



2025~2026  
Salary Schedules

# Fort Payne City Schools

## Salary Schedules

### 2025-2026

Teachers
TEAMS Teacher
Pre-K Auxillary Teacher
School Nurse Salary
Special Ed Bus Aide
Special Ed Nurse Bus Aide
Assistant CSFO
Assistant Superintendent/Special Education Supervisor
Bus Driver
Central Office Administrative Assistant
Child Nutrition Assistant Manager
Child Nutrition Manager/Lead CNP Manager
Child Nutrition Worker
Clerical Aide - Part Time
Computer Aide
Computer Tech
Custodian
Elementary Secretary/Bookkeeper
High School Bookkeeper / Account Payable Bookkeeper / Receptionist / SPED Secretary
Instructional Aide
Maintenance Assistant
Maintenance Supervisor
Mechanic
Mechanics Assistant
Middle School Secretary/Bookkeeper
Network Administrator / 1-1 Coordinator
School Secretary Translator / Clerical Aide
Special Education Aide
Superintendents Secretary/System-wide Bookkeeper/ Payroll Clerk/Asst System-wide Bookkeeper
Transportation/CNP Secretary/Bookkeeper
Vocational Rehabilitation Job Coach
Additional Contract - BS Degree
Additional Contract - Masters Degree
Additional Contract - 6Y Degree
Office Personnel Supplements
Pay Raise History



## Teacher Salary Matrix, FY2026 ETF - Source: Act 2023-379

In allocating the funds in the Foundation Program, the State Board of Education shall allot funds based on the rates established as follows:

The Foundation Program shall use the following salary matrix to determine the cost of instructional salaries, based on 187 contract days, and any part-time contract shall conform to the pro-rata share of the following matrix:

Years Experience	FY26	Daily Rate	Years Experience	FY26	Daily Rate
CP/B	BS		CP/A	MS	
0	\$47,600	\$254.55	0	\$51,875	\$277.41
1	\$47,600	\$254.55	1	\$51,875	\$277.41
2	\$47,600	\$254.55	2	\$51,875	\$277.41
3	\$49,616	\$265.33	3	\$57,058	\$305.12
4	\$49,616	\$265.33	4	\$57,058	\$305.12
5	\$49,616	\$265.33	5	\$57,058	\$305.12
6	\$51,792	\$276.96	6	\$59,558	\$318.49
7	\$51,792	\$276.96	7	\$59,558	\$318.49
8	\$51,792	\$276.96	8	\$59,558	\$318.49
9	\$53,355	\$285.32	9	\$61,358	\$328.12
10	\$53,888	\$288.17	10	\$61,971	\$331.40
11	\$54,428	\$291.06	11	\$62,591	\$334.71
12	\$54,972	\$293.97	12	\$63,217	\$338.06
13	\$55,522	\$296.91	13	\$63,848	\$341.43
14	\$56,077	\$299.87	14	\$64,487	\$344.85
15	\$56,638	\$302.87	15	\$65,133	\$348.30
16	\$57,204	\$305.90	16	\$65,783	\$351.78
17	\$57,776	\$308.96	17	\$66,441	\$355.30
18	\$58,354	\$312.05	18	\$67,105	\$358.85
19	\$58,937	\$315.17	19	\$67,776	\$362.44
20	\$59,526	\$318.32	20	\$68,454	\$366.06
21	\$60,122	\$321.51	21	\$69,139	\$369.73
22	\$60,723	\$324.72	22	\$69,831	\$373.43
23	\$61,330	\$327.97	23	\$70,528	\$377.15
24	\$61,944	\$331.25	24	\$71,234	\$380.93
25	\$62,563	\$334.56	25	\$71,946	\$384.74
26	\$63,188	\$337.90	26	\$72,665	\$388.58
27	\$63,821	\$341.29	27	\$73,392	\$392.47
28	\$64,459	\$344.70	28	\$74,126	\$396.40
29	\$65,104	\$348.15	29	\$74,867	\$400.36
30	\$65,754	\$351.63	30	\$75,616	\$404.36
31	\$66,412	\$355.14	31	\$76,372	\$408.41
32	\$67,077	\$358.70	32	\$77,136	\$412.49
33	\$67,747	\$362.28	33	\$77,907	\$416.61
34	\$68,424	\$365.90	34	\$78,686	\$420.78
35	\$69,109	\$369.57	35	\$79,473	\$424.99



## Teacher Salary Matrix, FY2026 ETF - Source: Act 2023-379

In allocating the funds in the Foundation Program, the State Board of Education shall allot funds based on the rates established as follows:

The Foundation Program shall use the following salary matrix to determine the cost of instructional salaries, based on 187 contract days, and any part-time contract shall conform to the pro-rata share of the following matrix:

Years Experience	FY26	Daily Rate	Years Experience	FY26	Daily Rate
CP/AA	6Y		CP/DR	DR	
0	\$55,936	\$299.12	0	\$59,995	\$320.83
1	\$55,936	\$299.12	1	\$59,995	\$320.83
2	\$55,936	\$299.12	2	\$59,995	\$320.83
3	\$61,524	\$329.01	3	\$65,997	\$352.93
4	\$61,524	\$329.01	4	\$65,997	\$352.93
5	\$61,524	\$329.01	5	\$65,997	\$352.93
6	\$64,237	\$343.51	6	\$68,881	\$368.35
7	\$64,237	\$343.51	7	\$68,881	\$368.35
8	\$64,237	\$343.51	8	\$68,881	\$368.35
9	\$66,177	\$353.89	9	\$70,962	\$379.48
10	\$66,838	\$357.42	10	\$71,671	\$383.27
11	\$67,506	\$360.99	11	\$72,387	\$387.10
12	\$68,181	\$364.60	12	\$73,111	\$390.97
13	\$68,864	\$368.26	13	\$73,842	\$394.88
14	\$69,551	\$371.93	14	\$74,581	\$398.83
15	\$70,248	\$375.66	15	\$75,327	\$402.82
16	\$70,950	\$379.41	16	\$76,080	\$406.84
17	\$71,660	\$383.21	17	\$76,841	\$410.91
18	\$72,377	\$387.04	18	\$77,608	\$415.01
19	\$73,101	\$390.91	19	\$78,384	\$419.17
20	\$73,831	\$394.82	20	\$79,169	\$423.36
21	\$74,570	\$398.77	21	\$79,961	\$427.60
22	\$75,314	\$402.75	22	\$80,760	\$431.87
23	\$76,068	\$406.78	23	\$81,567	\$436.19
24	\$76,829	\$410.85	24	\$82,383	\$440.55
25	\$77,597	\$414.95	25	\$83,207	\$444.95
26	\$78,373	\$419.11	26	\$84,039	\$449.41
27	\$79,157	\$423.30	27	\$84,880	\$453.90
28	\$79,948	\$427.53	28	\$85,728	\$458.44
29	\$80,748	\$431.81	29	\$86,586	\$463.03
30	\$81,555	\$436.12	30	\$87,452	\$467.66
31	\$82,371	\$440.49	31	\$88,325	\$472.33
32	\$83,195	\$444.89	32	\$89,209	\$477.05
33	\$84,027	\$449.34	33	\$90,102	\$481.83
34	\$84,867	\$453.83	34	\$91,003	\$486.65
35	\$85,715	\$458.37	35	\$91,911	\$491.50



## Teacher Salary Matrix, FY2026 ETF - Source: Act 2023-379

In allocating the funds in the Foundation Program, the State Board of Education shall allot funds based on the rates established as follows:

The Foundation Program shall use the following salary matrix to determine the cost of instructional salaries, based on 187 contract days, and any part-time contract shall conform to the pro-rata share of the following matrix:

Years Experience	FY26	Daily Rate
CP/BS	ND	
0	\$47,600	\$254.55
1	\$47,600	\$254.55
2	\$47,600	\$254.55
3	\$49,616	\$265.33
4	\$49,616	\$265.33
5	\$49,616	\$265.33
6	\$51,792	\$276.96
7	\$51,792	\$276.96
8	\$51,792	\$276.96
9	\$53,355	\$285.32
10	\$53,888	\$288.17
11	\$54,428	\$291.06
12	\$54,972	\$293.97
13	\$55,522	\$296.91
14	\$56,077	\$299.87
15	\$56,638	\$302.87
16	\$57,204	\$305.90
17	\$57,776	\$308.96
18	\$58,354	\$312.05
19	\$58,937	\$315.17
20	\$59,526	\$318.32
21	\$60,122	\$321.51
22	\$60,723	\$324.72
23	\$61,330	\$327.97
24	\$61,944	\$331.25
25	\$62,563	\$334.56
26	\$63,188	\$337.90
27	\$63,821	\$341.29
28	\$64,459	\$344.70
29	\$65,104	\$348.15
30	\$65,754	\$351.63
31	\$66,412	\$355.14
32	\$67,077	\$358.70
33	\$67,747	\$362.28
34	\$68,424	\$365.90
35	\$69,109	\$369.57



# TEAMS Contracts, FY2026 ETF - Source: Act 2023-379

To be distributed to school systems based on the provisions of Article 15 of Chapter 13 of Title 16 of the Code of Alabama 1975. The Math and Science Teacher Program shall use the following salary matrix to determine the salaries of qualified math and science teachers, based on 189 contract days.

In addition to the following salaries, qualified math and science teachers employed in hard-to-staff schools shall receive an additional \$5,000 stipend.

	FY26			FY26	
Step	Bachelor	Daily Rate	Step	Master	Daily Rate
0	\$50,521	\$267.30	0	\$57,285	\$303.10
1	\$54,082	\$286.15	1	\$62,194	\$329.07
2	\$56,972	\$301.44	2	\$65,514	\$346.63
3	\$58,638	\$310.25	3	\$67,433	\$356.79
4	\$60,350	\$319.31	4	\$69,401	\$367.20
5	\$62,105	\$328.60	5	\$71,420	\$377.89
6	\$63,909	\$338.14	6	\$73,493	\$388.85
7	\$65,759	\$347.93	7	\$75,622	\$400.12
8	\$67,074	\$354.89	8	\$77,132	\$408.11
9	\$68,415	\$361.99	9	\$78,676	\$416.27
10	\$69,440	\$367.41	10	\$79,857	\$422.52
11	\$70,482	\$372.92	11	\$81,055	\$428.86
12	\$71,540	\$378.52	12	\$82,271	\$435.30
13	\$71,540	\$378.52	13	\$82,271	\$435.30
14	\$71,540	\$378.52	14	\$82,271	\$435.30
15	\$72,616	\$384.21	15	\$83,510	\$441.85
16	\$72,616	\$384.21	16	\$83,510	\$441.85
17	\$72,616	\$384.21	17	\$83,510	\$441.85
18	\$73,717	\$390.04	18	\$84,774	\$448.54
19	\$73,717	\$390.04	19	\$84,774	\$448.54
20	\$73,717	\$390.04	20	\$84,774	\$448.54
21	\$74,838	\$395.97	21	\$86,065	\$455.37
22	\$74,838	\$395.97	22	\$86,065	\$455.37
23	\$74,838	\$395.97	23	\$86,065	\$455.37
24	\$75,981	\$402.01	24	\$87,378	\$462.32
25	\$75,981	\$402.01	25	\$87,378	\$462.32
26	\$75,981	\$402.01	26	\$87,378	\$462.32
27	\$77,148	\$408.19	27	\$88,721	\$469.42



# TEAMS Contracts, FY2026 ETF - Source: Act 2023-379

To be distributed to school systems based on the provisions of Article 15 of Chapter 13 of Title 16 of the Code of Alabama 1975. The Math and Science Teacher Program shall use the following salary matrix to determine the salaries of qualified math and science teachers, based on 189 contract days.

In addition to the following salaries, qualified math and science teachers employed in hard-to-staff schools shall receive an additional \$5,000 stipend.

	FY26				FY26	
Step	AA/EDS	Daily Rate		Step	Doctorate	Daily Rate
0	\$61,346	\$324.58		0	\$65,405	\$346.06
1	\$67,061	\$354.82		1	\$71,932	\$380.59
2	\$70,661	\$373.87		2	\$75,769	\$400.89
3	\$72,730	\$384.82		3	\$77,988	\$412.64
4	\$74,851	\$396.04		4	\$80,263	\$424.67
5	\$77,030	\$407.57		5	\$82,600	\$437.03
6	\$79,267	\$419.40		6	\$84,997	\$449.72
7	\$81,561	\$431.54		7	\$87,458	\$462.74
8	\$83,193	\$440.18		8	\$89,208	\$472.00
9	\$84,856	\$448.97		9	\$90,993	\$481.45
10	\$86,128	\$455.70		10	\$92,356	\$488.66
11	\$87,421	\$462.55		11	\$93,741	\$495.98
12	\$88,731	\$469.48		12	\$95,148	\$503.43
13	\$88,731	\$469.48		13	\$95,148	\$503.43
14	\$88,731	\$469.48		14	\$95,148	\$503.43
15	\$90,069	\$476.56		15	\$96,581	\$511.01
16	\$90,069	\$476.56		16	\$96,581	\$511.01
17	\$90,069	\$476.56		17	\$96,581	\$511.01
18	\$91,432	\$483.77		18	\$98,043	\$518.75
19	\$91,432	\$483.77		19	\$98,043	\$518.75
20	\$91,432	\$483.77		20	\$98,043	\$518.75
21	\$92,823	\$491.13		21	\$99,535	\$526.64
22	\$92,823	\$491.13		22	\$99,535	\$526.64
23	\$92,823	\$491.13		23	\$99,535	\$526.64
24	\$94,241	\$498.63		24	\$101,056	\$534.69
25	\$94,241	\$498.63		25	\$101,056	\$534.69
26	\$94,241	\$498.63		26	\$101,056	\$534.69
27	\$95,688	\$506.29		27	\$102,607	\$542.89

# TEAMS Contracts, FY2026 ETF - Source: Act 2023-379

	TEAMS GAP PAY - FY26			
Step	BS	MS	6Y	DO
0	\$2,921	\$5,410	\$5,410	\$5,410
1	\$6,482	\$1,319	\$11,126	\$11,937
2	\$9,372	\$13,639	\$14,725	\$15,744
3	\$9,022	\$10,375	\$11,206	\$11,991
4	\$10,734	\$12,343	\$13,327	\$14,266
5	\$12,489	\$14,362	\$15,506	\$15,603
6	\$12,117	\$13,935	\$15,030	\$16,116
7	\$13,967	\$16,064	\$17,324	\$18,577
8	\$15,282	\$17,574	\$18,956	\$20,327
9	\$15,059	\$17,318	\$18,679	\$20,031
10	\$15,552	\$17,886	\$19,290	\$20,685
11	\$16,054	\$18,464	\$19,915	\$21,354
12	\$16,568	\$19,054	\$20,550	\$22,037
13	\$16,018	\$18,423	\$19,867	\$21,306
14	\$15,463	\$17,784	\$19,180	\$20,567
15	\$15,978	\$18,377	\$19,821	\$21,254
16	\$15,412	\$17,727	\$19,119	\$20,501
17	\$14,840	\$17,069	\$18,409	\$19,740
18	\$15,363	\$17,669	\$19,055	\$20,435
19	\$14,780	\$16,998	\$18,331	\$19,659
20	\$14,190	\$16,320	\$17,601	\$18,874
21	\$14,716	\$16,926	\$18,253	\$19,574
22	\$14,115	\$16,234	\$17,509	\$18,775
23	\$13,508	\$15,537	\$16,755	\$17,968
24	\$14,067	\$16,144	\$17,412	\$18,673
25	\$13,418	\$15,432	\$16,644	\$17,849
26	\$12,793	\$14,713	\$15,868	\$17,017
27	\$13,327	\$15,329	\$16,531	\$17,727
28	\$12,689	\$14,595	\$15,740	\$16,879
29	\$12,044	\$16,854	\$14,940	\$16,021
30	\$11,394	\$13,105	\$14,133	\$15,155
31	\$10,736	\$12,349	\$13,317	\$14,282
32	\$10,071	\$11,585	\$12,493	\$13,398
33	\$9,401	\$10,814	\$11,661	\$12,505
34	\$8,724	\$10,035	\$10,821	\$11,604
35	\$8,039	\$9,248	\$9,973	\$10,695



# Pre-K Auxiliary / AuxiliaryTeacher

187 Contract Days - 7.5 Hours a Day

Years Experience	Step	FY26	Daily Rate
0 -3	1	\$22,889	\$122.40
4-5	2	\$23,117	\$123.62
6 but <10	3	\$23,346	\$124.84
10 but <15	4	\$23,575	\$126.07
15 but <20	5	\$24,033	\$128.52
20 but <25	6	\$24,262	\$129.74
25 and up	7	\$24,491	\$130.97
30 and up	8	\$24,720	\$132.19

Developed September 2024

PK/PK

## School Nurse Salary, FY2026 ETF - Source: Act 2023-379

To be distributed so that each school system shall receive one nurse and an additional nurse or fractions of a nursing allocation based upon the average daily membership during the first 20 scholastic days after Labor Day of the preceding school year. It is the intent of the Legislature to provide funding to allow each school to have a school nurse by fiscal year 2029. The School Nurses Program shall use the following salary matrix to determine nursing salaries, based on 187 contract days, with school nurses paid based upon their years of experience in nursing and highest degree earned. The pay of any part-time employee shall conform to the pro-rata share of the following matrix:

Years Experience	FY26	Daily Rate	Years Experience	FY26	Daily Rate
NA-LP	LPN		NA-LP	RN-ASSN	
0	\$33,930	\$181.45	0	\$44,764	\$239.38
1	\$33,930	\$181.45	1	\$44,764	\$239.38
2	\$33,930	\$181.45	2	\$44,764	\$239.38
3	\$37,319	\$199.57	3	\$49,236	\$263.30
4	\$37,319	\$199.57	4	\$49,236	\$263.30
5	\$37,319	\$199.57	5	\$49,236	\$263.30
6	\$38,955	\$208.31	6	\$51,394	\$274.83
7	\$38,955	\$208.31	7	\$51,394	\$274.83
8	\$38,955	\$208.31	8	\$51,394	\$274.83
9	\$40,131	\$214.60	9	\$52,946	\$283.13
10	\$40,532	\$216.75	10	\$53,475	\$285.96
11	\$40,937	\$218.91	11	\$54,009	\$288.82
12	\$41,347	\$221.11	12	\$54,550	\$291.71
13	\$41,760	\$223.31	13	\$55,096	\$294.63
14	\$42,179	\$225.56	14	\$55,647	\$297.58
15	\$42,601	\$227.81	15	\$56,204	\$300.56
16	\$43,026	\$230.08	16	\$56,765	\$303.56
17	\$43,457	\$232.39	17	\$57,333	\$306.59
18	\$43,891	\$234.71	18	\$57,906	\$309.66
19	\$44,330	\$237.06	19	\$58,485	\$312.75
20	\$44,772	\$239.42	20	\$59,070	\$315.88
21	\$45,221	\$241.82	21	\$59,661	\$319.04
22	\$45,673	\$244.24	22	\$60,257	\$322.23
23	\$46,130	\$246.68	23	\$60,860	\$325.46
24	\$46,591	\$249.15	24	\$61,469	\$328.71
25	\$47,057	\$251.64	25	\$62,083	\$332.00
26	\$47,527	\$254.15	26	\$62,703	\$335.31
27	\$48,003	\$256.70	27	\$63,331	\$338.67
28	\$48,483	\$259.27	28	\$63,964	\$342.05
29	\$48,968	\$261.86	29	\$64,604	\$345.47
30	\$49,457	\$264.47	30	\$65,250	\$348.93
31	\$49,952	\$267.13	31	\$65,902	\$352.42
32	\$50,452	\$269.80	32	\$66,562	\$355.95
33	\$50,956	\$272.49	33	\$67,227	\$359.50
34	\$51,465	\$275.21	34	\$67,899	\$363.10
35	\$51,980	\$277.97	35	\$68,578	\$366.73



## School Nurse Salary, FY2026 ETF - Source: Act 2023-379

To be distributed so that each school system shall receive one nurse and an additional nurse or fractions of a nursing allocation based upon the average daily membership during the first 20 scholastic days after Labor Day of the preceding school year. It is the intent of the Legislature to provide funding to allow each school to have a school nurse by fiscal year 2029. The School Nurses Program shall use the following salary matrix to determine nursing salaries, based on 187 contract days, with school nurses paid based upon their years of experience in nursing and highest degree earned. The pay of any part-time employee shall conform to the pro-rata share of the following matrix:

Years	FY26		FY26	
Experience	RN-BSN	Daily Rate	RN-MSN	Daily Rate
0	\$48,269	\$258.13	\$52,049	\$278.33
1	\$48,269	\$258.13	\$52,049	\$278.33
2	\$48,269	\$258.13	\$52,049	\$278.33
3	\$53,090	\$283.90	\$57,248	\$306.14
4	\$53,090	\$283.90	\$57,248	\$306.14
5	\$53,090	\$283.90	\$57,248	\$306.14
6	\$55,418	\$296.35	\$59,758	\$319.56
7	\$55,418	\$296.35	\$59,758	\$319.56
8	\$55,418	\$296.35	\$59,758	\$319.56
9	\$57,092	\$305.31	\$61,562	\$329.21
10	\$57,662	\$308.35	\$62,177	\$332.50
11	\$58,238	\$311.43	\$62,799	\$335.83
12	\$58,822	\$314.56	\$63,427	\$339.18
13	\$59,409	\$317.69	\$64,062	\$342.58
14	\$60,004	\$320.87	\$64,702	\$346.00
15	\$60,604	\$324.09	\$65,350	\$349.47
16	\$61,210	\$327.33	\$66,003	\$352.96
17	\$61,822	\$330.60	\$66,663	\$356.49
18	\$62,440	\$333.91	\$67,329	\$360.05
19	\$63,064	\$337.24	\$68,002	\$363.65
20	\$63,694	\$340.61	\$68,682	\$367.28
21	\$64,332	\$344.02	\$69,370	\$370.96
22	\$64,974	\$347.45	\$70,062	\$374.66
23	\$65,625	\$350.93	\$70,763	\$378.41
24	\$66,282	\$354.45	\$71,472	\$382.21
25	\$66,944	\$357.99	\$72,186	\$386.02
26	\$67,613	\$361.57	\$72,907	\$389.87
27	\$68,291	\$365.19	\$73,637	\$393.78
28	\$68,973	\$368.84	\$74,373	\$397.72
29	\$69,662	\$372.52	\$75,117	\$401.69
30	\$70,358	\$376.24	\$75,867	\$405.70
31	\$71,062	\$380.01	\$76,626	\$409.77
32	\$71,774	\$383.82	\$77,393	\$413.86
33	\$72,490	\$387.65	\$78,166	\$418.00
34	\$73,215	\$391.52	\$78,947	\$422.18
35	\$73,947	\$395.44	\$79,738	\$426.41

## School Nurse Salary, FY2026 ETF - Source: Act 2023-379

To be distributed so that each school system shall receive one nurse and an additional nurse or fractions of a nursing allocation based upon the average daily membership during the first 20 scholastic days after Labor Day of the preceding school year. It is the intent of the Legislature to provide funding to allow each school to have a school nurse by fiscal year 2029. The School Nurses Program shall use the following salary matrix to determine nursing salaries, based on 187 contract days, with school nurses paid based upon their years of experience in nursing and highest degree earned. The pay of any part-time employee shall conform to the pro-rata share of the following matrix:

Years	FY26	
Experience	RN-DNP	DROP
0	\$56,124	\$300.13
1	\$56,124	\$300.13
2	\$56,124	\$300.13
3	\$61,730	\$330.11
4	\$61,730	\$330.11
5	\$61,730	\$330.11
6	\$64,437	\$344.58
7	\$64,437	\$344.58
8	\$64,437	\$344.58
9	\$66,382	\$354.98
10	\$67,045	\$358.53
11	\$67,715	\$362.11
12	\$68,394	\$365.74
13	\$69,077	\$369.40
14	\$69,768	\$373.09
15	\$70,466	\$376.82
16	\$71,770	\$383.80
17	\$71,882	\$384.40
18	\$72,601	\$388.24
19	\$73,327	\$392.12
20	\$74,060	\$396.04
21	\$74,801	\$400.01
22	\$75,548	\$404.00
23	\$76,304	\$408.04
24	\$77,068	\$412.13
25	\$77,838	\$416.25
26	\$78,616	\$420.41
27	\$79,403	\$424.61
28	\$80,196	\$428.86
29	\$80,999	\$433.15
30	\$81,808	\$437.48
31	\$82,626	\$441.85
32	\$83,453	\$446.27
33	\$84,287	\$450.73
34	\$85,130	\$455.24
35	\$85,981	\$459.79



# Special Ed Bus Aide

180 Contract Days – 3.75 Hours a Day

Years Experience	Step	FY26 Salary Annual	Daily Rate
0	1	\$11,000	\$60.44
1	2	\$11,000	\$60.44
2	3	\$11,000	\$60.44
3	4	\$11,585	\$63.65
4	5	\$11,585	\$63.65
5	6	\$11,585	\$63.65
6 but <10	7	\$12,170	\$66.87
10 but <15	8	\$12,755	\$70.08
15 but <20	9	\$13,340	\$73.30
20 but <25	10	\$13,925	\$76.51
25 and up	11	\$14,510	\$79.73

Developed July 2024

BA/01

# Special Ed Nurse Bus Aide

180 Contract Days - 3.75 Hours a Day - no more than 4 hours a day

Years Experience

Step

FY26 Salary Annual	Daily Rate
\$12,000	\$65.93
\$12,000	\$65.93
\$12,000	\$65.93
\$12,585	\$69.15
\$12,585	\$69.15
\$12,585	\$69.15
\$13,170	\$72.36
\$13,755	\$75.58
\$14,340	\$78.79
\$14,925	\$82.01
\$15,510	\$85.22

0

1

1

2

2

3

3

4

4

5

5

6

6 but <10

7

10 but <15

8

15 but <20

9

20 but <25

10

25 and up

11

Developed July 2024

BN/BN



# Assistant Superintendent - Special Education Supervisor

242 Contract Days - FY 26

Years Experience	Step	Masters	Daily Rate
0 but <3	1	\$86,348	\$356.81
3 but <6	2	\$94,983	\$392.49
6 but <9	3	\$99,162	\$409.76
9 but <12	4	\$101,145	\$417.96
12 but <15	5	\$103,168	\$426.31
15 but <18	6	\$105,231	\$434.84
18 but <21	7	\$107,337	\$443.54
21 but <24	8	\$109,483	\$452.41
24 but <27	9	\$111,673	\$461.46
27 and up	10	\$113,906	\$470.69

  

Years Experience	Step	AA	Daily Rate
0 but <3	1	\$91,531	\$378.23
3 but <6	2	\$100,684	\$416.05
6 but <9	3	\$105,114	\$434.36
9 but <12	4	\$107,216	\$443.04
12 but <15	5	\$109,360	\$451.90
15 but <18	6	\$111,547	\$460.94
18 but <21	7	\$113,779	\$470.16
21 but <24	8	\$116,055	\$479.56
24 but <27	9	\$118,375	\$489.15
27 and up	10	\$120,743	\$498.94

  

Years Experience	Step	Doctorate	Daily Rate
0 but <3	1	\$97,021	\$400.91
3 but <6	2	\$106,724	\$441.01
6 but <9	3	\$111,420	\$460.41
9 but <12	4	\$113,647	\$469.62
12 but <15	5	\$115,921	\$479.01
15 but <18	6	\$118,239	\$488.59
18 but <21	7	\$120,604	\$498.36
21 but <24	8	\$123,016	\$508.33
24 but <27	9	\$125,476	\$518.50
27 and up	10	\$127,986	\$528.87

Developed July 2004

Developed August 2005 Revised:  
 April 2012 (local decision)  
 October 2013 (Alabama Act 2013-215)  
 October 2016 (Alabama Act 2016-198)  
 October 2018 (Alabama Act 2018-481)  
 October 2019 (Alabama Act 2019-399)  
 October 2021 (Alabama Act 2021-330) July 2022 (local decision)  
 October 2022 (Alabama Act 2022-285) + additional 2% local  
 CompTech  
 October 2023 (Alabama Act 2023-HB173) 2%  
 October 2024 (Alabama Act 2024-HB146) 2%

SE/A, AA, DR

# Bus Driver

182 Contract Days - 4 hours a day

Bus Driver Years Experience	Step	FY26 Salary Annual	Daily Rate
0	1	\$17,340	\$95.27
1	2	\$17,513	\$96.23
2	3	\$17,689	\$97.19
3	4	\$17,865	\$98.16
4	5	\$18,044	\$99.14
5	6	\$18,224	\$100.13
6 but <10	7	\$18,590	\$102.14
10 but <15	8	\$18,961	\$104.18
15 but <20	9	\$19,340	\$106.26
20 but <25	10	\$19,727	\$108.39
*25 but <30	11	\$20,422	\$112.21
*30 and up	12	\$20,823	\$114.41

Developed August 2005 Revised:  
 April 2012 (local decision)  
 October 2013 (Alabama Act 2013-215)  
 October 2016 (Alabama Act 2016-198)  
 October 2018 (Alabama Act 2018-481)  
 October 2019 (Alabama Act 2019-399)  
 October 2021 (Alabama Act 2021-330) July  
 2022 (local decision)  
 October 2022 (Alabama Act 2022-285) +  
 additional 2% local  
 CompTech  
 October 2023 (Alabama Act 2023-HB173)  
 2%  
 October 2024 (Alabama Act 2024-HB146)  
 2%

\*Steps 11 and 12 each include an additional \$300 longevity bonus

BD/01



# Central Office Administrative Assistant

Developed October 2021

242 Contract Days - FY26

Revised:

October 2022 (Alabama Act 2022-285) + additional local

Years Experience Step	Step	Class A	Daily Rate
0 but <3	1	\$84,530	\$349.30
3 but <6	2	\$92,983	\$384.23
6 but <9	3	\$97,074	\$401.13
9 but <12	4	\$99,017	\$409.16
12 but <15	5	\$100,996	\$417.34
15 but <18	6	\$103,017	\$425.69
18 but <21	7	\$105,077	\$434.20
21 but <24	8	\$107,179	\$442.89
24 but <27	9	\$109,322	\$451.74
27 and up	10	\$111,508	\$460.78

Years Experience Step	Step	Class AA	Daily Rate
0 but <3	1	\$86,221	\$356.28
3 but <6	2	\$94,843	\$391.91
6 but <9	3	\$99,015	\$409.15
9 but <12	4	\$100,996	\$417.34
12 but <15	5	\$103,016	\$425.69
15 but <18	6	\$105,076	\$434.20
18 but <21	7	\$107,178	\$442.88
21 but <24	8	\$109,322	\$451.74
24 but <27	9	\$111,507	\$460.77
27 and up	10	\$113,738	\$469.99

Years Experience Step	Step	FY25 Doctorate	Daily Rate
3 but <6	2	\$87,946	\$363.42
6 but <9	3	\$96,741	\$399.76
9 but <12	4	\$100,997	\$417.34
12 but <15	5	\$103,018	\$425.69
15 but <18	6	\$105,078	\$434.21
18 but <21	7	\$107,180	\$442.89
21 but <24	8	\$109,324	\$451.75
24 but <27	9	\$111,509	\$460.78
27 and up	10	\$113,740	\$470.00
		\$116,015	\$479.40

# Child Nutrition Assistant Manager

187 Contract Days (7 hours per day)

FY 2026			
Years Experience			Daily Rate
0	1	\$22,219	\$118.82
1	2	\$22,418	\$119.88
2	3	\$22,418	\$119.88
3	4	\$22,815	\$122.01
4	5	\$23,014	\$123.07
5	6	\$23,213	\$124.13
6 but <10	7	\$24,015	\$128.42
10 but <15	8	\$24,971	\$133.53
15 but <20	9	\$26,609	\$142.29
20 but <25	10	\$26,910	\$143.90
*25 but <30	11	\$27,747	\$148.38
*30 and up	12	\$28,296	\$151.32

Developed August 2005 Revised:

April 2012 (local decision)

October 2013 (Alabama Act 2013-215)

October 2016 (Alabama Act 2016-198)

October 2018 (Alabama Act 2018-481)

October 2019 (Alabama Act 2019-399)

October 2021 (Alabama Act 2021-330) July 2022  
(local decision)

October 2022 (Alabama Act 2022-285) +  
additional 2% local

CompTech

October 2023 (Alabama Act 2023-HB173) 2%

October 2024 (Alabama Act 2024-HB146) 2%

\*Steps 11 and 12 each include an additional \$300 longevity bonus

LA/01



# Child Nutrition Manager / Lead CNP Manager

192 Contract Days (8 hours per day)

FY 26			
Years Experience	Step		Daily Rate
0	1	\$31,566	\$164.41
1	2	\$31,805	\$165.65
2	3	\$32,044	\$166.90
3	4	\$32,283	\$168.14
4	5	\$32,523	\$169.39
5	6	\$32,761	\$170.63
6 but <10	7	\$32,905	\$171.38
10 but <15	8	\$37,443	\$195.02
15 but <20	9	\$38,238	\$199.16
20 but <25	10	\$38,701	\$201.57
*25 but <30	11	\$39,474	\$205.59
*30 and up	12	\$40,263	\$209.71

Developed August 2005 Revised:  
 April 2012 (local decision)  
 October 2013 (Alabama Act 2013-215)  
 October 2016 (Alabama Act 2016-198)  
 October 2018 (Alabama Act 2018-481)  
 October 2019 (Alabama Act 2019-399)  
 October 2021 (Alabama Act 2021-330) July 2022  
 (local decision)  
 October 2022 (Alabama Act 2022-285) +  
 additional 2% local  
 CompTech  
 October 2023 (Alabama Act 2023-HB173) 2%  
 October 2024 (Alabama Act 2024-HB146) 2%  
 \*Steps 11 and 12 each include an additional \$300 longevity bonus

LM/01

# Child Nutrition Worker

187 Contract Days (7 hours per day)

Years Experience	Step	FY26	Daily Rate
0	1	\$21,022	\$112.42
1	2	\$21,296	\$113.88
2	3	\$21,570	\$115.35
3	4	\$21,843	\$116.81
4	5	\$22,117	\$118.27
5	6	\$22,391	\$119.74
6 but <10	7	\$23,193	\$124.03
10 but <15	8	\$23,994	\$128.31
15 but <20	9	\$24,796	\$132.60
20 but <25	10	\$25,074	\$134.08
*25 but <30	11	\$25,875	\$138.37
*30 and up	12	\$26,387	\$141.10

Developed August 2005 Revised:

April 2012 (local decision)

October 2013 (Alabama Act 2013-215)

October 2016 (Alabama Act 2016-198)

October 2018 (Alabama Act 2018-481)

October 2019 (Alabama Act 2019-399)

October 2021 (Alabama Act 2021-330) July 2022

(local decision)

October 2022 (Alabama Act 2022-285) + additional

2% local

CompTech

October 2023 (Alabama Act 2023-HB173) 2%

October 2024 (Alabama Act 2024-HB146) 2%

\*Steps 11 and 12 each include an additional \$300 longevity bonus

LW/01



# Clerical Aide – Part Time

182 Contract Days (3.75 hours per day)

Years Experience	Step	FY26	Daily Rate
0	1	\$11,193	\$61.50
1	2	\$11,306	\$62.12
2	3	\$11,419	\$62.74
3	4	\$11,533	\$63.37
4	5	\$11,648	\$64.00
5	6	\$11,765	\$64.64
6 but <10	7	\$12,000	\$65.94
10 but <15	8	\$12,240	\$67.25
15 but <20	9	\$12,485	\$68.60
20 but <25	10	\$12,735	\$69.97
25 but <30	11	\$13,320	\$73.19
30 and up	12	\$13,580	\$74.62

Developed August 2005 Revised:  
April 2012 (local decision)  
October 2013 (Alabama Act 2013-215)  
October 2016 (Alabama Act 2016-198)  
October 2018 (Alabama Act 2018-481)  
October 2019 (Alabama Act 2019-399)  
October 2021 (Alabama Act 2021-330) July  
2022 (local decision)  
October 2022 (Alabama Act 2022-285) +  
additional 2% local  
CompTech  
October 2023 (Alabama Act 2023-HB173)  
2%  
October 2024 (Alabama Act 2024-HB146)  
2%

CA/CA

# Computer Aide

222 Contract Days

7 hours a day not to exceed 40 hours a week

Experience	Step	FY26	Daily Rate
0	1	\$26,579	\$119.73
1	2	\$26,845	\$120.93
2	3	\$27,113	\$122.13
3	4	\$27,384	\$123.35
4	5	\$27,658	\$124.59
5	6	\$27,935	\$125.83
6 but <10	7	\$28,494	\$128.35
10 but <15	8	\$29,063	\$130.91
15 but <20	9	\$29,644	\$133.53
20 but <25	10	\$30,237	\$136.20
25 but <30	11	\$30,842	\$138.93
30 and up	12	\$31,121	\$140.19

7 hours per day, not to exceed 40 hours per week

Developed August 2005 Revised:

April 2012 (local decision)

October 2013 (Alabama Act 2013-215)

October 2016 (Alabama Act 2016-198)

October 2018 (Alabama Act 2018-481)

October 2019 (Alabama Act 2019-399)

October 2021 (Alabama Act 2021-330) July 2022  
(local decision)

October 2022 (Alabama Act 2022-285) +  
additional 2% local

CompTech

October 2023 (Alabama Act 2023-HB173) 2%

October 2024 (Alabama Act 2024-HB146) 2%

CT/01



# Computer Tech Assistant

202 Contract Days (8 hours a day)

Years Experience

0

1

2

3

4

5

6 but <10

10 but <15

15 but <20

20 but <25

25 but <30

30 and up

Step

1

2

3

4

5

6

7

8

9

10

11

12

FY26

Daily Rate

\$38,000

\$188.12

\$39,000

\$193.07

\$40,000

\$198.02

\$41,000

\$202.97

\$42,000

\$207.92

\$43,000

\$212.87

\$43,500

\$215.35

\$44,000

\$217.82

\$44,500

\$220.30

\$45,000

\$222.77

\$45,500

\$225.25

\$46,000

\$227.72

202 Contract Days

Maximum 8 hours per day, not to exceed 40 hours per week

Adopted effective April 25, 2025

TA/TA

# Computer Tech

242 Contract Days (8 hours a day)

## Years Experience

0  
1  
2  
3  
4  
5  
6 but <10  
10 but <15  
15 but <20  
20 but <25  
25 but <30  
30 and up

## Step

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12

FY26	Daily Rate
\$45,524	\$188.12
\$46,722	\$193.07
\$47,920	\$198.02
\$49,118	\$202.97
\$50,316	\$207.92
\$51,514	\$212.87
\$52,113	\$215.34
\$52,712	\$217.82
\$53,311	\$220.29
\$53,910	\$222.77
\$54,509	\$225.24
\$55,108	\$227.72

242 Contract Days

Maximum 8 hours per day, not to exceed 40 hours per week

Adopted effective April 25, 2025

CO/01



# Custodian

260 Contract Days (8 hours per day)

Years Experience	Step	FY26 Salary	Daily Rate
0	1	\$31,824	\$122.40
1	2	\$32,142	\$123.62
2	3	\$32,464	\$124.86
3	4	\$32,788	\$126.11
4	5	\$33,116	\$127.37
5	6	\$33,448	\$128.65
6 but <10	7	\$34,116	\$131.22
10 but <15	8	\$34,798	\$133.84
15 but <20	9	\$35,495	\$136.52
20 but <25	10	\$36,205	\$139.25
*25 but <30	11	\$37,228	\$143.18
*30 and up	12	\$37,967	\$146.03

Developed August 2005 Revised:

April 2012 (local decision)

October 2013 (Alabama Act 2013-215)

October 2016 (Alabama Act 2016-198)

October 2018 (Alabama Act 2018-481)

October 2019 (Alabama Act 2019-399)

October 2021 (Alabama Act 2021-330) July 2022 (local decision)

October 2022 (Alabama Act 2022-285) + additional 2% local

CompTech

October 2023 (Alabama Act 2023-HB173) 2%

October 2024 (Alabama Act 2024-HB146) 2%

\*Steps 11 and 12 each include an additional \$300 longevity bonus Cust

CM/01

# Elementary Secretary Bookkeeper

202 Contract Days (6.75 hours per day)

Years Experience	Step	FY26	
		Salary	Daily Rate
0	1	\$29,108	\$144.10
1	2	\$29,396	\$145.53
2	3	\$29,691	\$146.99
3	4	\$29,988	\$148.46
4	5	\$30,288	\$149.94
5	6	\$30,591	\$151.44
6 but <10	7	\$31,204	\$154.47
10 but <15	8	\$31,827	\$157.56
15 but <20	9	\$32,464	\$160.71
20 but <25	10	\$33,113	\$163.93
*25 but <30	11	\$34,074	\$168.68
*30 and up	12	\$34,749	\$172.03

Developed August 2005 Revised:  
 April 2012 (local decision)  
 October 2013 (Alabama Act 2013-215)  
 October 2016 (Alabama Act 2016-198)  
 October 2018 (Alabama Act 2018-481)  
 October 2019 (Alabama Act 2019-399)  
 October 2021 (Alabama Act 2021-330) July 2022  
 (local decision)  
 October 2022 (Alabama Act 2022-285) + additional  
 2% local  
 CompTech  
 October 2023 (Alabama Act 2023-HB173) 2%  
 October 2024 (Alabama Act 2024-HB146) 2%  
 eps 11 and 12 each include an additional \$300 longevity bonus

ES/1



# High School Bookkeeper \* Accounts Payable Bookkeeper \* Receptionist Special Education Secretary

242 Contract Days (6.75 hours per day)

Years Experience	Step	FY26	
		Annual	Daily Rate
0	1	\$37,769	\$156.07
1	2	\$38,145	\$157.62
2	3	\$38,527	\$159.20
3	4	\$38,912	\$160.79
4	5	\$39,302	\$162.40
5	6	\$39,694	\$164.03
6 but <10	7	\$40,488	\$167.31
10 but <15	8	\$41,299	\$170.66
15 but <20	9	\$42,125	\$174.07
20 but <25		\$42,966	\$177.55
*25 but <30	11	\$44,124	\$182.33
*30 and up	12	\$45,002	\$185.96

Developed August 2005 Revised:

April 2012 (local decision)

October 2013 (Alabama Act 2013-215)

October 2016 (Alabama Act 2016-198)

October 2018 (Alabama Act 2018-481)

October 2019 (Alabama Act 2019-399)

October 2021 (Alabama Act 2021-330) July 2022 (local decision)

October 2022 (Alabama Act 2022-285) + additional 2% local

CompTech

October 2023 (Alabama Act 2023-HB173) 2%

October 2024 (Alabama Act 2024-HB146) 2%

ps 11/12 each include an additional \$300 longevity bonus HSBk APBk SpEdSec

AP/1

# Instructional/EL Aide

182 Contract Days (6.75 hours per day)

Years Experience	Step	FY26 Salary	Daily Rate
0	1	\$20,148	\$110.70
1	2	\$20,350	\$111.81
2	3	\$20,553	\$112.93
3	4	\$20,759	\$114.06
4	5	\$20,967	\$115.20
5	6	\$21,176	\$116.35
6 but <10	7	\$21,600	\$118.68
10 but <15	8	\$22,033	\$121.06
15 but <20	9	\$22,474	\$123.48
20 but <25	10	\$22,922	\$125.95
*25 but <30	11	\$23,680	\$130.11
*30 and up	12	\$24,149	\$132.68

Developed August 2005 Revised:  
 April 2012 (local decision)  
 October 2013 (Alabama Act 2013-215)  
 October 2016 (Alabama Act 2016-198)  
 October 2018 (Alabama Act 2018-481)  
 October 2019 (Alabama Act 2019-399)  
 October 2021 (Alabama Act 2021-330) July 2022  
 (local decision)  
 October 2022 (Alabama Act 2022-285) +  
 additional 2% local  
 CompTech  
 October 2023 (Alabama Act 2023-HB173) 2%  
 October 2024 (Alabama Act 2024-HB146)  
 2%  
 11 and 12 each include an additional \$300 longevity bonus  
 SA/1



# Maintenance Assistant

260 Contract Days (8 hours per day)

Years Experience	Step	FY26 Salary	Daily Rate
0	1	\$47,006	\$180.79
1	2	\$47,476	\$182.60
2	3	\$47,950	\$184.42
3	4	\$48,430	\$186.27
4	5	\$48,913	\$188.13
5	6	\$49,404	\$190.01
6 but <10	7	\$50,392	\$193.82
10 but <15	8	\$51,399	\$197.69
15 but <20	9	\$52,427	\$201.64
20 but <25	10	\$53,476	\$205.68
*25 but <30	11	\$54,846	\$210.94
*30 and up	12	\$55,937	\$215.14

Developed August 2005 Revised:

April 2012 (local decision)

October 2013 (Alabama Act 2013-215)

October 2016 (Alabama Act 2016-198)

October 2018 (Alabama Act 2018-481)

October 2019 (Alabama Act 2019-399)

October 2021 (Alabama Act 2021-330) July 2022 (local decision)

October 2022 (Alabama Act 2022-285) + additional  
2% local  
CompTech

October 2023 (Alabama Act 2023-HB173) 2%

October 2024 (Alabama Act 2024-HB146) 2%

*eps 11 and 12 each include an additional \$300 longevity bonus*

ME/01

# Maintenance Supervisor

260 Contract Days (8 hours per day)

Years Experience	Step	FY26 Salary	Daily Rate
0	1	\$60,422	\$232.39
1	2	\$61,026	\$234.71
2	3	\$61,637	\$237.06
3	4	\$62,253	\$239.43
4	5	\$62,876	\$241.83
5	6	\$63,504	\$244.25
6 but <10	7	\$64,774	\$249.13
10 but <15	8	\$66,069	\$254.11
15 but <20	9	\$67,390	\$259.19
20 but <25		\$68,739	\$264.38
*25 but <30	11	\$70,414	\$270.82
*30 and up	12	\$71,816	\$276.22

Developed August 2005 Revised:  
 April 2012 (local decision)  
 October 2013 (Alabama Act 2013-215)  
 October 2016 (Alabama Act 2016-198)  
 October 2018 (Alabama Act 2018-481)  
 October 2019 (Alabama Act 2019-399)  
 October 2021 (Alabama Act 2021-330) July 2022  
 (local decision)  
 October 2022 (Alabama Act 2022-285) +  
 additional 2% local  
 CompTech  
 October 2023 (Alabama Act 2023-HB173) 2%  
 October 2024 (Alabama Act 2024-HB146) 2%

\*Steps 11/12 each include an additional \$300 longevity bonus MaintSup

MT/01

# Mechanic

242 Contract Days (8 hours per day)

Years Experience	Step	FY26 Salary	Daily Rate
0	1	\$59,700	\$246.69
1	2	\$60,297	\$249.16
2	3	\$60,900	\$251.65
3	4	\$61,509	\$254.17
4	5	\$62,124	\$256.71
5	6	\$62,745	\$259.28
6 but <10	7	\$64,000	\$264.46
10 but <15	8	\$65,280	\$269.75
15 but <20	9	\$66,586	\$275.15
20 but <25	10	\$67,918	\$280.65
*25 but <30	11	\$69,576	\$287.50
*30 and up	12	\$70,961	\$293.23

Developed August 2005 Revised:

April 2012 (local decision)

October 2013 (Alabama Act 2013-215)

October 2016 (Alabama Act 2016-198)

October 2018 (Alabama Act 2018-481)

October 2019 (Alabama Act 2019-399)

October 2021 (Alabama Act 2021-330) July 2022  
(local decision)

October 2022 (Alabama Act 2022-285) +  
additional 2% local

CompTech

October 2023 (Alabama Act 2023-HB173) 2%

October 2024 (Alabama Act 2024-HB146) 2%

*eps 11/12 each include an additional \$300 longevity bonus Mech*

*1/2025 - Local Board Approval 3-2025 retro to 1-1-2025*

MC/01



# Mechanics Assistant

242 Contract Days (8 hours per day)

Years Experience	Step	FY26	
		Salary	Daily Rate
0	1	\$46,640	\$192.73
1	2	\$47,106	\$194.65
2	3	\$47,577	\$196.60
3	4	\$48,053	\$198.57
4	5	\$48,534	\$200.55
5	6	\$49,019	\$202.56
6 but <10	7	\$50,000	\$206.61
10 but <15	8	\$51,001	\$210.75
15 but <20	9	\$52,021	\$214.96
20 but <25	10	\$53,061	\$219.26
*25 but <30	11	\$54,422	\$224.88
*30 and up	12	\$55,505	\$229.36

Developed August 2005 Revised:  
 April 2012 (local decision)  
 October 2013 (Alabama Act 2013-215)  
 October 2016 (Alabama Act 2016-198)  
 October 2018 (Alabama Act 2018-481)  
 October 2019 (Alabama Act 2019-399)  
 October 2021 (Alabama Act 2021-330)  
 July 2022 (local decision)  
 October 2022 (Alabama Act 2022-285) +  
 additional 2% local  
 CompTech  
 October 2023 (Alabama Act  
 2023-HB173) 2%  
 October 2024 (Alabama Act  
 2024-HB146) 2%

11 and 12 each include an additional \$300 longevity bonus

25 - Local Board Approval 3-2025 retro to 1-1-2025

MA/01

# Middle School Secretary/Bookkeeper

202 Contract Days (6.75 hours per day)

Years Experience	Step	FY26 Salary	Daily Rate
0	1	\$30,531	\$151.14
1	2	\$30,837	\$152.66
2	3	\$31,144	\$154.18
3	4	\$31,456	\$155.72
4	5	\$31,770	\$157.28
5	6	\$32,088	\$158.85
6 but <10	7	\$32,730	\$162.03
10 but <15	8	\$33,384	\$165.27
15 but <20	9	\$34,053	\$168.58
20 but <25	10	\$34,733	\$171.95
*25 but <30	11	\$35,727	\$176.86
*30 and up	12	\$36,436	\$180.37

Developed August 2005 Revised:  
 April 2012 (local decision)  
 October 2013 (Alabama Act 2013-215)  
 October 2016 (Alabama Act 2016-198)  
 October 2018 (Alabama Act 2018-481)  
 October 2019 (Alabama Act 2019-399)  
 October 2021 (Alabama Act 2021-330) July 2022  
 (local decision)  
 October 2022 (Alabama Act 2022-285) +  
 additional 2% local  
 CompTech  
 October 2023 (Alabama Act 2023-HB173) 2%  
 October 2024 (Alabama Act 2024-HB146) 2%  
*s 11/12 each include an additional \$300 longevity bonus MSSecBk*

MD/1

# Network Administrator/ 1-1 Coordinator

242 Contract Days (8 hours per day)

## Years Experience

< 3 years

< 6 years

< 9 years

< 12 years

< 15 years

< 18 years

< 21 years

< 24 years

< 27 years

27+ years

## Step

1

2

3

4

5

6

7

8

9

10

## FY26

### Salary

\$59,550

\$65,503

\$68,387

\$69,754

\$71,149

\$72,571

\$74,022

\$75,503

\$77,013

\$78,554

### Daily Rate

\$246.07

\$270.68

\$282.59

\$288.24

\$294.00

\$299.88

\$305.88

\$312.00

\$318.24

\$324.60

Developed August 2005 Revised:

April 2012 (local decision)

October 2013 (Alabama Act 2013-215)

October 2016 (Alabama Act 2016-198)

October 2018 (Alabama Act 2018-481)

October 2019 (Alabama Act 2019-399)

October 2021 (Alabama Act 2021-330) July 2022 (local decision)

October 2022 (Alabama Act 2022-285) + additional 2% local

CompTech

October 2023 (Alabama Act 2023-HB173) 2%

October 2024 (Alabama Act 2024-HB146) 2%

N1/N1



# School Secretary Translator/Clerical Aide

187 Contract Days (6.75 hours per day)

Years Experience	Step	FY26	
		Salary	Daily Rate
0	1	\$26,855	\$143.61
1	2	\$27,124	\$145.05
2	3	\$27,395	\$146.50
3	4	\$27,669	\$147.96
4	5	\$27,945	\$149.44
5	6	\$28,226	\$150.94
6 but <10	7	\$28,790	\$153.95
10 but <15	8	\$29,367	\$157.04
15 but <20	9	\$29,953	\$160.18
20 but <25	10	\$30,551	\$163.37
*25 but <30	11	\$31,162	\$166.64
*30 and up	12	\$31,785	\$169.97

Developed August 2005 Revised:  
 April 2012 (local decision)  
 October 2013 (Alabama Act 2013-215)  
 October 2016 (Alabama Act 2016-198)  
 October 2018 (Alabama Act 2018-481)  
 October 2019 (Alabama Act 2019-399)  
 October 2021 (Alabama Act 2021-330) July 2022  
 (local decision)  
 October 2022 (Alabama Act 2022-285) +  
 additional 2% local  
 CompTech  
 October 2023 (Alabama Act 2023-HB173) 2%  
 October 2024 (Alabama Act 2024-HB146) 2%

\*Steps 11/12 each include an additional \$300 longevity bonus SchSecTranslate

SC/1

# Special Education Aide

182 Contract Days (7.5 hours per day)

Years Experience	Step	FY26 Salary	Daily Rate
0	1	\$22,387	\$123.01
1	2	\$22,611	\$124.24
2	3	\$22,837	\$125.48
3	4	\$23,065	\$126.73
4	5	\$23,296	\$128.00
5	6	\$23,529	\$129.28
6 but <10	7	\$24,000	\$131.87
10 but <15	8	\$24,481	\$134.51
15 but <20	9	\$24,969	\$137.19
20 but <25	10	\$25,469	\$139.94
25 but <30	11	\$25,977	\$142.73
30 and up	12	\$26,160	\$143.74

Developed August 2005 Revised:  
April 2012 (local decision)  
October 2013 (Alabama Act 2013-215)  
October 2016 (Alabama Act 2016-198)  
October 2018 (Alabama Act 2018-481)  
October 2019 (Alabama Act 2019-399)  
October 2021 (Alabama Act 2021-330) July  
2022 (local decision)  
October 2022 (Alabama Act 2022-285) +  
additional 2% local  
CompTech  
October 2023 (Alabama Act 2023-HB173)  
2%  
October 2024 (Alabama Act 2024-HB146)  
2%  
AS/AS

# Superintendent's Secretary / System-wide Bookkeeper/ Payroll Clerk/ Asst System-wide Bookkeeper

242 Contract Days (7.25 hours per day)

Years Experience

Step

0  
 1  
 2  
 3  
 4  
 5  
 6 but <10  
 10 but <15  
 15 but <20  
 20 but <25  
 \*25 but <30  
 \*30 and up

1  
 2  
 3  
 4  
 5  
 6  
 7  
 8  
 9  
 10  
 11  
 12

FY26	
Salary	Daily Rate
\$45,900	\$189.67
\$46,589	\$192.51
\$47,287	\$195.40
\$48,233	\$199.31
\$49,198	\$203.30
\$50,182	\$207.36
\$51,186	\$211.51
\$52,209	\$215.74
\$53,253	\$220.05
\$54,318	\$224.45
\$55,404	\$228.94
\$56,825	\$234.81

Developed August 2005 Revised:

April 2012 (local decision)

October 2013 (Alabama Act 2013-215)

October 2016 (Alabama Act 2016-198)

October 2018 (Alabama Act 2018-481)

October 2019 (Alabama Act 2019-399)

October 2021 (Alabama Act 2021-330) July 2022  
(local decision)

October 2022 (Alabama Act 2022-285) +  
additional 2% local

CompTech

October 2023 (Alabama Act 2023-HB173) 2%

October 2024 (Alabama Act 2024-HB146) 2%

*Steps 11 and 12 each include an additional \$300 longevity bonus*

SP/1



# Transportation/CNP Secretary/Bookkeeper

242 Contract Days (7.5 hours per day)

Years Experience	Step	FY26 Salary	Daily Rate
0	1	\$38,792	\$160.30
1	2	\$39,179	\$161.90
2	3	\$39,572	\$163.52
3	4	\$39,967	\$165.15
4	5	\$40,367	\$166.80
5	6	\$40,770	\$168.47
6 but <10	7	\$41,585	\$171.84
10 but <15	8	\$42,417	\$175.28
15 but <20	9	\$43,266	\$178.79
20 but <25	10	\$44,130	\$182.36
25 but <30	11	\$45,014	\$186.01
30 and up	12	\$45,914	\$189.73

Developed August 2005 Revised:

April 2012 (local decision)

October 2013 (Alabama Act 2013-215)

October 2016 (Alabama Act 2016-198)

October 2018 (Alabama Act 2018-481)

October 2019 (Alabama Act 2019-399)

October 2021 (Alabama Act 2021-330) July 2022 (local decision)

October 2022 (Alabama Act 2022-285) + additional 2% local

CompTech

October 2023 (Alabama Act 2023-HB173) 2%

October 2024 (Alabama Act 2024-HB146) 2%

CL/OO

# Vocational Rehabilitation Job Coach

182 Contract Days (7.5 hours per day)

Years Experience	Step	FY26 Salary	Daily Rate
0	1	\$28,078	\$154.27
1	2	\$28,358	\$155.81
2	3	\$28,642	\$157.37
3	4	\$28,928	\$158.95
4	5	\$29,218	\$160.54
5	6	\$29,509	\$162.14
6 but <10	7	\$30,100	\$165.39
10 but <15	8	\$31,316	\$172.07
15 but <20	9	\$31,619	\$173.73
20 but <25	10	\$31,942	\$175.51
25 but <30	11	\$32,581	\$179.02
30 and up	12	\$33,233	\$182.60

Developed: July 2018

Revised:

October 2019 (Alabama Act 2019-399)

October 2021 (Alabama Act 2021-330)

October 2022 (Alabama Act 2022-285) + additional 2% local

VC/VC

# Additional Contract – BS Degree

Experience	One - FY26	Two - FY26	Three - FY26
Less than 3	\$4,825	\$9,649	\$14,474
3 but <6	\$5,306	\$10,613	\$15,919
6 but <9	\$5,540	\$11,078	\$16,618
9	\$5,707	\$11,413	\$17,120
10	\$5,763	\$11,527	\$17,290
11	\$5,821	\$11,642	\$17,463
12	\$5,879	\$11,759	\$17,638
13	\$5,938	\$11,876	\$17,814
14	\$5,998	\$11,995	\$17,993
15	\$6,058	\$12,115	\$18,172
16	\$6,118	\$12,236	\$18,354
17	\$6,179	\$12,358	\$18,537
18	\$6,241	\$12,482	\$18,723
19	\$6,304	\$12,607	\$18,910
20	\$6,367	\$12,733	\$19,100
21	\$6,430	\$12,860	\$19,290
22	\$6,494	\$12,989	\$19,483
23	\$6,560	\$13,118	\$19,678
24	\$6,625	\$13,250	\$19,875
25	\$6,691	\$13,382	\$20,074
26	\$6,759	\$13,516	\$20,275
27	\$6,826	\$13,652	\$20,478
28	\$6,894	\$13,787	\$20,682
29	\$6,963	\$13,926	\$20,889
30	\$7,033	\$14,065	\$21,098
31	\$7,102	\$14,206	\$21,308
32	\$7,174	\$14,347	\$21,522
33	\$7,245	\$14,491	\$21,736
34	\$7,317	\$14,636	\$21,953
Greater than 34	\$7,391	\$14,783	\$22,174

Developed August 2005 Revised:  
 April 2012 (local decision)  
 October 2013 (Alabama Act 2013-215)  
 October 2016 (Alabama Act 2016-198)  
 October 2018 (Alabama Act 2018-481)  
 October 2019 (Alabama Act 2019-399)  
 October 2021 (Alabama Act 2021-330) July 2022 (local decision)  
 October 2022 (Alabama Act 2022-285) + additional 2% local  
 Comp/Tech (Alabama Act 2023-HB173) 2% October 2023  
 October 2024 (Alabama Act 2024-HB146) 2%



# Additional Contract – Masters Degree

Experience	One - FY26	Two - FY26	Three - FY26
Less than 3	\$5,548	\$11,096	\$16,643
3 but <6	\$6,103	\$12,205	\$18,307
6 but <9	\$6,370	\$12,740	\$19,110
9	\$6,563	\$13,124	\$19,687
10	\$6,628	\$13,256	\$19,883
11	\$6,694	\$13,389	\$20,082
12	\$6,761	\$13,522	\$20,252
13	\$6,829	\$13,657	\$20,486
14	\$6,897	\$13,793	\$20,691
15	\$6,966	\$13,932	\$20,898
16	\$7,036	\$14,071	\$21,107
17	\$7,106	\$14,212	\$22,338
18	\$7,177	\$14,354	\$21,531
19	\$7,249	\$14,497	\$21,746
20	\$7,322	\$14,642	\$21,964
21	\$7,394	\$14,789	\$22,183
22	\$7,468	\$14,937	\$22,405
23	\$7,543	\$15,086	\$22,629
24	\$7,618	\$15,237	\$22,855
25	\$7,695	\$15,389	\$23,084
26	\$7,771	\$15,544	\$23,314
27	\$7,849	\$15,699	\$23,548
28	\$7,927	\$15,856	\$23,783
29	\$8,007	\$16,014	\$24,021
30	\$8,088	\$16,174	\$24,262
31	\$7,148	\$16,336	\$24,503
32	\$8,250	\$16,500	\$24,749
33	\$8,332	\$16,665	\$24,997
34	\$8,416	\$16,831	\$25,247
Greater than 34	\$8,500	\$16,999	\$25,499

Developed August 2005 Revised:  
 April 2012 (local decision)  
 October 2013 (Alabama Act 2013-215)  
 October 2016 (Alabama Act 2016-198)  
 October 2018 (Alabama Act 2018-481)  
 October 2019 (Alabama Act 2019-399)  
 October 2021 (Alabama Act 2021-330) July 2022 (local decision)  
 October 2022 (Alabama Act 2022-285) + additional 2% local  
 CompTech Act 2023-HB173) 2%      October 2023 (Alabama Act 2023-285) 2%  
 October 2024 (Alabama Act 2024-HB146) 2%

# Additional Contract – 6Y Degree

Experience	One – FY26	Two – FY26	Three – FY26
Less than 3	\$5,982	\$11,965	\$17,947
3 but <6	\$6,580	\$13,160	\$19,740
6 but <9	\$6,870	\$13,740	\$20,610
9	\$7,078	\$14,156	\$21,233
10	\$7,148	\$14,296	\$21,446
11	\$7,220	\$14,440	\$21,660
12	\$7,292	\$14,584	\$21,876
13	\$7,365	\$14,730	\$22,095
14	\$7,439	\$14,877	\$22,316
15	\$7,513	\$15,026	\$22,539
16	\$7,588	\$15,177	\$22,764
17	\$7,664	\$15,328	\$22,992
18	\$7,741	\$15,482	\$23,222
19	\$7,818	\$15,637	\$23,455
20	\$7,896	\$15,793	\$23,688
21	\$7,975	\$15,951	\$23,926
22	\$8,055	\$16,110	\$24,165
23	\$8,136	\$16,271	\$24,407
24	\$8,217	\$16,434	\$24,650
25	\$8,299	\$16,598	\$24,897
26	\$8,382	\$16,764	\$25,146
27	\$8,466	\$16,932	\$25,398
28	\$8,551	\$17,101	\$25,652
29	\$8,636	\$17,272	\$25,908
30	\$8,722	\$17,445	\$26,167
31	\$8,810	\$17,619	\$26,429
32	\$8,897	\$17,795	\$26,693
33	\$8,987	\$17,973	\$26,961
34	\$9,077	\$18,153	\$27,230
Greater than 34	\$9,168	\$18,335	\$27,502

Developed August 2005 Revised:  
 April 2012 (local decision)  
 October 2013 (Alabama Act 2013-215)  
 October 2016 (Alabama Act 2016-198)  
 October 2018 (Alabama Act 2018-481)  
 October 2019 (Alabama Act 2019-399)  
 October 2021 (Alabama Act 2021-330) July 2022 (local decision)  
 October 2022 (Alabama Act 2022-285) + additional 2% local  
 October 2023 (Alabama Act 2023-HB173) 2%  
 October 2024 (Alabama Act 2024-HB146) 2%

CompTech

# Office Personnel Supplements

FORT PAYNE CITY SCHOOLS

Office Personnel Supplements:

\$2,500.00 for 2-year degree in related field

OR

\$5,000.00 for 4-year degree (or above) in related field



# FORT PAYNE CITY SCHOOLS

## Pay Raise History

Alabama Act 93-646	Pay Raise	6.50%
Alabama Act 94-474	Pay Raise	8.50%
Alabama Act 95-314	Salary Matrix	
Alabama Act 96-758	Pay Raise	4.00%
Alabama Act 98-504	Pay Raise	8.50%
Alabama Act 99-434		
Alabama Act 00-734		
Alabama Act 02-394		
Alabama Act 05-173	Pay Raise	6.00%
Alabama Act 06-310	Pay Raise Including 5% or \$1,000 for support personnel (whichever amount was greater)	5.00%
Alabama Act 07-361	Pay Raise Including 5% or \$1,000 for support personnel (whichever amount was greater)	7.00%
Alabama Act 2013-215	Pay Raise	2.00%
Alabama Act 2016-198	Pay Raise	4.00%
Alabama Act 2018-481	Pay Raise	2.50%
Alabama Act 2019-399	Pay Raise	4.00%
Alabama Act 2021-330	Pay Raise	2.00%
Alabama Act 2022-285	Pay Raise	4.00%
Alabama Act 2023-376	Pay Raise	2.00%
Alabama Act 2023-145	Pay Raise	2.00%

# Foundation Program Allocations, FY2026 ETF

Item	Detail	Location														
\$15/hr minimum for each hourly employee	Within the Foundation Program allocation <i>These funds shall be allocated to each LEA with the requirement that each step of each salary schedule for each class and type of employee provides an hourly rate of not less than \$15 per hour, based upon the number of contract days and number of hours per day required by the job description for that class and type of employee. Further, the percentage increase between each step or cell of each salary schedule for each class and type of employee for the 2023-2024 fiscal year shall not be less than the percentage increase reflected in the 2022-2023 fiscal year salary schedule for that class and type of employee.</i>	p. 17, lines 495-504														
Special Education Teacher Stipend	\$1,200 <i>To provide a \$1,000 stipend to each state-funded Special Education Teacher.</i>	p. 26, lines 696-697														
Instructional days/equivalent required	180 <i>These funds shall be used to provide a minimum school term of 180 full instructional days, or the hourly equivalent thereof, and for equitable educational opportunities in the public schools of the State.</i>	p. 26, line 716-719														
Divisors	<table><tr><td>Grades K-3</td><td>14.25</td></tr><tr><td>Grades 4-6</td><td>20.06</td></tr><tr><td>Grades 7-8</td><td>19.7</td></tr><tr><td>Grades 9-12</td><td>17.95</td></tr></table> <i>Foundation Program calculations for FY 2023-2024 are based on the funding divisors set forth below. Units earned under the Foundation Program shall be employed as regular classroom teachers and assigned by the local board of education. The divisors listed below shall not serve to prescribe pupil-teacher ratios. It is the intent of the Legislature that local boards of education have flexibility in determining where reductions are made. Any reductions made using flexibility of state units must comply with federal comparability and supplanting guidelines. Each district will submit an application for approval by the State Superintendent as to the unit allocation adjustments requested. Location: p. 26-27, lines 721-729</i>	Grades K-3	14.25	Grades 4-6	20.06	Grades 7-8	19.7	Grades 9-12	17.95	p. 27, lines 731-734						
Grades K-3	14.25															
Grades 4-6	20.06															
Grades 7-8	19.7															
Grades 9-12	17.95															
Fringe benefits	\$120 <i>For "Fringe Benefits" the rate per day for two personal days and five sick days (for units earned in the Foundation Program) shall be \$120. Location: p. 31, lines 835-837. As funds are appropriated, the appropriation herein shall include funds to pay for substitute support employees for each day a support employee is absent. Location: p. 32, lines 840-842</i>	p. 31, lines 835-837														
TRS Employer Rate - Tier I members	14.57%	p. 31, lines 837-838														
TRS Employer Rate - Tier II members	13.61%	p. 31, lines 837-838														
PEEHIP rate	<i>The Teachers' Retirement System employer rate shall be 12.59% of salaries for Tier I members and 11.57% of salaries for Tier II members. Location: p. 31, lines 837-838</i> \$904/mo <i>The Public Education Employees' Health Insurance Program (PEEHIP) rate shall be \$800 per month for each full-time employee. Location: p. 1-32, lines 838-840</i>	p. 31-32, lines 838-840														
Classroom Instructional Support	<i>For "Classroom Instructional Support," the uniform amounts used in determining the Foundation Program allowance for classroom instructional support shall be:</i>	p. 32, lines 844-853														
Textbooks/digital resources	\$75/pupil <i>(1) textbooks or digital resources at \$75.00 per pupil in average daily membership during the first 20 scholastic days after Labor Day of the preceding school year.</i>	p. 32, line 846-847														
Classroom materials & supplies	\$596.15/FP unit <i>(2) classroom materials and supplies at \$596.15 per unit earned in the Foundation Program</i> <i>*SSA Note: Half of the classroom materials and supplies for FY2024 was "pre-funded" in the FY2023 Supplemental Appropriation bill</i>	p. 32, line 848-849														
Technology	\$500/FP unit <i>(3) technology at \$500.00 per unit earned in the Foundation Program</i>	p. 32, line 849														
Professional development	\$100/FP unit <i>(4) professional development at \$100.00 per unit earned in the Foundation Program</i>	p. 32, lines 849-850														
Library enhancement	\$157.72/FP unit <i>(5) library enhancement at \$157.72 per unit earned in the Foundation Program.</i>	p. 32, line 851														
Professional learning activities	<i>Professional learning activities are sustained, intensive, collaborative, job-embedded, data-driven, and classroom-focused to provide educators with the knowledge and skills necessary to enable students to succeed and meet the challenging state academic standards. At least fifty percent of all professional learning requirements necessary to retain a valid Alabama teaching certificate shall be directly related to the knowledge and skills necessary to provide high quality instruction that leads to student development and academic growth. The State Superintendent shall establish an approval system, including, but not limited to a menu of micro credentials, that relates directly to any valid teaching certificate holders' responsibilities as an educator. The State Board of Education may adopt rules, as necessary, for initial or recertification criteria. The State Superintendent shall provide a status report on the approval system status and budgetary needs to the Chairs of the House Ways and Means-Education and Senate Finance and Taxation-Education Committees on a quarterly basis. Location: p. 31, lines 817-830</i>	p. 29, lines 24-37														
Instructional Support Units	<table><tr><td>Elementary principal</td><td>0.31</td></tr><tr><td>Middle principal</td><td>0.35</td></tr><tr><td>Secondary principal</td><td>0.45</td></tr><tr><td>Unit principal</td><td>0.45</td></tr><tr><td>Asst principal</td><td>0.1</td></tr><tr><td>Secondary counselor</td><td>0.03</td></tr><tr><td>Unit school counselor</td><td>0.03</td></tr></table> <i>Funds allocated for instructional support units to meet Advanced Education standards may be used for principals, assistant principals, counselors, and librarians as calculated by the State Department of Education and assigned to the schools where such units are earned. An instructional support unit earned for a principal shall be increased by .31 for elementary schools, .35 for middle schools, and .45 for secondary schools and unit schools. An instructional support unit earned for an assistant principal shall be increased by .10 for elementary schools, middle schools, secondary schools and unit schools. An instructional support unit earned for a counselor shall be increased by .03 for secondary schools and unit schools. The budgeting and expenditure of funds in the Foundation Program at the local level shall be determined and made by the local board of education in accordance with rules and regulations of the State Board of Education and all laws governing such school budgets and expenditures. Page 32, lines 853-865</i>	Elementary principal	0.31	Middle principal	0.35	Secondary principal	0.45	Unit principal	0.45	Asst principal	0.1	Secondary counselor	0.03	Unit school counselor	0.03	p. 32, lines 836-865
Elementary principal	0.31															
Middle principal	0.35															
Secondary principal	0.45															
Unit principal	0.45															
Asst principal	0.1															
Secondary counselor	0.03															
Unit school counselor	0.03															