

Fort Payne City Schools

Salary Schedules

2024-2025

Teacher Salary Matrix
TEAMS Teacher Contracts
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, FY2025 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	FY25	Daily Rate	FY24	DROP	FY25	Daily Rate	FY24	Daily Rate
	BS		BS		MS		MS	
0	47,600	254.55	44,226	236.50	51,875	277.41	50,857	271.96
1	47,600	254.55	44,226	236.50	51,875	277.41	50,857	271.96
2	47,600	254.55	44,226	236.50	51,875	277.41	50,857	271.96
3	49,616	265.33	48,643	260.12	57,058	305.12	55,939	299.14
4	49,616	265.33	48,643	260.12	57,058	305.12	55,939	299.14
5	49,616	265.33	48,643	260.12	57,058	305.12	55,939	299.14
6	51,792	276.96	50,776	271.53	59,558	318.49	58,390	312.25
7	51,792	276.96	50,776	271.53	59,558	318.49	58,390	312.25
8	51,792	276.96	50,776	271.53	59,558	318.49	58,390	312.25
9	53,355	285.32	52,309	279.73	61,358	328.12	60,154	321.68
10	53,888	288.17	52,831	282.52	61,971	331.40	60,755	324.89
11	54,428	291.06	53,360	285.35	62,591	334.71	61,363	328.14
12	54,972	293.97	53,894	288.20	63,217	338.06	61,977	331.43
13	55,522	296.91	54,433	291.09	63,848	341.43	62,596	334.74
14	56,077	299.87	54,977	293.99	64,487	344.85	63,222	338.09
15	56,638	302.87	55,527	296.94	65,133	348.30	63,855	341.47
16	57,204	305.90	56,082	299.90	65,783	351.78	64,493	344.88
17	57,776	308.96	56,643	302.90	66,441	355.30	65,138	348.33
18	58,354	312.05	57,209	305.93	67,105	358.85	65,789	351.81
19	58,937	315.17	57,781	308.99	67,776	362.44	66,447	355.33
20	59,526	318.32	58,359	312.08	68,454	366.06	67,111	358.88
21	60,122	321.51	58,943	315.20	69,139	369.73	67,783	362.48
22	60,723	324.72	59,532	318.35	69,831	373.43	68,461	366.10
23	61,330	327.97	60,127	321.53	70,528	377.15	69,145	369.76
24	61,944	331.25	60,729	324.75	71,234	380.93	69,837	373.46
25	62,563	334.56	61,336	328.00	71,946	384.74	70,535	377.19
26	63,188	337.90	61,949	331.28	72,665	388.58	71,240	380.96
27	63,821	341.29	62,569	334.59	73,392	392.47	71,952	384.77
28	64,459	344.70	63,195	337.94	74,126	396.40	72,672	388.62
29	65,104	348.15	63,827	341.32	74,867	400.36	73,399	392.51
30	65,754	351.63	64,464	344.73	75,616	404.36	74,133	396.43
31	66,412	355.14	65,109	348.18	76,372	408.41	74,874	400.40
32	67,077	358.70	65,761	351.66	77,136	412.49	75,623	404.40
33	67,747	362.28	66,418	355.18	77,907	416.61	76,379	408.44
34	68,424	365.90	67,082	358.73	78,686	420.78	77,143	412.53
35	69,109	369.57	67,753	362.32	79,473	424.99	77,914	416.65

Teacher Salary Matrix, FY2025 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	FY25	Daily Rate	FY24	Daily Rate		FY25	Daily Rate	FY24	Daily Rate
	6Y		6Y			DO		DO	
0	55,936	299.12	54,839	293.26		59,995	320.83	58,818	314.53
1	55,936	299.12	54,839	293.26		59,995	320.83	58,818	314.53
2	55,936	299.12	54,839	293.26		59,995	320.83	58,818	314.53
3	61,524	329.01	60,317	322.55		65,997	352.93	64,702	346.00
4	61,524	329.01	60,317	322.55		65,997	352.93	64,702	346.00
5	61,524	329.01	60,317	322.55		65,997	352.93	64,702	346.00
6	64,237	343.51	62,977	336.78		68,881	368.35	67,530	361.12
7	64,237	343.51	62,977	336.78		68,881	368.35	67,530	361.12
8	64,237	343.51	62,977	336.78		68,881	368.35	67,530	361.12
9	66,177	353.89	64,879	346.95		70,962	379.48	69,570	372.03
10	66,838	357.42	65,527	350.41		71,671	383.27	70,265	375.75
11	67,506	360.99	66,182	353.91		72,387	387.10	70,967	379.50
12	68,181	364.60	66,844	357.45		73,111	390.97	71,677	383.30
13	68,864	368.26	67,513	361.03		73,842	394.88	72,394	387.13
14	69,551	371.93	68,187	364.64		74,581	398.83	73,118	391.01
15	70,248	375.66	68,870	368.29		75,327	402.82	73,850	394.92
16	70,950	379.41	69,558	371.97		76,080	406.84	74,588	398.87
17	71,660	383.21	70,254	375.69		76,841	410.91	75,334	402.86
18	72,377	387.04	70,957	379.45		77,608	415.01	76,086	406.88
19	73,101	390.91	71,667	383.25		78,384	419.17	76,847	410.95
20	73,831	394.82	72,383	387.07		79,169	423.36	77,616	415.06
21	74,570	398.77	73,107	390.95		79,961	427.60	78,393	419.21
22	75,314	402.75	73,837	394.85		80,760	431.87	79,176	423.40
23	76,068	406.78	74,576	398.80		81,567	436.19	79,967	427.63
24	76,829	410.85	75,322	402.79		82,383	440.55	80,767	431.91
25	77,597	414.95	76,075	406.82		83,207	444.95	81,575	436.23
26	78,373	419.11	76,836	410.89		84,039	449.41	82,391	440.59
27	79,157	423.30	77,604	414.99		84,880	453.90	83,215	445.00
28	79,948	427.53	78,380	419.14		85,728	458.44	84,047	449.45
29	80,748	431.81	79,164	423.34		86,586	463.03	84,888	453.95
30	81,555	436.12	79,955	427.57		87,452	467.66	85,737	458.49
31	82,371	440.49	80,755	431.84		88,325	472.33	86,593	463.06
32	83,195	444.89	81,563	436.17		89,209	477.05	87,459	467.70
33	84,027	449.34	82,379	440.53		90,102	481.83	88,335	472.38
34	84,867	453.83	83,202	444.93		91,003	486.65	89,218	477.10
35	85,715	458.37	84,034	449.38		91,911	491.50	90,109	481.87

Teacher Salary Matrix, FY2025 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	FY25	Daily Rate	FY24	Daily Rate					
	ND		ND						
0	47,600	254.55	44,226	236.50					
1	47,600	254.55	44,226	236.50					
2	47,600	254.55	44,226	236.50					
3	49,616	265.33	48,643	260.12					
4	49,616	265.33	48,643	260.12					
5	49,616	265.33	48,643	260.12					
6	51,792	276.96	50,776	271.53					
7	51,792	276.96	50,776	271.53					
8	51,792	276.96	50,776	271.53					
9	53,355	285.32	52,309	279.73					
10	53,888	288.17	52,831	282.52					
11	54,428	291.06	53,360	285.35					
12	54,972	293.97	53,894	288.20					
13	55,522	296.91	54,433	291.09					
14	56,077	299.87	54,977	293.99					
15	56,638	302.87	55,527	296.94					
16	57,204	305.90	56,082	299.90					
17	57,776	308.96	56,643	302.90					
18	58,354	312.05	57,209	305.93					
19	58,937	315.17	57,781	308.99					
20	59,526	318.32	58,359	312.08					
21	60,122	321.51	58,943	315.20					
22	60,723	324.72	59,532	318.35					
23	61,330	327.97	60,127	321.53					
24	61,944	331.25	60,729	324.75					
25	62,563	334.56	61,336	328.00					
26	63,188	337.90	61,949	331.28					
27	63,821	341.29	62,569	334.59					
28	64,459	344.70	63,195	337.94					
29	65,104	348.15	63,827	341.32					
30	65,754	351.63	64,464	344.73					
31	66,412	355.14	65,109	348.18					
32	67,077	358.70	65,761	351.66					
33	67,747	362.28	66,418	355.18					
34	68,424	365.90	67,082	358.73					
35	69,109	369.57	67,753	362.32					

School Nurse Salary, FY2025 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	FY25		FY24		FY25		FY24	
Experience	LPN	Daily Rate	LPN	Daily Rate	RN-ASSN	Daily Rate	RN-ASSN	Daily Rate
0	33,930	181.45	33,264	177.88	44,764	239	43,886.00	234.68
1	33,930	181.45	33,264	177.88	44,764	239	43,886.00	234.68
2	33,930	181.45	33,264	177.88	44,764	239	43,886.00	234.68
3	37,319	199.57	36,587	195.65	49,236	263	48,270.00	258.13
4	37,319	199.57	36,587	195.65	49,236	263	48,270.00	258.13
5	37,319	199.57	36,587	195.65	49,236	263	48,270.00	258.13
6	38,955	208.31	38,191	204.23	51,394	275	50,386.00	269.44
7	38,955	208.31	38,191	204.23	51,394	275	50,386.00	269.44
8	38,955	208.31	38,191	204.23	51,394	275	50,386.00	269.44
9	40,131	214.60	39,344	210.40	52,946	283	51,907.00	277.58
10	40,532	216.75	39,737	212.50	53,475	286	52,426.00	280.35
11	40,937	218.91	40,134	214.62	54,009	289	52,950.00	283.16
12	41,347	221.11	40,536	216.77	54,550	292	53,480.00	285.99
13	41,760	223.31	40,941	218.94	55,096	295	54,015.00	288.85
14	42,179	225.56	41,351	221.13	55,647	298	54,555.00	291.74
15	42,601	227.81	41,765	223.34	56,204	301	55,101.00	294.66
16	43,026	230.08	42,182	225.57	56,765	304	55,651.00	297.60
17	43,457	232.39	42,604	227.83	57,333	307	56,208.00	300.58
18	43,891	234.71	43,030	230.11	57,906	310	56,770.00	303.58
19	44,330	237.06	43,460	232.41	58,485	313	57,338.00	306.62
20	44,772	239.42	43,894	234.73	59,070	316	57,911.00	309.68
21	45,221	241.82	44,334	237.08	59,661	319	58,491.00	312.79
22	45,673	244.24	44,777	239.45	60,257	322	59,075.00	315.91
23	46,130	246.68	45,225	241.84	60,860	325	59,666.00	319.07
24	46,591	249.15	45,677	244.26	61,469	329	60,263.00	322.26
25	47,057	251.64	46,134	246.71	62,083	332	60,865.00	325.48
26	47,527	254.15	46,595	249.17	62,703	335	61,473.00	328.73
27	48,003	256.70	47,061	251.66	63,331	339	62,089.00	332.03
28	48,483	259.27	47,532	254.18	63,964	342	62,709.00	335.34
29	48,968	261.86	48,007	256.72	64,604	345	63,337.00	338.70
30	49,457	264.47	48,487	259.29	65,250	349	63,970.00	342.09
31	49,952	267.13	48,972	261.88	65,902	352	64,609.00	345.50
32	50,452	269.80	49,462	264.50	66,562	356	65,256.00	348.96
33	50,956	272.49	49,956	267.14	67,227	360	65,908.00	352.45
34	51,465	275.21	50,455	269.81	67,899	363	66,567.00	355.97
35	51,980	277.97	50,960	272.51	68,578	367	67,233.00	359.53

School Nurse Salary, FY2025 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	FY25		FY24			FY25		FY24	
Experience	RN-BSN	Daily Rate	RN-BSN	Daily Rate		RN-MSN	Daily Rate	RN-MSN	Daily Rate
0	48,269	258.13	47,322	253.06		52,049	278	51,028.00	272.88
1	48,269	258.13	47,322	253.06		52,049	278	51,028.00	272.88
2	48,269	258.13	47,322	253.06		52,049	278	51,028.00	272.88
3	53,090	283.90	52,049	278.34		57,248	306	56,125.00	300.13
4	53,090	283.90	52,049	278.34		57,248	306	56,125.00	300.13
5	53,090	283.90	52,049	278.34		57,248	306	56,125.00	300.13
6	55,418	296.35	54,331	290.54		59,758	320	58,586.00	313.29
7	55,418	296.35	54,331	290.54		59,758	320	58,586.00	313.29
8	55,418	296.35	54,331	290.54		59,758	320	58,586.00	313.29
9	57,092	305.31	55,972	299.32		61,562	329	60,354.00	322.75
10	57,662	308.35	56,531	302.30		62,177	332	60,957.00	325.97
11	58,238	311.43	57,096	305.33		62,799	336	61,567.00	329.24
12	58,822	314.56	57,668	308.39		63,427	339	62,183.00	332.53
13	59,409	317.69	58,244	311.47		64,062	343	62,805.00	335.86
14	60,004	320.87	58,827	314.58		64,702	346	63,433.00	339.21
15	60,604	324.09	59,415	317.73		65,350	349	64,068.00	342.61
16	61,210	327.33	60,009	320.90		66,003	353	64,708.00	346.03
17	61,822	330.60	60,609	324.11		66,663	356	65,355.00	349.49
18	62,440	333.91	61,215	327.35		67,329	360	66,008.00	352.98
19	63,064	337.24	61,827	330.63		68,002	364	66,668.00	356.51
20	63,694	340.61	62,445	333.93		68,682	367	67,335.00	360.08
21	64,332	344.02	63,070	337.27		69,370	371	68,009.00	363.68
22	64,974	347.45	63,700	340.64		70,062	375	68,688.00	367.32
23	65,625	350.93	64,338	344.05		70,763	378	69,375.00	370.99
24	66,282	354.45	64,982	347.50		71,472	382	70,070.00	374.71
25	66,944	357.99	65,631	350.97		72,186	386	70,770.00	378.45
26	67,613	361.57	66,287	354.48		72,907	390	71,477.00	382.23
27	68,291	365.19	66,951	358.03		73,637	394	72,193.00	386.06
28	68,973	368.84	67,620	361.60		74,373	398	72,914.00	389.91
29	69,662	372.52	68,296	365.22		75,117	402	73,644.00	393.82
30	70,358	376.24	68,978	368.87		75,867	406	74,379.00	397.75
31	71,062	380.01	69,668	372.56		76,626	410	75,123.00	401.73
32	71,774	383.82	70,366	376.29		77,393	414	75,875.00	405.75
33	72,490	387.65	71,068	380.04		78,166	418	76,633.00	409.80
34	73,215	391.52	71,779	383.84		78,947	422	77,399.00	413.90
35	73,947	395.44	72,497	387.68		79,738	426	78,174.00	418.04

School Nurse Salary, FY2025 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	FY25		FY24						
Experience	RN-DNP	DROP	RN-DNP	DROP					
0	56,124	300.13	55,023	294.24					
1	56,124	300.13	55,023	294.24					
2	56,124	300.13	55,023	294.24					
3	61,730	330.11	60,519	323.63					
4	61,730	330.11	60,519	323.63					
5	61,730	330.11	60,519	323.63					
6	64,437	344.58	63,173	337.82					
7	64,437	344.58	63,173	337.82					
8	64,437	344.58	63,173	337.82					
9	66,382	354.98	65,080	348.02					
10	67,045	358.53	65,730	351.50					
11	67,715	362.11	66,387	355.01					
12	68,394	365.74	67,052	358.57					
13	69,077	369.40	67,722	362.15					
14	69,768	373.09	68,400	365.78					
15	70,466	376.82	69,084	369.43					
16	71,770	383.80	69,774	373.12					
17	71,882	384.40	70,472	376.86					
18	72,601	388.24	71,177	380.63					
19	73,327	392.12	71,889	384.43					
20	74,060	396.04	72,607	388.27					
21	74,801	400.01	73,334	392.16					
22	75,548	404.00	74,066	396.07					
23	76,304	408.04	74,807	400.04					
24	77,068	412.13	75,556	404.04					
25	77,838	416.25	76,311	408.08					
26	78,616	420.41	77,074	412.16					
27	79,403	424.61	77,846	416.29					
28	80,196	428.86	78,623	420.44					
29	80,999	433.15	79,410	424.65					
30	81,808	437.48	80,203	428.89					
31	82,626	441.85	81,005	433.18					
32	83,453	446.27	81,816	437.52					
33	84,287	450.73	82,634	441.89					
34	85,130	455.24	83,460	446.31					
35	85,981	459.79	84,295	450.78					

TEAMS Contracts, FY2025 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.

	FY25		FY24			FY25		FY24	
Step	Bachelor	Daily Rate	Bachelors	Daily Rate	Step	Master	Daily Rate	Masters	Daily Rate
0	50,521	267.30	49,530	262.06	0	57,285	303.10	56,161	297.15
1	54,082	286.15	53,021	280.53	1	62,194	329.07	60,974	322.61
2	56,972	301.44	55,854	295.52	2	65,514	346.63	64,229	339.84
3	58,638	310.25	57,488	304.17	3	67,433	356.79	66,110	349.79
4	60,350	319.31	59,166	313.05	4	69,401	367.20	68,040	360.00
5	62,105	328.60	60,887	322.15	5	71,420	377.89	70,019	370.47
6	63,909	338.14	62,655	331.51	6	73,493	388.85	72,051	381.22
7	65,759	347.93	64,469	341.11	7	75,622	400.12	74,139	392.27
8	67,074	354.89	65,758	347.93	8	77,132	408.11	75,619	400.10
9	68,415	361.99	67,073	354.88	9	78,676	416.27	77,133	408.11
10	69,440	367.41	68,078	360.20	10	79,857	422.52	78,291	414.24
11	70,482	372.92	69,100	365.61	11	81,055	428.86	79,465	420.45
12	71,540	378.52	70,137	371.10	12	82,271	435.30	80,657	426.76
13	71,540	378.52	70,137	371.10	13	82,271	435.30	80,657	426.76
14	71,540	378.52	70,137	371.10	14	82,271	435.30	80,657	426.76
15	72,616	384.21	71,192	376.68	15	83,510	441.85	81,872	433.19
16	72,616	384.21	71,192	376.68	16	83,510	441.85	81,872	433.19
17	72,616	384.21	71,192	376.68	17	83,510	441.85	81,872	433.19
18	73,717	390.04	72,271	382.39	18	84,774	448.54	83,111	439.74
19	73,717	390.04	72,271	382.39	19	84,774	448.54	83,111	439.74
20	73,717	390.04	72,271	382.39	20	84,774	448.54	83,111	439.74
21	74,838	395.97	73,370	388.20	21	86,065	455.37	84,377	446.44
22	74,838	395.97	73,370	388.20	22	86,065	455.37	84,377	446.44
23	74,838	395.97	73,370	388.20	23	86,065	455.37	84,377	446.44
24	75,981	402.01	74,491	394.13	24	87,378	462.32	85,664	453.25
25	75,981	402.01	74,491	394.13	25	87,378	462.32	85,664	453.25
26	75,981	402.01	74,491	394.13	26	87,378	462.32	85,664	453.25
27	77,148	408.19	75,635	400.19	27	88,721	469.42	86,981	460.22

TEAMS Contracts, FY2025 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.

	FY25		FY24				FY25		FY24	
Step	AA/EDS	Daily Rate	AA/EDS	Daily Rate		Step	Doctorate	Daily Rate	Doctorate	Daily Rate
0	61,346	324.58	60,143	318.22		0	65,405	346.06	64,122	339.27
1	67,061	354.82	65,746	347.86		1	71,932	380.59	70,521	373.13
2	70,661	373.87	69,275	366.53		2	75,769	400.89	74,283	393.03
3	72,730	384.82	71,303	377.26		3	77,988	412.64	76,458	404.54
4	74,851	396.04	73,383	388.27		4	80,263	424.67	78,689	416.34
5	77,030	407.57	75,519	399.57		5	82,600	437.03	80,980	428.47
6	79,267	419.40	77,712	411.17		6	84,997	449.72	83,330	440.90
7	81,561	431.54	79,961	423.07		7	87,458	462.74	85,743	453.67
8	83,193	440.18	81,561	431.54		8	89,208	472.00	87,458	462.74
9	84,856	448.97	83,192	440.17		9	90,993	481.45	89,208	472.00
10	86,128	455.70	84,439	446.77		10	92,356	488.66	90,545	479.07
11	87,421	462.55	85,706	453.47		11	93,741	495.98	91,902	486.25
12	88,731	469.48	86,991	460.27		12	95,148	503.43	93,282	493.56
13	88,731	469.48	86,991	460.27		13	95,148	503.43	93,282	493.56
14	88,731	469.48	86,991	460.27		14	95,148	503.43	93,282	493.56
15	90,069	476.56	88,302	467.21		15	96,581	511.01	94,687	500.99
16	90,069	476.56	88,302	467.21		16	96,581	511.01	94,687	500.99
17	90,069	476.56	88,302	467.21		17	96,581	511.01	94,687	500.99
18	91,432	483.77	89,639	474.28		18	98,043	518.75	96,120	508.57
19	91,432	483.77	89,639	474.28		19	98,043	518.75	96,120	508.57
20	91,432	483.77	89,639	474.28		20	98,043	518.75	96,120	508.57
21	92,823	491.13	91,002	481.49		21	99,535	526.64	97,583	516.31
22	92,823	491.13	91,002	481.49		22	99,535	526.64	97,583	516.31
23	92,823	491.13	91,002	481.49		23	99,535	526.64	97,583	516.31
24	94,241	498.63	92,393	488.85		24	101,056	534.69	99,074	524.20
25	94,241	498.63	92,393	488.85		25	101,056	534.69	99,074	524.20
26	94,241	498.63	92,393	488.85		26	101,056	534.69	99,074	524.20
27	95,688	506.29	93,811	496.35		27	102,607	542.89	100,595	532.25

TEAMS Contracts, FY2025 ETF - Source: Act 2023-379

TEAMS GAP PAY - FY25										
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						

Assistant Superintendent - Special Education Supervisor

242 Contract Days - FY 25

Years Experience	Step	Masters	Daily Rate	Masters	Daily Rate
0 but <3	1	\$86,348	\$356.81	\$84,655	\$349.81
3 but <6	2	\$94,983	\$392.49	\$93,121	\$384.80
6 but <9	3	\$99,162	\$409.76	\$97,218	\$401.73
9 but <12	4	\$101,145	\$417.96	\$99,162	\$409.76
12 but <15	5	\$103,168	\$426.31	\$101,145	\$417.95
15 but <18	6	\$105,231	\$434.84	\$103,168	\$426.31
18 but <21	7	\$107,337	\$443.54	\$105,232	\$434.84
21 but <24	8	\$109,483	\$452.41	\$107,336	\$443.54
24 but <27	9	\$111,673	\$461.46	\$109,483	\$452.41
27 and up	10	\$113,906	\$470.69	\$111,673	\$461.46
Years Experience	Step	AA	Daily Rate	AA	Daily Rate
0 but <3	1	\$91,531	\$378.23	\$89,736	\$370.81
3 but <6	2	\$100,684	\$416.05	\$98,710	\$407.89
6 but <9	3	\$105,114	\$434.36	\$103,053	\$425.84
9 but <12	4	\$107,216	\$443.04	\$105,114	\$434.36
12 but <15	5	\$109,360	\$451.90	\$107,216	\$443.04
15 but <18	6	\$111,547	\$460.94	\$109,360	\$451.90
18 but <21	7	\$113,779	\$470.16	\$111,548	\$460.94
21 but <24	8	\$116,055	\$479.56	\$113,779	\$470.16
24 but <27	9	\$118,375	\$489.15	\$116,054	\$479.56
27 and up	10	\$120,743	\$498.94	\$118,375	\$489.15
Years Experience	Step	Doctorate	Daily Rate	Doctorate	Daily Rate
0 but <3	1	\$97,021	\$400.91	\$95,119	\$393.05
3 but <6	2	\$106,724	\$441.01	\$104,631	\$432.36
6 but <9	3	\$111,420	\$460.41	\$109,235	\$451.38
9 but <12	4	\$113,647	\$469.62	\$111,419	\$460.41
12 but <15	5	\$115,921	\$479.01	\$113,648	\$469.62
15 but <18	6	\$118,239	\$488.59	\$115,921	\$479.01
18 but <21	7	\$120,604	\$498.36	\$118,239	\$488.59
21 but <24	8	\$123,016	\$508.33	\$120,604	\$498.36
24 but <27	9	\$125,476	\$518.50	\$123,016	\$508.33
27 and up	10	\$127,986	\$528.87	\$125,476	\$518.50
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 Comp/Tech					
October 2023 (Alabama Act 2023-HB173) 2%					
October 2024 (Alabama Act 2024-HB146) 2%					

Bus Driver

182 Contract Days - 4 hours a day

Bus Driver Years Experience	Step	FY25 Salary Annual	Daily Rate		FY24 Salary Annual	Daily Rate
0	1	\$17,340	\$95.27		\$17,000	\$93.41
1	2	\$17,513	\$96.23		\$17,170	\$94.34
2	3	\$17,689	\$97.19		\$17,342	\$95.29
3	4	\$17,865	\$98.16		\$17,515	\$96.24
4	5	\$18,044	\$99.14		\$17,690	\$97.20
5	6	\$18,224	\$100.13		\$17,867	\$98.17
6 but <10	7	\$18,590	\$102.14		\$18,225	\$100.14
10 but <15	8	\$18,961	\$104.18		\$18,589	\$102.14
15 but <20	9	\$19,340	\$106.26		\$18,961	\$104.18
20 but <25	10	\$19,727	\$108.39		\$19,340	\$106.26
*25 but <30	11	\$20,422	\$112.21		\$20,027	\$110.04
*30 and up	12	\$20,823	\$114.41		\$20,421	\$112.20
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						

Special Ed Bus Aide

180 Contract Days - 3.75 Hours a Day

Years Experience	Step	FY25 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			

Assistant CSFO

242 Contract Days - 7.25 Hours a Day

Years Experience	Step	FY25 Salary Annual	Daily Rate
0 but <22	1	\$75,000	\$412.09
Developed July 2024			

Special Ed Nurse Bus Aide

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

Years Experience	Step	FY25 Salary Annual	Daily Rate
0	1	\$12,000	\$65.93
1	2	\$12,000	\$65.93
2	3	\$12,000	\$65.93
3	4	\$12,585	\$69.15
4	5	\$12,585	\$69.15
5	6	\$12,585	\$69.15
6 but <10	7	\$13,170	\$72.36
10 but <15	8	\$13,755	\$75.58
15 but <20	9	\$14,340	\$78.79
20 but <25	10	\$14,925	\$82.01
25 and up	11	\$15,510	\$85.22
Developed July 2024			

Pre-K Auxiliary / Auxiliary Teacher

187 Contract Days - 7.5 Hours a Day

Years Experience	Step	FY25	Daily Rate		FY24	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		\$22,440	\$120.00
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						

Central Office Administrative Assistant

Developed October 2021

242 Contract Days – FY25

Revised:

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

FY 2025		FY25		FY 24	
Years Experience Step	Step	Class A	Daily Rate	Class A	Daily Rate
0 but <3	1	\$84,530	\$349.30	\$82,873	\$342.45
3 but <6	2	\$92,983	\$384.23	\$91,160	\$376.69
6 but <9	3	\$97,074	\$401.13	\$95,171	\$393.27
9 but <12	4	\$99,017	\$409.16	\$97,075	\$401.14
12 but <15	5	\$100,996	\$417.34	\$99,016	\$409.16
15 but <18	6	\$103,017	\$425.69	\$100,997	\$417.34
18 but <21	7	\$105,077	\$434.20	\$103,017	\$425.69
21 but <24	8	\$107,179	\$442.89	\$105,077	\$434.20
24 but <27	9	\$109,322	\$451.74	\$107,178	\$442.88
27 and up	10	\$111,508	\$460.78	\$109,322	\$451.74
Years Experience Step		FY25		FY24	
	Step	Class AA	Daily Rate	Class AA	Daily Rate
0 but <3	1	\$86,221	\$356.28	\$84,530	\$349.30
3 but <6	2	\$94,843	\$391.91	\$92,983	\$384.23
6 but <9	3	\$99,015	\$409.15	\$97,074	\$401.13
9 but <12	4	\$100,996	\$417.34	\$99,016	\$409.16
12 but <15	5	\$103,016	\$425.69	\$100,996	\$417.34
15 but <18	6	\$105,076	\$434.20	\$103,016	\$425.69
18 but <21	7	\$107,178	\$442.88	\$105,076	\$434.20
21 but <24	8	\$109,322	\$451.74	\$107,178	\$442.88
24 but <27	9	\$111,507	\$460.77	\$109,321	\$451.74
27 and up	10	\$113,738	\$469.99	\$111,508	\$460.78
Years Experience Step		FY25		FY24	
	Step	Doctorate	Daily Rate	Doctorate	Daily Rate
		\$87,946	\$363.42	\$86,222	\$356.29
3 but <6	2	\$96,741	\$399.76	\$94,844	\$391.92
6 but <9	3	\$100,997	\$417.34	\$99,017	\$409.16
9 but <12	4	\$103,018	\$425.69	\$100,998	\$417.35
12 but <15	5	\$105,078	\$434.21	\$103,018	\$425.69
15 but <18	6	\$107,180	\$442.89	\$105,078	\$434.21
18 but <21	7	\$109,324	\$451.75	\$107,180	\$442.89
21 but <24	8	\$111,509	\$460.78	\$109,323	\$451.75
24 but <27	9	\$113,740	\$470.00	\$111,510	\$460.79
27 and up	10	\$116,015	\$479.40	\$113,740	\$470.00

Child Nutrition Assistant Manager

187 Contract Days (7 hours per day)

FY 2025					
Years Experience		FY25	Daily Rate	FY24	Daily Rate
0	1	\$22,219	\$118.82	\$21,783	\$116.49
1	2	\$22,418	\$119.88	\$21,978	\$117.53
2	3	\$22,418	\$119.88	\$21,978	\$117.53
3	4	\$22,815	\$122.01	\$22,368	\$119.61
4	5	\$23,014	\$123.07	\$22,563	\$120.66
5	6	\$23,213	\$124.13	\$22,758	\$121.70
6 but <10	7	\$24,015	\$128.42	\$23,544	\$125.90
10 but <15	8	\$24,971	\$133.53	\$24,481	\$130.91
15 but <20	9	\$26,609	\$142.29	\$26,087	\$139.50
20 but <25	10	\$26,910	\$143.90	\$26,382	\$141.08
*25 but <30	11	\$27,747	\$148.38	\$27,209	\$145.50
*30 and up	12	\$28,296	\$151.32	\$27,747	\$148.38
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					

Child Nutrition Manager / Lead CNP Manager

192 Contract Days (8 hours per day)

FY 25					
Years Experience	Step	FY25	Daily Rate	FY24	Daily Rate
0	1	\$31,566	\$164.41	\$30,947	\$161.18
1	2	\$31,805	\$165.65	\$31,181	\$162.40
2	3	\$32,044	\$166.90	\$31,416	\$163.63
3	4	\$32,283	\$168.14	\$31,650	\$164.84
4	5	\$32,523	\$169.39	\$31,885	\$166.07
5	6	\$32,761	\$170.63	\$32,119	\$167.29
6 but <10	7	\$32,905	\$171.38	\$32,260	\$168.02
10 but <15	8	\$37,443	\$195.02	\$36,709	\$191.19
15 but <20	9	\$38,238	\$199.16	\$37,488	\$195.25
20 but <25	10	\$38,701	\$201.57	\$37,942	\$197.61
*25 but <30	11	\$39,474	\$205.59	\$39,000	\$203.13
*30 and up	12	\$40,263	\$209.71	\$39,774	\$207.16
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					

Child Nutrition Worker

187 Contract Days (7 hours per day)

Years Experience	Step	FY25	Daily Rate	FY24	Daily Rate
0	1	\$21,022	\$112.42	\$20,610	\$110.21
1	2	\$21,296	\$113.88	\$20,878	\$111.65
2	3	\$21,570	\$115.35	\$21,147	\$113.09
3	4	\$21,843	\$116.81	\$21,415	\$114.52
4	5	\$22,117	\$118.27	\$21,683	\$115.95
5	6	\$22,391	\$119.74	\$21,952	\$117.39
6 but <10	7	\$23,193	\$124.03	\$22,738	\$121.59
10 but <15	8	\$23,994	\$128.31	\$23,524	\$125.80
15 but <20	9	\$24,796	\$132.60	\$24,310	\$130.00
20 but <25	10	\$25,074	\$134.08	\$24,582	\$131.45
*25 but <30	11	\$25,875	\$138.37	\$25,374	\$135.69
*30 and up	12	\$26,387	\$141.10	\$25,875	\$138.37
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%					
*Steps 11 and 12 each include an additional \$300 longevity bonus					

Clerical Aide - Part Time

182 Contract Days (3.75 hours per day)

Years Experience	Step	FY25	Daily Rate	FY24	Daily Rate
0	1	\$11,193	\$61.50	\$10,974	\$60.30
1	2	\$11,306	\$62.12	\$11,084	\$60.90
2	3	\$11,419	\$62.74	\$11,195	\$61.51
3	4	\$11,533	\$63.37	\$11,307	\$62.13
4	5	\$11,648	\$64.00	\$11,420	\$62.75
5	6	\$11,765	\$64.64	\$11,534	\$63.37
6 but <10	7	\$12,000	\$65.94	\$11,765	\$64.64
10 but <15	8	\$12,240	\$67.25	\$12,000	\$65.93
15 but <20	9	\$12,485	\$68.60	\$12,240	\$67.25
20 but <25	10	\$12,735	\$69.97	\$12,485	\$68.60
25 but <30	11	\$13,320	\$73.19	\$13,059	\$71.75
30 and up	12	\$13,580	\$74.62	\$13,314	\$73.15
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%					

Computer Aide

222 Contract Days

7 hours a day not to exceed 40 hours a week

Experience	Step	FY25	Daily Rate	FY24	Daily Rate
0	1	\$26,579	\$119.73	\$26,058	\$117.38
1	2	\$26,845	\$120.93	\$26,319	\$118.55
2	3	\$27,113	\$122.13	\$26,581	\$119.73
3	4	\$27,384	\$123.35	\$26,847	\$120.93
4	5	\$27,658	\$124.59	\$27,116	\$122.14
5	6	\$27,935	\$125.83	\$27,387	\$123.36
6 but <10	7	\$28,494	\$128.35	\$27,935	\$125.83
10 but <15	8	\$29,063	\$130.91	\$28,493	\$128.35
15 but <20	9	\$29,644	\$133.53	\$29,063	\$130.91
20 but <25	10	\$30,237	\$136.20	\$29,644	\$133.53
25 but <30	11	\$30,842	\$138.93	\$30,237	\$136.20
30 and up	12	\$31,121	\$140.19	\$30,511	\$137.44
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%					

Computer Tech

242 Contract Days
Maximum 8 hours per day, not to exceed 40 hours per week

Years Experience	Step		FY25	Daily Rate	FY24	Daily Rate
0	1		\$35,828	\$148.05	\$35,125	\$145.14
1	2		\$36,208	\$149.62	\$35,498	\$146.69
2	3		\$36,591	\$151.20	\$35,874	\$148.24
3	4		\$36,980	\$152.81	\$36,255	\$149.81
4	5		\$37,372	\$154.43	\$36,639	\$151.40
5	6		\$37,768	\$156.06	\$37,027	\$153.00
6 but <10	7		\$38,566	\$159.36	\$37,810	\$156.24
10 but <15	8		\$39,383	\$162.74	\$38,611	\$159.55
15 but <20	9		\$40,215	\$166.18	\$39,426	\$162.92
20 but <25	10		\$41,062	\$169.68	\$40,257	\$166.35
25 but <30	11		\$41,928	\$173.26	\$41,106	\$169.86
30 and up	12		\$42,473	\$175.51	\$41,640	\$172.07
242 Contract Days Maximum 8 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%						

Custodian

260 Contract Days (8 hours per day)

		FY25		FY24	
Years Experience	Step	Salary	Daily Rate	Salary	Daily Rate
0	1	\$31,824	\$122.40	\$31,200	120.00
1	2	\$32,142	\$123.62	\$31,512	121.20
2	3	\$32,464	\$124.86	\$31,827	122.41
3	4	\$32,788	\$126.11	\$32,145	123.63
4	5	\$33,116	\$127.37	\$32,467	124.87
5	6	\$33,448	\$128.65	\$32,792	126.12
6 but <10	7	\$34,116	\$131.22	\$33,447	128.64
10 but <15	8	\$34,798	\$133.84	\$34,116	131.22
15 but <20	9	\$35,495	\$136.52	\$34,799	133.84
20 but <25	10	\$36,205	\$139.25	\$35,495	136.52
*25 but <30	11	\$37,228	\$143.18	\$36,504	140.40
*30 and up	12	\$37,967	\$146.03	\$37,228	143.18
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					

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

242 Contract Days (6.75 hours per day)

Years Experience	Step	FY25		FY24	
		Annual	Daily Rate	Annual	Daily Rate
0	1	\$37,769	\$156.07	\$37,028	\$153.01
1	2	\$38,145	\$157.62	\$37,397	\$154.53
2	3	\$38,527	\$159.20	\$37,772	\$156.08
3	4	\$38,912	\$160.79	\$38,149	\$157.64
4	5	\$39,302	\$162.40	\$38,531	\$159.22
5	6	\$39,694	\$164.03	\$38,916	\$160.81
6 but <10	7	\$40,488	\$167.31	\$39,694	\$164.02
10 but <15	8	\$41,299	\$170.66	\$40,489	\$167.31
15 but <20	9	\$42,125	\$174.07	\$41,299	\$170.66
20 but <25		\$42,966	\$177.55	\$42,124	\$174.07
*25 but <30	11	\$44,124	\$182.33	\$43,265	\$178.78
*30 and up	12	\$45,002	\$185.96	\$44,125	\$182.33

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

Elementary Secretary Bookkeeper

202 Contract Days (6.75 hours per day)

		FY25		FY24	
Years Experience	Step	Salary	Daily Rate	Salary	Daily Rate
0	1	\$29,108	\$144.10	\$28,537	\$141.27
1	2	\$29,396	\$145.53	\$28,820	\$142.67
2	3	\$29,691	\$146.99	\$29,109	\$144.10
3	4	\$29,988	\$148.46	\$29,400	\$145.54
4	5	\$30,288	\$149.94	\$29,694	\$147.00
5	6	\$30,591	\$151.44	\$29,991	\$148.47
6 but <10	7	\$31,204	\$154.47	\$30,592	\$151.45
10 but <15	8	\$31,827	\$157.56	\$31,203	\$154.47
15 but <20	9	\$32,464	\$160.71	\$31,827	\$157.56
20 but <25	10	\$33,113	\$163.93	\$32,464	\$160.71
*25 but <30	11	\$34,074	\$168.68	\$33,412	\$165.41
*30 and up	12	\$34,749	\$172.03	\$34,074	\$168.68
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%					
eps 11 and 12 each include an additional \$300 longevity bonus					

Instructional/EL Aide

182 Contract Days (6.75 hours per day)

		FY25		FY24	
Years Experience	Step	Salary	Daily Rate	Salary	Daily Rate
0	1	\$20,148	\$110.70	\$19,753	\$108.53
1	2	\$20,350	\$111.81	\$19,951	\$109.62
2	3	\$20,553	\$112.93	\$20,150	\$110.71
3	4	\$20,759	\$114.06	\$20,352	\$111.82
4	5	\$20,967	\$115.20	\$20,556	\$112.95
5	6	\$21,176	\$116.35	\$20,761	\$114.07
6 but <10	7	\$21,600	\$118.68	\$21,176	\$116.35
10 but <15	8	\$22,033	\$121.06	\$21,601	\$118.69
15 but <20	9	\$22,474	\$123.48	\$22,033	\$121.06
20 but <25	10	\$22,922	\$125.95	\$22,473	\$123.48
*25 but <30	11	\$23,680	\$130.11	\$23,222	\$127.59
*30 and up	12	\$24,149	\$132.68	\$23,681	\$130.12
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					

Maintenance Assistant

260 Contract Days (8 hours per day)

		FY25		FY24	
Years Experience	Step	Salary	Daily Rate	Salary	Daily Rate
0	1	\$47,006	\$180.79	\$46,084	\$177.25
1	2	\$47,476	\$182.60	\$46,545	\$179.02
2	3	\$47,950	\$184.42	\$47,010	\$180.81
3	4	\$48,430	\$186.27	\$47,480	\$182.62
4	5	\$48,913	\$188.13	\$47,954	\$184.44
5	6	\$49,404	\$190.01	\$48,435	\$186.29
6 but <10	7	\$50,392	\$193.82	\$49,404	\$190.02
10 but <15	8	\$51,399	\$197.69	\$50,391	\$193.81
15 but <20	9	\$52,427	\$201.64	\$51,399	\$197.69
20 but <25	10	\$53,476	\$205.68	\$52,427	\$201.64
*25 but <30	11	\$54,846	\$210.94	\$53,776	\$206.83
*30 and up	12	\$55,937	\$215.14	\$54,846	\$210.95
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					

Maintenance Supervisor

260 Contract Days (8 hours per day)

		FY25		FY24	
Years Experience	Step	Salary	Daily Rate	Salary	Daily Rate
0	1	\$60,422	\$232.39	\$59,237	227.83
1	2	\$61,026	\$234.71	\$59,829	230.11
2	3	\$61,637	\$237.06	\$60,428	232.42
3	4	\$62,253	\$239.43	\$61,032	234.74
4	5	\$62,876	\$241.83	\$61,643	237.09
5	6	\$63,504	\$244.25	\$62,259	239.46
6 but <10	7	\$64,774	\$249.13	\$63,504	244.25
10 but <15	8	\$66,069	\$254.11	\$64,774	249.13
15 but <20	9	\$67,390	\$259.19	\$66,069	254.11
20 but <25		\$68,739	\$264.38	\$67,391	259.20
*25 but <30	11	\$70,414	\$270.82	\$69,039	265.53
*30 and up	12	\$71,816	\$276.22	\$70,414	270.82
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					

Mechanic

242 Contract Days (8 hours per day)

		FY25		FY24	
Years Experience	Step	Salary	Daily Rate	Salary	Daily Rate
0	1	\$59,700	\$246.69	\$54,713	\$226.09
1	2	\$60,297	\$249.16	\$55,261	\$228.35
2	3	\$60,900	\$251.65	\$55,812	\$230.63
3	4	\$61,509	\$254.17	\$56,371	\$232.94
4	5	\$62,124	\$256.71	\$56,935	\$235.27
5	6	\$62,745	\$259.28	\$57,505	\$237.62
6 but <10	7	\$64,000	\$264.46	\$58,654	\$242.37
10 but <15	8	\$65,280	\$269.75	\$59,827	\$247.22
15 but <20	9	\$66,586	\$275.15	\$61,024	\$252.17
20 but <25	10	\$67,918	\$280.65	\$62,244	\$257.21
*25 but <30	11	\$69,576	\$287.50	\$63,789	\$263.59
*30 and up	12	\$70,961	\$293.23	\$65,060	\$268.84
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					

Mechanics Assistant

242 Contract Days (8 hours per day)

		FY25		FY24	
Years Experience	Step	Salary	Daily Rate	Salary	Daily Rate
0	1	\$46,640	\$192.73	\$41,976	\$173.45
1	2	\$47,106	\$194.65	\$42,396	\$175.19
2	3	\$47,577	\$196.60	\$42,820	\$176.94
3	4	\$48,053	\$198.57	\$43,248	\$178.71
4	5	\$48,534	\$200.55	\$43,681	\$180.50
5	6	\$49,019	\$202.56	\$44,118	\$182.31
6 but <10	7	\$50,000	\$206.61	\$45,000	\$185.95
10 but <15	8	\$51,001	\$210.75	\$45,900	\$189.67
15 but <20	9	\$52,021	\$214.96	\$46,818	\$193.46
20 but <25	10	\$53,061	\$219.26	\$47,754	\$197.33
*25 but <30	11	\$54,422	\$224.88	\$49,009	\$202.52
*30 and up	12	\$55,505	\$229.36	\$49,983	\$206.54
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					

Middle School Secretary/Bookkeeper

202 Contract Days (6.75 hours per day)

		FY25		FY24	
Years Experience	Step	Salary	Daily Rate	Salary	Daily Rate
0	1	\$30,531	\$151.14	\$29,932	\$148.18
1	2	\$30,837	\$152.66	\$30,232	\$149.66
2	3	\$31,144	\$154.18	\$30,533	\$151.15
3	4	\$31,456	\$155.72	\$30,839	\$152.67
4	5	\$31,770	\$157.28	\$31,147	\$154.19
5	6	\$32,088	\$158.85	\$31,459	\$155.74
6 but <10	7	\$32,730	\$162.03	\$32,088	\$158.85
10 but <15	8	\$33,384	\$165.27	\$32,729	\$162.02
15 but <20	9	\$34,053	\$168.58	\$33,385	\$165.27
20 but <25	10	\$34,733	\$171.95	\$34,052	\$168.57
*25 but <30	11	\$35,727	\$176.86	\$35,032	\$173.43
*30 and up	12	\$36,436	\$180.37	\$35,727	\$176.87
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					

Network Administrator/ 1-1 Coordinator

242 Contract Days (8 hours per day)

		FY25		FY24	
Years Experience	Step	Salary	Daily Rate	Salary	Daily Rate
< 3 years	1	\$59,550	\$246.07	\$58,382	\$241.25
< 6 years	2	\$65,503	\$270.68	\$64,219	\$265.37
< 9 years	3	\$68,387	\$282.59	\$67,046	\$277.05
< 12years	4	\$69,754	\$288.24	\$68,386	\$282.59
< 15 years	5	\$71,149	\$294.00	\$69,754	\$288.24
< 18 years	6	\$72,571	\$299.88	\$71,148	\$294.00
< 21 years	7	\$74,022	\$305.88	\$72,571	\$299.88
< 24 years	8	\$75,503	\$312.00	\$74,023	\$305.88
< 27 years	9	\$77,013	\$318.24	\$75,503	\$312.00
27+ years	10	\$78,554	\$324.60	\$77,014	\$318.24
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%					

School Secretary Translator/Clerical Aide

187 Contract Days (6.75 hours per day)

Years Experience	Step	FY25		FY24	
		Salary	Daily Rate	Salary	Daily Rate
0	1	\$26,855	\$143.61	\$26,328	\$140.79
1	2	\$27,124	\$145.05	\$26,592	\$142.20
2	3	\$27,395	\$146.50	\$26,858	\$143.63
3	4	\$27,669	\$147.96	\$27,126	\$145.06
4	5	\$27,945	\$149.44	\$27,397	\$146.51
5	6	\$28,226	\$150.94	\$27,673	\$147.98
6 but <10	7	\$28,790	\$153.95	\$28,225	\$150.94
10 but <15	8	\$29,367	\$157.04	\$28,791	\$153.96
15 but <20	9	\$29,953	\$160.18	\$29,366	\$157.04
20 but <25	10	\$30,551	\$163.37	\$29,952	\$160.17
*25 but <30	11	\$31,162	\$166.64	\$30,851	\$164.98
*30 and up	12	\$31,785	\$169.97	\$31,462	\$168.25
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					

Special Education Aide

182 Contract Days (7.5 hours per day)

Years Experience	Step	FY25 Salary	Daily Rate	FY24 Salary	Daily Rate
0	1	\$22,387	\$123.01	\$21,948	\$120.59
1	2	\$22,611	\$124.24	\$22,168	\$121.80
2	3	\$22,837	\$125.48	\$22,389	\$123.02
3	4	\$23,065	\$126.73	\$22,613	\$124.25
4	5	\$23,296	\$128.00	\$22,839	\$125.49
5	6	\$23,529	\$129.28	\$23,068	\$126.75
6 but <10	7	\$24,000	\$131.87	\$23,529	\$129.28
10 but <15	8	\$24,481	\$134.51	\$24,001	\$131.87
15 but <20	9	\$24,969	\$137.19	\$24,479	\$134.50
20 but <25	10	\$25,469	\$139.94	\$24,970	\$137.20
25 but <30	11	\$25,977	\$142.73	\$25,468	\$139.93
30 and up	12	\$26,160	\$143.74	\$25,647	\$140.92
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%					

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

242 Contract Days (7.25 hours per day)

Years Experience	Step	FY25		FY24	
		Salary	Daily Rate	Salary	Daily Rate
0	1	\$45,900	\$189.67	\$45,000	\$185.95
1	2	\$46,589	\$192.51	\$45,675	\$188.74
2	3	\$47,287	\$195.40	\$46,360	\$191.57
3	4	\$48,233	\$199.31	\$47,287	\$195.40
4	5	\$49,198	\$203.30	\$48,233	\$199.31
5	6	\$50,182	\$207.36	\$49,198	\$203.30
6 but <10	7	\$51,186	\$211.51	\$50,182	\$207.36
10 but <15	8	\$52,209	\$215.74	\$51,185	\$211.51
15 but <20	9	\$53,253	\$220.05	\$52,209	\$215.74
20 but <25	10	\$54,318	\$224.45	\$53,253	\$220.05
*25 but <30	11	\$55,404	\$228.94	\$54,618	\$225.69
*30 and up	12	\$56,825	\$234.81	\$56,011	\$231.45
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					

Transportation/CNP Secretary/Bookkeeper

242 Contract Days (7.5 hours per day)

Years Experience	Step	FY25 Salary	Daily Rate		FY24 Salary	Daily Rate
0	1	\$38,792	\$160.30		\$38,031	\$157.15
1	2	\$39,179	\$161.90		\$38,411	\$158.72
2	3	\$39,572	\$163.52		\$38,796	\$160.31
3	4	\$39,967	\$165.15		\$39,183	\$161.91
4	5	\$40,367	\$166.80		\$39,575	\$163.53
5	6	\$40,770	\$168.47		\$39,971	\$165.17
6 but <10	7	\$41,585	\$171.84		\$40,770	\$168.47
10 but <15	8	\$42,417	\$175.28		\$41,585	\$171.84
15 but <20	9	\$43,266	\$178.79		\$42,418	\$175.28
20 but <25	10	\$44,130	\$182.36		\$43,265	\$178.78
25 but <30	11	\$45,014	\$186.01		\$44,131	\$182.36
30 and up	12	\$45,914	\$189.73		\$45,014	\$186.01
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%						

Vocational Rehabilitation Job Coach

182 Contract Days (7.5 hours per day)

Years Experience	Step	FY25 Salary	Daily Rate	FY24 Salary	Daily Rate
0	1	\$28,078	\$154.27	\$27,527	\$151.25
1	2	\$28,358	\$155.81	\$27,802	\$152.76
2	3	\$28,642	\$157.37	\$28,080	\$154.29
3	4	\$28,928	\$158.95	\$28,361	\$155.83
4	5	\$29,218	\$160.54	\$28,645	\$157.39
5	6	\$29,509	\$162.14	\$28,930	\$158.96
6 but <10	7	\$30,100	\$165.39	\$29,510	\$162.14
10 but <15	8	\$31,619	\$173.73	\$30,999	\$170.32
15 but <20	9	\$31,316	\$172.07	\$30,702	\$168.69
20 but <25	10	\$31,942	\$175.51	\$31,316	\$172.07
25 but <30	11	\$32,581	\$179.02	\$31,942	\$175.51
30 and up	12	\$33,233	\$182.60	\$32,581	\$179.02
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					

Additional Contract – BS Degree

Experience	One – FY25	Two – FY25	Three – FY25
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
<p>Developed August 2005 Revised:</p> <p>April 2012 (local decision)</p> <p>October 2013 (Alabama Act 2013-215)</p> <p>October 2016 (Alabama Act 2016-198)</p> <p>October 2018 (Alabama Act 2018-481)</p> <p>October 2019 (Alabama Act 2019-399)</p> <p>October 2021 (Alabama Act 2021-330) July 2022 (local decision)</p> <p>October 2022 (Alabama Act 2022-285) + additional 2% local</p> <p>CompTech (Alabama Act 2023-HBI73) 2% October 2023</p> <p>October 2024 (Alabama Act 2024-HBI46) 2%</p>			

Additional Contract – Masters Degree

Experience		One – FY25		Two – FY25		Three – FY25
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% (Alabama Act 2024-HB146) 2% October 2023 (Alabama Act 2023-330) October 2024 (Alabama Act 2024-330)						

Additional Contract - 6Y Degree

Experience	One - FY25	Two - FY25	Three - FY25
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%			

Comp/Tech

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		
	<u>Pay Raise History</u>	
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%
PayRaiseHist		

Foundation Program Allocations, FY2025 ETF

Item	Detail	Location
\$15/hr minimum for each hourly employee	Within the Foundation Program allocation	p. 17, lines 495-504
	<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>	
Special Education Teacher Stipend	\$1,000	p. 26, lines 696-697
	<i>To provide a \$1,000 stipend to each state-funded Special Education Teacher.</i>	
Instructional days/equivalent required	180	p. 26, line 716-719
	<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>	
Divisors		p. 27, lines 731-734
Grades K-3	14.25	
Grades 4-6	20.06	
Grades 7-8	19.7	
Grades 9-12	1795	
	<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>	
Fringe benefits		\$120 p. 31, lines 835-837
	<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>	
TRS Employer Rate - Tier I members		12.59% p. 31, lines 837-838
TRS Employer Rate - Tier II members		11.57% p. 31, lines 837-838
	<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>	
PEEHIP rate	\$800/mo	p. 31-32, lines 838-840
	<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>	
Classroom Instructional Support		p. 32, lines 844-853
	<i>For "Classroom Instructional Support," the uniform amounts used in determining the Foundation Program allowance for classroom instructional support shall be:</i>	
Textbooks/digital resources	\$75/pupil	p. 32, line 846-847
	<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>	
Classroom materials & supplies	\$596.15/FP unit	p. 32, line 848-849
	<i>(2) classroom materials and supplies at \$596.15 per unit earned in the Foundation Program</i>	
Technology	\$500/FP unit	p. 32, line 849
	<i>(3) technology at \$500.00 per unit earned in the Foundation Program</i>	
Professional development	\$100/FP unit	p. 32, lines 849-850
	<i>(4) professional development at \$100.00 per unit earned in the Foundation Program</i>	
Library enhancement	\$15772/FP unit	p. 32, line 851
	<i>(5) library enhancement at \$15772 per unit earned in the Foundation Program.</i>	
Professional learning activities		p. 29, lines 24-37
	<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>	
Instructional Support Units		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	
	<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>	

Source: Act 2023-379