64,066	24	25	73,675	24	25	79,464	24	25	85,209
25	26	64,638	25	26	74,333	25	26	80,172	25	26	85,970
26	27	65,096	26	27	74,859	26	27	80,739	26	27	86,577
27	28	65,932	27	28	75,822	27	28	81,775	27	28	87,689
28	29	66,515	28	29	76,492	28	29	82,500	28	29	88,466
29	30	67,099	29	30	77,162	29	30	83,223	29	30	89,242
30	31	67,739	30	31	77,897	30	31	84,016	30	31	90,092
31	32	68,419	31	32	78,678	31	32	84,857	31	32	90,992
32	33	69,102	32	33	79,465	32	33	85,707	32	33	91,903
33	34	70,016	33	34	80,518	33	34	86,842	33	34	93,121
34	35	70,599	34	35	81,189	34	35	87,565	34	35	93,897
35	36	71,183	35	36	81,860	35	36	88,288	35	36	94,673

Annual shown above is based on 187 day, nine month contract.

187 Day employees' first day for 2026/2027 school year is August 5, 2026 - last day May 28, 2027.

Actual work days are specified by the school calendar.

All certified staff salary annualized and equally divided by twelve (12).

2% added

Nine month teacher is an exempt position.

Teacher schedule includes: Librarians, Counselors, Band Directors, and Teachers.

Approved: September 8, 2026

TARRANT CITY SCHOOLS
SALARY SCHEDULE
2026-2027

187 DAY NON-DEGREE

NON-DEGREE		
EXPERIENCE	STEP	SALARY
0	1	48,552
1	2	48,552
2	3	50,608
3	4	51,143
4	5	51,711
5	6	52,827
6	7	53,847
7	8	54,142
8	9	54,964
9	10	56,095
10	11	56,925
11	12	57,233
12	13	57,819
13	14	58,670
14	15	58,983
15	16	60,730
16	17	61,292
17	18	61,292
18	19	61,292
19	20	61,855
20	21	61,855
21	22	61,855
22	23	62,980
23	24	63,183
24	25	64,066
25	26	64,638
26	27	65,096
27	28	65,932
28	29	66,515
29	30	67,099
30	31	67,739
31	32	68,419
32	33	69,102
33	34	70,016
34	35	70,599
35	36	71,183

Annual shown above is based on 187 day, nine month contract.

2% added

187 day employees' first day for 2026/2025 school year is August 5, 2026- May 28, 2027

Actual work days are specified by the school calendar.

This is an exempt position.

Approved: September 8, 2026

TARRANT CITY SCHOOLS
SALARY SCHEDULE
2026-2027

CAREER COACH

CAREER COACH BACHELORS		
		CC-II (202-days)
EXPERIENCE	STEP	SALARY
0	1	46,012
1	2	46,102
2	3	50,608
3	4	51,143
4	5	51,711
5	6	52,827
6	7	53,847
7	8	54,142
8	9	54,440
9	10	55,037

CAREER COACH MASTERS		
		CC-I (202-days)
EXPERIENCE	STEP	SALARY
0	1	49,702
1	2	49,799
2	3	54,668
3	4	55,246
4	5	55,857
5	6	57,063
6	7	58,163
7	8	58,484
8	9	58,806
9	10	59,452

2% added

Annual shown above is based on 202 day, ten month contract.

202 Day employees' first day for 2026/2027 school year is July 27, 2026 - last day June 8, 2027.

Actual work days are specified by the school calendar.

Career Coach is an exempt position.

pproved: September 8, 2026

TARRANT CITY SCHOOLS
SALARY SCHEDULE
2026-2027

CERTIFIED STAFF / TEACHERS - 202 DAYS

Approved: September 8, 2026

BACHELORS			MASTERS			6 YEAR			DOCTORATE		
		V-II			V-I			V-AA			V-DO
EXPERIENCE	STEP	SALARY	EXPERIENCE	STEP	SALARY	EXPERIENCE	STEP	SALARY	EXPERIENCE	STEP	SALARY
0	1	52,446	0	1	57,157	0	1	61,631	0	1	66,104
1	2	52,446	1	2	57,258	1	2	61,902	1	2	68,255
2	3	54,668	2	3	62,868	2	3	67,787	2	3	72,713
3	4	55,244	3	4	62,968	3	4	67,890	3	4	73,042
4	5	55,859	4	5	63,508	4	5	67,993	4	5	73,377
5	6	57,062	5	6	65,622	5	6	69,389	5	6	75,893
6	7	58,166	6	7	66,036	6	7	71,085	6	7	76,235
7	8	58,485	7	8	66,358	7	8	71,190	7	8	76,574
8	9	59,372	8	9	67,322	8	9	72,398	8	9	77,653
9	10	60,595	9	10	68,614	9	10	73,192	9	10	78,736
10	11	61,492	10	11	69,595	10	11	74,210	10	11	79,823
11	12	61,824	11	12	69,928	11	12	74,411	11	12	80,570
12	13	62,457	12	13	70,597	12	13	75,675	12	13	80,922
13	14	63,376	13	14	71,590	13	14	76,853	13	14	82,030
14	15	63,713	14	15	71,926	14	15	77,548	14	15	82,402
15	16	65,601	15	16	75,240	15	16	81,149	15	16	87,015
16	17	66,208	16	17	75,937	16	17	81,900	16	17	87,821
17	18	66,208	17	18	75,937	17	18	81,900	17	18	87,821
18	19	66,208	18	19	75,937	18	19	81,900	18	19	87,821
19	20	66,816	19	20	76,632	19	20	82,652	19	20	88,627
20	21	66,816	20	21	76,632	20	21	82,652	20	21	88,627
21	22	66,816	21	22	76,632	21	22	82,652	21	22	88,627
22	23	68,031	22	23	78,026	22	23	84,154	22	23	90,237
23	24	68,250	23	24	78,026	23	24	84,154	23	24	90,237
24	25	69,205	24	25	79,584	24	25	85,838	24	25	92,044
25	26	69,823	25	26	80,295	25	26	86,603	25	26	92,865
26	27	70,319	26	27	80,864	26	27	87,215	26	27	93,522
27	28	71,220	27	28	81,903	27	28	88,335	27	28	94,723
28	29	71,850	28	29	82,628	28	29	89,117	28	29	95,562
29	30	72,481	29	30	83,351	29	30	89,899	29	30	96,400
30	31	73,173	30	31	84,146	30	31	90,756	30	31	97,318
31	32	73,907	31	32	84,989	31	32	91,663	31	32	98,291
32	33	74,646	32	33	85,839	32	33	92,581	32	33	99,275
33	34	75,632	33	34	86,976	33	34	93,808	33	34	100,590
34	35	76,262	34	35	87,701	34	35	94,590	34	35	101,429
35	36	76,893	35	36	88,426	35	36	95,370	35	36	102,267

Annual shown above is based on 202 day, ten month contract.

202-Math Coach first day for 2026/2027 school year is August 3, 2026 - last day June 17, 2027.

202 Teachers (CTE Teachers & Psychometrist) first day for 2026/2027 school year is July 27, 2026 - last day June 8, 2027.

Actual work days are specified by the school calendar.

All certified staff salary annualized and equally divided by twelve (12).

2% added

Ten month teacher is an exempt position.

Teacher schedule includes: Administrative Assistants, Teachers, Librarians, Counselors, and Band Directors.

TARRANT CITY SCHOOLS
SALARY SCHEDULE
2026-2027

CERTIFIED STAFF / TEACHERS/ COUNSELORS- 222 DAYS

BACHELORS			MASTERS			6 YEAR			DOCTORATE		
		CR-II			CR-I			CR-AA			CR-DO
EXPERIENCE	STEP	SALARY	EXPERIENCE	STEP	SALARY	EXPERIENCE	STEP	SALARY	EXPERIENCE	STEP	SALARY
0	1	57,639	0	1	62,816	0	1	67,733	0	1	72,648
1	2	57,639	1	2	62,927	1	2	68,031	1	2	75,013
2	3	60,080	2	3	69,092	2	3	74,499	2	3	79,912
3	4	60,716	3	4	69,202	3	4	74,612	3	4	80,275
4	5	61,390	4	5	69,796	4	5	74,725	4	5	80,641
5	6	62,714	5	6	72,119	5	6	76,259	5	6	83,406
6	7	63,925	6	7	72,574	6	7	78,123	6	7	83,783
7	8	64,274	7	8	72,928	7	8	78,238	7	8	84,157
8	9	65,250	8	9	73,988	8	9	79,566	8	9	85,341
9	10	66,595	9	10	75,409	9	10	80,439	9	10	86,532
10	11	67,580	10	11	76,486	10	11	81,558	10	11	87,726
11	12	67,945	11	12	76,852	11	12	81,780	11	12	88,547
12	13	68,641	12	13	77,587	12	13	83,168	12	13	88,934
13	14	69,650	13	14	78,678	13	14	84,462	13	14	90,152
14	15	70,022	14	15	79,048	14	15	85,225	14	15	90,561
15	16	72,097	15	16	82,689	15	16	89,184	15	16	95,631
16	17	72,764	16	17	83,455	16	17	90,009	16	17	96,516
17	18	72,764	17	18	83,455	17	18	90,009	17	18	96,516
18	19	72,764	18	19	83,455	18	19	90,009	18	19	96,516
19	20	73,432	19	20	84,219	19	20	90,835	19	20	97,402
20	21	73,432	20	21	84,219	20	21	90,835	20	21	97,402
21	22	73,432	21	22	84,219	21	22	90,835	21	22	97,402
22	23	74,767	22	23	85,751	22	23	92,486	22	23	99,173
23	24	75,008	23	24	85,751	23	24	92,486	23	24	99,173
24	25	76,056	24	25	87,464	24	25	94,337	24	25	101,156
25	26	76,736	25	26	88,245	25	26	95,177	25	26	102,060
26	27	77,280	26	27	88,870	26	27	95,850	26	27	102,781
27	28	78,273	27	28	90,012	27	28	97,081	27	28	104,101
28	29	78,964	28	29	90,809	28	29	97,940	28	29	105,023
29	30	79,657	29	30	91,604	29	30	98,799	29	30	105,944
30	31	80,418	30	31	92,477	30	31	99,742	30	31	106,953
31	32	81,225	31	32	93,404	31	32	100,739	31	32	108,023
32	33	82,036	32	33	94,338	32	33	101,747	32	33	109,103
33	34	83,121	33	34	95,587	33	34	103,097	33	34	110,550
34	35	83,813	34	35	96,385	34	35	103,954	34	35	111,472
35	36	84,506	35	35	97,182	35	36	104,813	35	36	112,393

Annual shown above is based on 222 day, ELEVEN month contract.

Actual work days are specified by the school calendar.

All certified staff salary annualized and equally divided by twelve (12).

2% added

Eleven month teacher is an exempt position.

222 day employees' first day for 2026/2027 school year is July 13, 2026 - last day June 25, 2027.

Teacher schedule includes: Administrative Assistants, Teachers, Librarians, Counselors, and Band Directors.

Approved: September 8, 2026

TARRANT CITY SCHOOLS
SALARY SCHEDULE
2026-2027

CERTIFIED STAFF / TEACHERS - 240 DAYS

BACHELORS			MASTERS		
		Y-I			Y-II
EXPERIENCE	STEP	SALARY	EXPERIENCE	STEP	SALARY
0	1	62,313	0	1	67,910
1	2	62,313	1	2	68,030
2	3	64,952	2	3	74,694
3	4	65,638	3	4	74,813
4	5	66,367	4	5	75,455
5	6	67,798	5	6	77,967
6	7	69,108	6	7	78,458
7	8	69,486	7	8	78,841
8	9	70,541	8	9	79,986
9	10	71,994	9	10	81,522
10	11	73,060	10	11	82,686
11	12	73,454	11	12	83,083
12	13	74,206	12	13	83,878
13	14	75,297	13	14	85,057
14	15	75,699	14	15	85,458
15	16	77,942	15	16	89,394
16	17	78,663	16	17	90,222
17	18	78,663	17	18	90,222
18	19	78,663	18	19	90,222
19	20	79,386	19	20	91,048
20	21	79,386	20	21	91,048
21	22	79,386	21	22	91,048
22	23	80,830	22	23	92,704
23	24	81,090	23	24	92,704
24	25	82,223	24	25	94,556
25	26	82,937	25	26	95,400
26	27	83,547	26	27	96,076
27	28	84,619	27	28	97,311
28	29	85,367	28	29	98,172
29	30	86,116	29	30	99,032
30	31	86,939	30	31	99,976
31	32	87,810	31	32	100,977
32	33	88,687	32	33	101,987
33	34	89,860	33	34	103,338
34	35	90,609	34	35	104,199
35	36	91,358	35	36	105,061

2% added

Annual shown above is based on 240 day, twelve month contract.

240 day employees' first day for 2026/2027 school year is July 1, 2026 - last day June 30, 2027.

All certified staff salary annualized and equally divided by twelve (12).

Twelve month teacher is an exempt position.

Teacher schedule includes: Administrative Assistants, Teachers, Librarians, Counselors, and Band Directors.

Approved: September 8, 2026

TARRANT CITY SCHOOLS
SALARY SCHEDULE
2026-2027

CERTIFIED STAFF / TEACHERS - 189 DAYS

TEAMS

		BACHELORS	MASTERS	6 YEAR	DOCTORATE	Hard to Staff
		TM-II	TM-I	TM-AA	TM-DO	School Supplement
EXPERIENCE	STEP	SALARY	SALARY	SALARY	SALARY	
0	1	51,532	58,431	62,573	66,714	5,000
1	2	55,164	63,438	68,403	73,371	5,000
2	3	58,112	66,825	72,075	77,285	5,000
3	4	59,811	68,782	74,185	79,548	5,000
4	5	61,557	70,790	76,349	81,869	5,000
5	6	63,348	72,849	78,571	84,252	5,000
6	7	65,188	74,963	80,853	86,697	5,000
7	8	67,075	77,135	83,193	89,208	5,000
8	9	68,416	78,675	84,857	90,993	5,000
9	10	69,784	80,250	86,554	92,813	5,000
10	11	70,829	81,455	87,851	94,204	5,000
11	12	71,892	82,677	89,170	95,616	5,000
12-14	13-15	72,971	83,917	90,506	97,051	5,000
15-17	16-18	74,069	85,181	91,871	98,513	5,000
18-20	19-21	75,192	86,470	93,261	100,004	5,000
21-23	22-24	76,335	87,787	94,680	101,526	5,000
24-26	25-27	77,501	89,126	96,126	103,078	5,000
27+	28	78,691	90,496	97,602	104,660	5,000

2% added

Annual shown above is based on 189 day, NINE month contract.
189 day employees' first day for 2026/2027 school year is August 5, 2026 .
All certified staff salary annualized and equally divided by twelve (12).
Nine month teacher is an exempt position.

Teacher schedule includes: Administrative Assistants, Teachers, Librarians, Counselors and Band Directors.

Approved: September 8, 2026

ATHLETIC COACHING SUI

Steps	Position	Head Football	Assistant Football	Head Volleyball	Cheeleader	Assistant Cheerleader	Head Basketball	Assistant Basketball
0-2	SR. High	\$4,000	\$3,255	\$1,194	\$1,500	\$651	\$3,170	\$1,585
	Middle & JR. Varsity	\$3,255	\$1,000	\$750	\$814	\$651	\$1,300	\$651
3-5	SR. High	\$4,500	\$3,472	\$1,500	\$1,750	\$705	\$3,500	\$1,694
	Middle & JR. Varsity	\$3,472	\$1,000	\$850	\$900	\$705	\$1,500	\$760
6-8	SR. High	\$5,000	\$3,689	\$1,750	\$2,000	\$760	\$4,000	\$1,802
	Middle & JR. Varsity	\$3,689	\$1,250	\$977	\$1,000	\$760	\$1,650	\$868
9-11	SR. High	\$5,500	\$3,906	\$1,850	\$2,250	\$814	\$4,500	\$2,000
	Middle & JR. Varsity	\$3,906	\$1,500	\$1,050	\$1,100	\$814	\$1,750	\$977
12+	SR. High	\$6,500	\$4,340	\$2,000	\$2,500	\$922	\$5,000	\$2,500
	Middle & JR. Varsity	\$4,340	\$1,750	\$1,200	\$1,200	\$922	\$2,000	\$1,500

WINNING SEASON INC

Coach Classification

Head Coach
Assistant Coach

Incentive

\$1,000
\$500

Incentive Guidelines

A winning season is awarded based on the team's overall season record. Forfeited games are not included when calculating the season record. If an incentive is paid and the governing athletic association later requires game to be forfeited because of rules vilations, the coach must repay the incentive to the Board.

Approve: July 13, 2026

PPLEMENTS

Outdoor Track	Head Baseball	Assistant Baseball	Head Softball	Assistant Softball	Soccer	Assistant Soccer
\$760	\$1,736	\$868	\$1,736	\$868	\$1,200	\$651
-	\$1,000	\$651	\$1,000	\$651	-	-
\$814	\$2,000	\$922	\$2,000	\$922	\$1,400	\$705
-	\$1,100	\$705	\$1,100	\$705	-	-
\$868	\$2,200	\$977	\$2,200	\$977	\$1,600	\$760
-	\$1,200	\$760	\$1,200	\$760	-	-
\$922	\$2,500	\$1,031	\$2,500	\$1,031	\$1,900	\$814
-	\$1,300	\$814	\$1,300	\$814	-	-
\$977	\$2,800	\$1,085	\$2,800	\$1,085	\$2,200	\$922
-	\$1,400	\$922	\$1,400	\$922	-	-

CENTIVE

TARRANT CITY SCHOOLS
SALARY SCHEDULE
2026-2027

Years Experience	0-2	3-5	6-8	9-11	12+
Band Director (BD-BD)	\$4,500	4,800	5,100	5,400	5,700
Asst. Band Director	\$2,250	2,400	2,550	2,700	2,850

MISCELLANEOUS SUPPLEMENTS		
DANCELINE/COLOR GUARD	(ES-I-2)	\$1,442
YEARBOOK SPONSOR	(ES-I-4)	898
DRAMA	(ES-EC-1)	1,200
ASST. DRAMA	(ES-II-0)	800
TRANSPORTATION SUPERVISOR		10,000
ATHLETIC TRAINER		1,000
EXTRA CURRICULAR ACADEMIC		1,200
EXTRA CURRICULAR/ATHLETIC BUS TRIPS OUTSIDE REGULAR WORKDAY		\$25.00/hour minimum of 3 hours
OTHER CERTIFICATIONS WHICH MAY BE APPROVED & RECOGNIZED BY THE TARRANT BOE		4,500.00 or other amount as set by the Tarrant BOE
OTHER NON CERTIFICATIONS WHICH MAY BE APPROVED BY THE TARRANT BOE		2,250
TUTORING AND ALL SUMMER PROGRAMS PAY FOR CERTIFIED TEACHERS		\$30/hour
STIPEND FOR CERTIFIED TEACHER		\$150/DAY
***Unless otherwise specified by grant		

Certified teachers who are employed to fill a temporary vacancy lasting 20 consecutive days due to a teacher's leave of absence will receive the extended substitute rate of pay which equals Bachelor's step one daily rate. This rule applies per vacancy. This rate will begin upon the 21st day worked and continue until a break in service (i.e., a day is missed - for any reason other than authorized by the Board). A break in service will require the substitute's pay to be reverted back to the substitute compensation of \$87.75 per day until 21 or more consecutive days are worked again.

The Tarrant City Schools is an equal opportunity employer. It is the policy of the Tarrant City Schools that applicants for positions will be selected on the basis of qualifications, merit and professional ability. No person shall be denied employment, reemployment, advancement, or evaluated, nor shall be subjected to discrimination in any program or activity, 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.

Approved: September 8, 2026

AHSAA Sanctione

ATHLETIC PLAYOFF

Sport	Supplement
Baseball	\$500 Per Round
Basketball	\$625 Per Round
Football	\$750 Per Round
Outdoor Track	\$250 or \$500
Soccer	\$300 Per Round
Softball	\$325 Per Round
Volleyball	\$250 Per Round

Coaches and sponsors will only receive the extra work supplement for the

Board paid varsity assistant coaches, varsity cheerleading sponsor, band and the head coach incentive for the extra work. Basketball cheerleading can be paid by the Director of Athletics at the Central Office. Incentives will be paid out in March; and spring sports - typically in June.

Approved: July 13, 2026

Band Championship Playoffs

• SUPPLEMENT SCHEDULE

Details
Maximum of 5 total playoff rounds including the state championship
Supplement to start at the regional tournament. Maximum of 4 total rounds including the state championship
Maximum of 5 total playoff rounds including the state championship
\$250 for one or more state qualifier(s) or \$500 for a team state qualifier
Supplement to start at round of 32 teams. Maximum of 5 total rounds including the state championship
Supplement to start at the regional tournament (max 3 regional tournament games and max 4 state tournament games)
Supplement to start at the regional tournament. Maximum of 7 total rounds including the state Championship

• playoff games they participate in and attend.

Director, assistant band director, and color guard/dance sponsor would receive 25% of receive a max of one incentive for basketball per round. All incentives will be verified at 3 times per year: fall sports- typically in December; winter sports - typically in