



2026-2027 Salary Schedule

Originally Approved 7/14/2026

AUTAUGA COUNTY BOARD OF EDUCATION
SALARY SCHEDULE
October 1, 2026 - September 30, 2027

The 2026-2027 Salary Schedule provides a uniform and equitable payment of wages for services rendered by certificated and support employees.

Salaries in the Salary Schedule are based on years of experience, degree/certification and assignment. Credit may be granted for years of experience outside the system.

The payroll periods for all employees will be established according to a schedule developed based upon the school calendar.

Participation in the Retirement Systems of Alabama is mandatory if an individual is employed in a position that is eligible for coverage and is employed on at least a one-half time basis.

In ACT 2026-380, classroom special education teachers
receive a \$1,200.00 stipend.
Speech pathologists receive a \$1,000 stipend
Stipend will be distributed in two payments: December and May.

Tier I Retirement applicable to all hired prior to January 1, 2013

Board's portion 14.66%

Employee's portion 7.50%

Tier II Retirement applicable to all hired after January 1, 2013

Board' portion 13.70%

Employee's portion 6.20%

ACT 2026-601, provided for a 2% COLA for employees.

**AUTAUGA COUNTY BOARD OF EDUCATION
CERTIFIED ADMINISTRATIVE STAFF SALARY SCHEDULE
October 1, 2026 - September 30, 2027**

SENIOR DIRECTOR (SD)

Degree	0-2 Years*	3-5 Years*	6-8 Years*	9-11 Years *	12+ Years*
A	\$125,604	\$129,372	\$133,253	\$137,250	\$141,368
AA	\$130,649	\$134,568	\$138,604	\$142,763	\$147,045
DOC	\$135,904	\$139,981	\$144,180	\$148,506	\$152,961

DIRECTOR (D)[NOT CURRENTLY IN USE]

Degree	0-2 Years*	3-5 Years*	6-8 Years*	9-11 Years *	12+ Years*
A	\$112,671	\$116,052	\$119,534	\$123,119	\$126,813
AA	\$117,712	\$121,243	\$124,882	\$128,627	\$132,486
DOC	\$122,987	\$126,676	\$130,506	\$134,420	\$138,453

COORDINATOR (CO)

Degree	0-2 Years*	3-5 Years*	6-8 Years*	9-11 Years *	12+ Years*
A	\$108,297	\$111,546	\$114,893	\$118,339	\$121,889
AA	\$113,388	\$116,789	\$120,293	\$123,902	\$127,618
DOC	\$117,432	\$120,956	\$124,585	\$128,321	\$132,172

SUPERVISOR (SU) [NOT CURRENTLY IN USE]

Degree	0-2 Years*	3-5 Years*	6-8 Years*	9-11 Years *	12+ Years*
A	\$107,236	\$110,453	\$113,767	\$117,180	\$120,696
AA	\$110,986	\$114,315	\$117,745	\$121,277	\$124,915
DOC	\$114,976	\$118,427	\$121,980	\$125,639	\$129,408

ADMINISTRATOR (AD) [NOT CURRENTLY IN USE]

Degree	0-2 Years*	3-5 Years*	6-8 Years*	9-11 Years *	12+ Years*
A	\$105,506	\$108,672	\$111,933	\$115,290	\$118,749
AA	\$106,695	\$109,897	\$113,192	\$116,588	\$120,086
DOC	\$109,545	\$112,830	\$116,215	\$119,702	\$123,294

*Years in specific position
Certified Administrative Positions work 12-Month 240-Day

**AUTAUGA COUNTY BOARD OF EDUCATION
TEACHER/ASSISTANT PRINCIPAL SALARY SCHEDULE
October 1, 2026 - September 30, 2027**

9-MONTH (187 Days) [T9]

Years' Experience	Class B	Class A	Class AA	Doctorate
0-2	\$48,552	\$52,913	\$57,055	\$61,195
3-5	\$50,609	\$58,200	\$62,755	\$67,317
6-8	\$52,828	\$60,750	\$65,522	\$70,259
9	\$54,424	\$62,586	\$67,501	\$72,382
10	\$54,966	\$63,211	\$68,175	\$73,105
11	\$55,517	\$63,843	\$68,857	\$73,835
12	\$56,072	\$64,482	\$69,545	\$74,574
13	\$56,633	\$65,128	\$70,242	\$75,319
14	\$57,199	\$65,777	\$70,943	\$76,073
15	\$57,771	\$66,436	\$71,653	\$76,834
16	\$58,349	\$67,099	\$72,369	\$77,602
17	\$58,932	\$67,770	\$73,094	\$78,378
18	\$59,522	\$68,448	\$73,825	\$79,161
19	\$60,116	\$69,132	\$74,564	\$79,952
20	\$60,718	\$69,824	\$75,308	\$80,753
21	\$61,324	\$70,522	\$76,062	\$81,561
22	\$61,938	\$71,228	\$76,821	\$82,376
23	\$62,557	\$71,939	\$77,590	\$83,199
24	\$63,183	\$72,659	\$78,366	\$84,031
25	\$63,815	\$73,385	\$79,149	\$84,872
26	\$64,452	\$74,119	\$79,941	\$85,720
27	\$65,098	\$74,860	\$80,741	\$86,578
28	\$65,749	\$75,609	\$81,547	\$87,443
29	\$66,407	\$76,365	\$82,363	\$88,318
30	\$67,070	\$77,129	\$83,187	\$89,202
31	\$67,741	\$77,900	\$84,019	\$90,092
32	\$68,419	\$78,679	\$84,859	\$90,994
33	\$69,102	\$79,466	\$85,708	\$91,905
34	\$69,793	\$80,260	\$86,565	\$92,824
35	\$70,492	\$81,063	\$87,430	\$93,751

Assistant Principal Supplement: \$4,000/year

**AUTAUGA COUNTY BOARD OF EDUCATION
TEACHER/ASSISTANT PRINCIPAL SALARY SCHEDULE**

October 1, 2026 - September 30, 2027

10-MONTH (202 Days) [T0]

Years' Experience	Class B	Class A	Class AA	Doctorate
0-2	\$52,447	\$57,157	\$61,632	\$66,104
3-5	\$54,669	\$62,868	\$67,789	\$72,717
6-8	\$57,066	\$65,623	\$70,778	\$75,895
9	\$58,790	\$67,606	\$72,916	\$78,188
10	\$59,375	\$68,281	\$73,644	\$78,969
11	\$59,970	\$68,964	\$74,380	\$79,758
12	\$60,570	\$69,654	\$75,123	\$80,556
13	\$61,176	\$70,352	\$75,876	\$81,361
14	\$61,787	\$71,053	\$76,634	\$82,375
15	\$62,405	\$71,765	\$77,401	\$82,997
16	\$63,029	\$72,481	\$78,174	\$83,827
17	\$63,659	\$73,206	\$78,957	\$84,665
18	\$64,296	\$73,938	\$79,747	\$85,511
19	\$64,938	\$74,677	\$80,545	\$86,365
20	\$65,588	\$75,425	\$81,349	\$87,231
21	\$66,243	\$76,179	\$82,163	\$88,103
22	\$66,906	\$76,941	\$82,983	\$88,984
23	\$67,575	\$77,710	\$83,814	\$89,873
24	\$68,251	\$78,487	\$84,652	\$90,771
25	\$68,934	\$79,271	\$85,498	\$91,680
26	\$69,622	\$80,064	\$86,353	\$92,596
27	\$70,320	\$80,865	\$87,218	\$93,523
28	\$71,023	\$81,674	\$88,088	\$94,457
29	\$71,734	\$82,491	\$88,970	\$95,402
30	\$72,450	\$83,316	\$89,860	\$96,357
31	\$73,175	\$84,149	\$90,758	\$97,319
32	\$73,907	\$84,990	\$91,666	\$98,293
33	\$74,645	\$85,840	\$92,583	\$99,277
34	\$75,391	\$86,698	\$93,509	\$100,270
35	\$76,146	\$87,565	\$94,443	\$101,271

Assistant Principal Supplement: \$4,000/year

**AUTAUGA COUNTY BOARD OF EDUCATION
TEACHER/ASSISTANT PRINCIPAL SALARY SCHEDULE
October 1, 2026 - September 30, 2027**

12-MONTH (240 Days) [T2 or AA for assistant principal] [D1]

Years' Experience	Class B	Class A	Class AA	Doctorate
0-2	\$62,313	\$67,910	\$73,226	\$78,539
3-5	\$64,953	\$74,695	\$80,541	\$86,396
6-8	\$67,801	\$77,968	\$84,092	\$90,172
9	\$69,849	\$80,324	\$86,632	\$92,897
10	\$70,545	\$81,126	\$87,497	\$93,825
11	\$71,252	\$81,938	\$88,373	\$94,761
12	\$71,964	\$82,758	\$89,256	\$95,710
13	\$72,684	\$83,587	\$90,150	\$96,666
14	\$73,410	\$84,420	\$91,050	\$97,634
15	\$74,145	\$85,265	\$91,961	\$98,610
16	\$74,886	\$86,116	\$92,880	\$99,596
17	\$75,635	\$86,978	\$93,810	\$100,592
18	\$76,392	\$87,848	\$94,749	\$101,597
19	\$77,154	\$88,726	\$95,697	\$102,612
20	\$77,927	\$89,614	\$96,652	\$103,640
21	\$78,705	\$90,510	\$97,620	\$104,677
22	\$79,493	\$91,416	\$98,594	\$105,723
23	\$80,287	\$92,328	\$99,581	\$106,779
24	\$81,090	\$93,252	\$100,577	\$107,847
25	\$81,902	\$94,184	\$101,582	\$108,927
26	\$82,719	\$95,126	\$102,598	\$110,015
27	\$83,548	\$96,077	\$103,625	\$111,116
28	\$84,384	\$97,038	\$104,659	\$112,226
29	\$85,228	\$98,009	\$105,707	\$113,349
30	\$86,079	\$98,989	\$106,764	\$114,484
31	\$86,940	\$99,979	\$107,832	\$115,626
32	\$87,810	\$100,978	\$108,910	\$116,784
33	\$88,687	\$101,988	\$110,000	\$117,953
34	\$89,574	\$103,007	\$111,099	\$119,132
35	\$90,471	\$104,038	\$112,210	\$120,322

Assistant Principal Supplement: \$4,000/year

**AUTAUGA COUNTY BOARD OF EDUCATION
TEAMS TEACHER SALARY SCHEDULE
October 1, 2026 - September 30. 2027**

9-MONTH (189 Days)

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

**AUTAUGA COUNTY BOARD OF EDUCATION
TEAMS TEACHER SALARY SCHEDULE
October 1, 2026 - September 30, 2027**

TEAMS SUPPLEMENT DIFFERENCE FROM TEAMS SS AND TEACHER SS

9-MONTH (189 Days) [TS]

Years' Experience	Class B	Class A (MA)	Class AA (6y)	Doctorate (DR)
0	\$2,980	\$5,518	\$5,518	\$5,519
1	\$6,612	\$10,525	\$11,348	\$12,176
2	\$9,560	\$13,912	\$15,020	\$16,090
3	\$9,202	\$10,582	\$11,430	\$12,231
4	\$10,948	\$12,590	\$13,594	\$14,552
5	\$12,739	\$14,649	\$15,816	\$16,935
6	\$12,360	\$14,213	\$15,331	\$16,438
7	\$14,247	\$16,385	\$17,671	\$18,949
8	\$15,588	\$17,925	\$19,335	\$20,734
9	\$15,360	\$17,664	\$19,053	\$20,431
10	\$15,863	\$18,244	\$19,676	\$21,099
11	\$16,375	\$18,834	\$20,313	\$21,781
12	\$16,899	\$19,435	\$20,961	\$22,477
13	\$16,338	\$18,789	\$20,264	\$21,732
14	\$15,772	\$18,140	\$19,563	\$20,978
15	\$16,298	\$18,745	\$20,218	\$21,679
16	\$15,720	\$18,082	\$19,502	\$20,911
17	\$15,137	\$17,411	\$18,777	\$20,135
18	\$15,670	\$18,022	\$19,436	\$20,843
19	\$15,076	\$17,338	\$18,697	\$20,052
20	\$14,474	\$16,646	\$17,953	\$19,251
21	\$15,011	\$17,265	\$18,618	\$19,965
22	\$14,397	\$16,559	\$17,859	\$19,150
23	\$13,778	\$15,848	\$17,090	\$18,327
24	\$14,318	\$16,467	\$17,760	\$19,047
25	\$13,686	\$15,741	\$16,977	\$18,206
26	\$13,049	\$15,007	\$16,185	\$17,358
27	\$13,593	\$15,636	\$16,861	\$18,082
28	\$12,942	\$14,887	\$16,055	\$17,217
29	\$12,284	\$14,131	\$15,239	\$16,342
30	\$11,621	\$13,367	\$14,415	\$15,458
31	\$10,950	\$12,596	\$13,583	\$14,568
32	\$10,272	\$11,817	\$12,743	\$13,666
33	\$9,589	\$11,030	\$11,894	\$12,755
34	\$8,898	\$10,236	\$11,037	\$11,836
35	\$8,199	\$9,433	\$10,172	\$10,909

**AUTAUGA COUNTY BOARD OF EDUCATION
TEAMS TEACHER SALARY SCHEDULE
October 1, 2026 - September 30, 2027**

9-MONTH (189 Days)

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

9-MONTH (187 Days) [T9]

Years' Experience	Class B	Class A	Class AA	Doctorate
0-2	\$48,552	\$52,913	\$57,055	\$61,195
3-5	\$50,609	\$58,200	\$62,755	\$67,317
6-8	\$52,828	\$60,750	\$65,522	\$70,259
9	\$54,424	\$62,586	\$67,501	\$72,382
10	\$54,966	\$63,211	\$68,175	\$73,105
11	\$55,517	\$63,843	\$68,857	\$73,835
12	\$56,072	\$64,482	\$69,545	\$74,574
13	\$56,633	\$65,128	\$70,242	\$75,319
14	\$57,199	\$65,777	\$70,943	\$76,073
15	\$57,771	\$66,436	\$71,653	\$76,834
16	\$58,349	\$67,099	\$72,369	\$77,602
17	\$58,932	\$67,770	\$73,094	\$78,378
18	\$59,522	\$68,448	\$73,825	\$79,161
19	\$60,116	\$69,132	\$74,564	\$79,952
20	\$60,718	\$69,824	\$75,308	\$80,753
21	\$61,324	\$70,522	\$76,062	\$81,561
22	\$61,938	\$71,228	\$76,821	\$82,376
23	\$62,557	\$71,939	\$77,590	\$83,199
24	\$63,183	\$72,659	\$78,366	\$84,031
25	\$63,815	\$73,385	\$79,149	\$84,872
26	\$64,452	\$74,119	\$79,941	\$85,720
27	\$65,098	\$74,860	\$80,741	\$86,578
28	\$65,749	\$75,609	\$81,547	\$87,443
29	\$66,407	\$76,365	\$82,363	\$88,318
30	\$67,070	\$77,129	\$83,187	\$89,202
31	\$67,741	\$77,900	\$84,019	\$90,092
32	\$68,419	\$78,679	\$84,859	\$90,994
33	\$69,102	\$79,466	\$85,708	\$91,905
34	\$69,793	\$80,260	\$86,565	\$92,824
35	\$70,492	\$81,063	\$87,430	\$93,751

**AUTAUGA COUNTY BOARD OF EDUCATION
CENTRAL OFFICE SUPPORT SALARY SCHEDULE
October 1, 2026 - September 30, 2027**

Accounting Manager (CS-AM) degreed	
Years' Experience	Salary
0-2	\$59,598
3-5	\$61,386
6-8	\$63,228
9-11	\$65,123
12-14	\$67,076
15-17	\$69,090
18-20	\$71,162
21-23	\$73,297
24-26	\$75,496
27+	\$77,762

Payroll Manager (CS-PM)	
Years' Experience	Salary
0-2	\$59,598
3-5	\$61,386
6-8	\$63,228
9-11	\$65,123
12-14	\$67,076
15-17	\$69,090
18-20	\$71,162
21-23	\$73,297
24-26	\$75,496
27+	\$77,762

Accounting Specialist/Manager (CS-AS) no degree	
Years' Experience	Salary
0-2	\$55,296
3-9	\$58,638
10-17	\$61,058
18-24	\$63,937
25+	\$66,817

Accounting Specialist (CS-A1) degreed	
Years' Experience	Salary
0-2	\$64,272
3-5	\$66,201
6-8	\$68,187
9-11	\$70,231
12-14	\$72,338
15-17	\$74,509
18-20	\$76,744
21-23	\$79,047
24-26	\$81,417
27+	\$83,860

Accounts Payable & Federal Programs Bookkeeper (CS-BK)	
Years' Experience	Salary
0-2	\$46,657
3-5	\$49,998
6-8	\$52,995
9-11	\$55,874
12-14	\$58,752
15+	\$61,630

Payroll Bookkeeper (CS-PR)	
Years' Experience	Salary
0-2	\$50,317
3-5	\$53,921
6-8	\$57,152
9-11	\$60,255
12-14	\$63,360
15+	\$66,465

(Superintendent's) Administrative Assistant/Attendance Officer (CS-EA)	
Years' Experience	Salary
0-2	\$46,657
3-5	\$49,998
6-8	\$52,995
9-11	\$55,874
12-14	\$58,752
15+	\$61,630

Payroll/Human Resources Assistant (CS-PA)	
Years' Experience	Salary
0-2	\$40,321
3-5	\$41,473
6-8	\$42,624
9-11	\$44,583
12-14	\$47,464
15+	\$50,344

Coordinator of Communications (CO-CC)	
Years' Experience	Salary
0-2	\$64,272
3-5	\$68,190
6-8	\$72,108
9-11	\$76,026
12-14	\$79,943
15+	\$83,860

Program Secretary - 12-Month (CS-P2)	
Years' Experience	Salary
0-2	\$30,662
3-5	\$34,352
6-8	\$35,015
9-11	\$35,799
12-14	\$36,581
15+	\$37,397

Program Secretary - 10-Month (CS-P0)	
Years' Experience	Salary
0-2	\$25,807
3-5	\$28,914
6-8	\$29,472
9-11	\$30,130
12-14	\$30,790
15+	\$31,606

Secretary/Receptionist (CS-SR)	
Years' Experience	Salary
0-2	\$33,409
3-5	\$34,330
6-8	\$35,135
9-11	\$35,712
12-14	\$36,290
15+	\$36,867

Support Certification/License Supplement for Finance Staff: \$1,500 for certification/license; employee must provide proof
Central Office Support Positions reflected above work 12-Month 240-Day

AUTAUGA COUNTY BOARD OF EDUCATION
LOCAL SCHOOL OFFICE SUPPORT STAFF SALARY SCHEDULE
October 1, 2026 - September 30, 2027

School Bookkeeper - 240 Days (BK-12)

Years' Experience	Salary
0-2	\$36,865
3-5	\$38,017
6-8	\$38,595
9-11	\$39,168
12-14	\$39,743
15+	\$40,319
Supplement for Degree (applicable to position)	
Associate	\$3,000.00
Bachelors	\$6,000.00

Certification/License
Supplement: \$1,500 for
certification/license; employee
must provide proof

School Bookkeeper - 202 Days (B0-10)

Years' Experience	Salary
0-2	\$31,027
3-5	\$31,997
6-8	\$32,485
9-11	\$32,967
12-14	\$33,451
15+	\$33,934
Supplement for Degree (applicable to position)	
Associate	\$3,000.00
Bachelors	\$6,000.00

Certification/License
Supplement: \$1,500 for
certification/license; employee
must provide proof

School Secretary- 240 Days (S2-12)

Years' Experience	Salary	Supplement for Degree
0-2	\$29,964	Associate \$3,000.00
3-5	\$30,619	Bachelors \$6,000.00
6-8	\$31,556	
9-11	\$32,596	
12-14	\$33,741	
15+	\$34,885	

School Secretary- 202 Days (S0-10)

Years' Experience	Salary	Supplement for Degree
0-2	\$25,220	Associate \$3,000.00
3-5	\$25,773	Bachelors \$6,000.00
6-8	\$26,554	
9-11	\$27,438	
12-14	\$28,396	
15+	\$29,354	

240-Day School Support Positions work 12-Month
202-Day School Support Positions work 10-Month
187-Day School Support Positions work 9-Month

School Registrar - 240 Days (R-12)

Years' Experience	Salary
0-2	\$38,016.00
3-5	\$39,394.00
6-8	\$39,813.00
9-11	\$41,234.00
12-14	\$42,048.00
15+	\$42,864.00

**ONLY GRANDFATHER
EMPLOYEES ON THIS
SCHEDULE**

**AUTAUGA COUNTY BOARD OF EDUCATION
LOCAL SCHOOL SUPPORT SALARY SCHEDULE
October 1, 2026 - September 30, 2027**

Security Guard - 187 Days (GU-00)

Years' Experience	Salary
0-2	\$23,341
3-5	\$24,236
6-8	\$24,687
9-11	\$25,137
12-14	\$26,024
15+	\$26,922

Pre-K Aide (Auxiliary Teacher) - 187 Days (PK-00)

Years' Experience	Salary
0-2	\$24,404
3-5	\$24,825
6-8	\$25,247
9-11	\$25,666
12-14	\$26,083
15+	\$26,502

Clerical, Instructional, Media, Special Education & ISS Aide -187 Days (IS-00) (IA-00) (SP-00)

Years' Experience	Salary
0-2	\$21,887
3-5	\$23,149
6-8	\$23,991
9-11	\$24,880
12-14	\$25,344
15+	\$25,854

187-Day Security Guard Positions work 9-Month
187-Day Aides Positions work 9-Month

**AUTAUGA COUNTY BOARD OF EDUCATION
CUSTODIAN SALARY SCHEDULE
October 1, 2026 - September 30, 2027**

Custodian- Auxiliary & Local School - 240 Days (CU-12)

Years' Experience	Salary
0-2	\$30,263
3-5	\$33,033
6-8	\$34,694
9-11	\$35,802
12-14	\$36,910
15+	\$38,017

Head Custodian- Local School - 240 Days (HJ-12)

Years' Experience	Salary
0-2	\$32,261
3-5	\$35,185
6-8	\$36,398
9-11	\$37,178
12-14	\$38,507
15+	\$39,836

Custodian - Local School - 187 Days (CU-9)

Years' Experience	Salary
0-2	\$23,579
3-5	\$25,739
6-8	\$27,033
9-11	\$27,896
12-14	\$28,759
15+	\$29,622

Part-Time Retired Custodian (1(187 day) - \$15.00 per hr.

Part-Time Retired Custodian (1(240 day) - \$16.25 per hr.

**AUTAUGA COUNTY BOARD OF EDUCATION
STUDENT SUPPORT SERVICES SALARY SCHEDULE
October 1, 2026 - September 30, 2027**

Sign Language Interpreter - 187 Days		
Years Experience	State License or Permit Only (LG-9)	Interpreter Training Program with State License or NAD Certified (IL-9)
0-2	\$30,402	\$35,363
3-5	\$33,023	\$36,157
6-8	\$34,137	\$36,955
9-11	\$34,546	\$37,961
12-14	\$34,974	\$38,965
15-17	\$35,363	\$40,569
18-20	\$36,157	\$41,232
21-23	\$36,955	\$41,889
24-26	\$37,961	\$42,550
27+	\$38,965	\$43,208

Occupational Therapist 187 Days (OT-9)	
Years Experience	Salary
0-2	\$66,002
3-5	\$69,963
6-8	\$70,680
9-11	\$71,308
12-14	\$72,175
15+	\$73,042

Braille Transcriber 187 Days (BC-9)	
Years Experience	Salary
0-2	\$30,714
3-5	\$31,137
6-8	\$31,473
9-11	\$31,824
12-14	\$32,314
15+	\$32,803

Transition Aide 187 Days (TT-9)	
Years Experience	Salary
0-2	\$25,583
3-5	\$25,941
6-8	\$26,218
9-11	\$26,480
12-14	\$26,659
15+	\$26,837

Health Services Coordinator 240 Days (HO-A)	
Years Experience	Salary
0-2	\$81,128
3-5	\$88,499
6-8	\$90,339
9-11	\$92,067
12-14	\$93,219
15+	\$94,370

AUTAUGA COUNTY BOARD OF EDUCATION
STUDENT SUPPORT SERVICES SALARY SCHEDULE
October 1, 2026 - September 30, 2027

Licensed Social Worker 187 days/ Behavior Intervention (noncertified) 187 Days (SW-00)	
Years Experience	Salary
0-2	\$53,484
3-5	\$58,417
6-8	\$60,661
9-11	\$62,008
12-14	\$62,905
15+	\$63,803

Licensed Social Worker 202 Days (SW-02)	
Years Experience	Salary
0-2	\$57,774
3-5	\$63,103
6-8	\$65,529
9-11	\$66,982
12-14	\$67,951
15+	\$68,920

Behavior Intervention with BCBA 202 Days (WS-00)	
Years Experience	Salary
0-2	\$68,643
3-5	\$74,974
6-8	\$77,855
9-11	\$79,582
12-14	\$80,734
15+	\$81,868

Certification/License

Supplement: \$1,500 for certification/license; employee must provide proof

Class B Teacher Salary Schedule applies to Non-Licensed Social Worker - 187 Days

Pre-Employment Transition Specialist/Transition Specialist
Psychometrist

Mental Health Services Coordinator

202

Days (same as 10 month teacher)

AUTAUGA COUNTY BOARD OF EDUCATION
HEALTH SERVICES SALARY SCHEDULE
October 1, 2026 - September 30, 2027

	Nurse 187 Days				
Years Experience	LPN	RN-ASSN	RN-BSN	RN-MSN	RN-DNP
	Salary	Salary	Salary	Salary	Salary
0-2	34,609.00	45,660.00	49,235.00	53,090.00	57,247.00
3-5	38,066.00	50,221.00	54,152.00	58,393.00	62,965.00
6-8	39,735.00	52,422.00	56,527.00	60,954.00	65,726.00
9	40,934.00	54,005.00	58,234.00	62,794.00	67,710.00
10	41,343.00	54,545.00	58,816.00	63,421.00	68,386.00
11	41,756.00	55,090.00	59,403.00	64,055.00	69,070.00
12	42,174.00	55,641.00	59,999.00	64,696.00	69,762.00
13	42,596.00	56,198.00	60,598.00	65,344.00	70,459.00
14	43,023.00	56,760.00	61,205.00	65,997.00	71,164.00
15	43,454.00	57,329.00	61,817.00	66,657.00	71,876.00
16	43,887.00	57,901.00	62,435.00	67,324.00	72,594.00
17	44,327.00	58,480.00	63,059.00	67,997.00	73,320.00
18	44,769.00	59,065.00	63,689.00	68,676.00	74,054.00
19	45,217.00	59,655.00	64,326.00	69,363.00	74,794.00
20	45,668.00	60,252.00	64,968.00	70,056.00	75,542.00
21	46,126.00	60,855.00	65,619.00	70,758.00	76,298.00
22	46,587.00	61,463.00	66,274.00	71,464.00	77,059.00
23	47,053.00	62,078.00	66,938.00	72,179.00	77,831.00
24	47,523.00	62,699.00	67,608.00	72,902.00	78,610.00
25	47,999.00	63,325.00	68,283.00	73,630.00	79,395.00
26	48,478.00	63,958.00	68,966.00	74,366.00	80,189.00
27	48,964.00	64,598.00	69,657.00	75,110.00	80,992.00
28	49,453.00	65,244.00	70,353.00	75,861.00	81,800.00
29	49,948.00	65,897.00	71,056.00	76,620.00	82,619.00
30	50,447.00	66,555.00	71,766.00	77,385.00	83,445.00
31	50,952.00	67,221.00	72,484.00	78,159.00	84,279.00
32	51,462.00	67,894.00	73,210.00	78,941.00	85,123.00
33	51,976.00	68,572.00	73,940.00	79,730.00	85,973.00
34	52,495.00	69,257.00	74,680.00	80,526.00	86,833.00
35	53,020.00	69,950.00	75,426.00	81,333.00	87,701.00

NU-LP

NU-RN

NU-BS

NU-MS

NU-DN

**AUTAUGA COUNTY BOARD OF EDUCATION
FACILITIES and MAINTENANCE DEPARTMENT SALARY SCHEDULE
October 1, 2026 - September 30. 2027**

Supervisor of Facilities (SF-00)

Years Experience	Salary
0-2	\$85,827
3-5	\$87,361
6-8	\$88,476
9-11	\$89,282
12-14	\$90,204
15+	\$91,126

Maintenance Coordinator (MS-12)

Years Experience	Salary
0-2	\$61,183
3-5	\$63,789
6-8	\$66,390
9-11	\$69,647
12-14	\$73,701
15+	\$77,756

Maintenance Worker (MA-12)

Years Experience	Salary
0-2	\$47,009
3-5	\$49,360
6-8	\$51,828
9-11	\$54,906
12-14	\$56,825
15+	\$58,745

Certification/License Supplemental \$1,500 Per Certification HVAC, Electrical, Plumbing

**Maintenance Positions work 12-Month
240-Day**

**AUTAUGA COUNTY BOARD OF EDUCATION
TECHNOLOGY SALARY SCHEDULE
October 1, 2026 - September 30, 2027**

ITS Supervisor - 240 Days (IT-SU)

Years Experience	Salary
0-2	\$85,827
3-5	\$87,361
6-8	\$88,476
9-11	\$89,282
12-14	\$90,204
15+	\$91,126

ITS Technician - 240 Days (IT-T)

Years Experience	Salary
0-2	\$38,517
3-5	\$43,625
6-8	\$49,006
9-11	\$54,775
12-14	\$59,873
15+	\$64,971

Database Specialist - 240 Days (IT-DS)

Years Experience	Salary
0-2	\$46,657
3-5	\$49,998
6-8	\$52,995
9-11	\$55,874
12-14	\$58,752
15+	\$61,630

ITS Positions above work 12-Month
240-Day

**Instructional Technology Coach - See 10-
Month Teacher Salary Schedule**

**AUTAUGA COUNTY BOARD OF EDUCATION
TRANSPORTATION DEPARTMENT SALARY SCHEDULE
October 1, 2026 - September 30, 2027**

Supervisor - 240 Days (TR-SU)

Years Experience	Salary
0-2	\$85,827
3-5	\$87,361
6-8	\$88,476
9-11	\$89,282
12-14	\$90,204
15+	\$91,126

**Route Specialist- 240 Days (TR-RS) Shop
Foreman/Safety & Compliance Specialist (TR-
SF)**

Years Experience	Salary
0-2	\$56,450
3-5	\$59,906
6-8	\$62,786
9-11	\$64,430
12-14	\$66,817
15+	\$69,204

Program Secretary - 240 Days (TR-PS)

Years Experience	Salary
0-2	\$35,307
3-5	\$36,720
6-8	\$38,189
9-11	\$39,727
12-14	\$41,315
15+	\$42,903

Mechanics- 240 Days (TR-M)

Years Experience	Salary
0-2	\$46,701
3-5	\$48,512
6-8	\$50,326
9-11	\$52,836
12-14	\$55,719
15+	\$58,601

Shop Assistant - 240 Days (TR-SA)

Years Experience	Salary
0-2	\$30,047
3-5	\$30,853
6-8	\$31,459
9-11	\$31,774
12-14	\$32,927
15+	\$34,181

Administrative Secretary - 202 Days (TR-P0)

Years Experience	Salary
0-2	\$25,230
3-5	\$28,337
6-8	\$28,894
9-11	\$29,552
12-14	\$30,212
15+	\$30,872

Utility Worker- 183 Days 4 hrs (TR-UW)

Years Experience	Salary
0-2	\$16,790
3-5	\$17,054
6-8	\$17,319
9-11	\$17,577
12-14	\$17,931
15+	\$18,285

Parts specialist- 240 Days (TR-SP)

Years Experience	Salary
0-2	\$37,339
3-5	\$39,186
6-8	\$41,037
9-11	\$43,597
12-14	\$46,538
15+	\$49,478

Certification/License Supplement:

\$1,500 for certification/license; employee must provide proof

**AUTAUGA COUNTY BOARD OF EDUCATION
TRANSPORTATION SALARY SCHEDULE
October 1, 2025 - September 30, 2026**

**REGULAR ROUTE BUS DRIVER
(BD-00)**

183 Days/4 Hours

Years Experience	Salary
0-2	\$17,652
3-5	\$17,917
6-8	\$18,209
9-11	\$18,502
12-14	\$18,792
15+	\$19,083

**SPECIAL EDUCATION w/
WHEELCHAIR LIFT BUS DRIVER (BE-
00)**

183 Days/ 4 hours

(Applicable prior to the 2017-2018 school year)
Grandfathered employees only

Years Experience	Salary
0-2	\$18,400
3-5	\$18,681
6-8	\$18,965
9-11	\$19,256
12-15+	\$19,550

BUS AIDE*

183 Days/4 Hours (BA-00)

*not full time employee position

Years Experience	Salary
0-2	\$11,444
3-5	\$11,568
6-8	\$11,733
9-11	\$11,899
12-14	\$12,065
15+	\$12,230

SPECIAL SHUTTLE

Full Shuttle Routes (ATC/ROTC, etc.)	\$39.00 Per Day
Transfer Shuttles (School to School, etc.)	\$16.50 Per Route
1/2 Transfer Shuttles (One-Way)	\$8.25 Per Route

SUBSTITUTE BUS DRIVERS/BUS AIDES

Bus Drivers:	\$18.00 per hour
Bus Aides:	\$15.00 per hour

AUTAUGA COUNTY BOARD OF EDUCATION

CNP SALARY SCHEDULE

October 1, 2026 - September 30, 2027

**CNP Program Director - 240 Days
(CD-12)**

Years Experience	Salary
0-2	\$90,778
3-5	\$92,402
6-8	\$93,581
9-11	\$94,433
12-14	\$95,408
15+	\$96,387

Accounts Payable / Payroll

Bookkeeper - 240 Days (B-BK)

Years Experience	Salary
0-2	\$49,350
3-5	\$52,884
6-8	\$56,052
9-11	\$59,098
12-14	\$62,144
15+	\$65,189

CNP Assistant Program Director (SF-00)

Years Experience	Salary
0-2	\$85,827
3-5	\$87,361
6-8	\$88,476
9-11	\$89,282
12-14	\$90,204
15+	\$91,126

	Cafeteria Manager (LM-00)	Cafeteria Manager (M6-00)	Cafeteria Manager (M1-00)	Cafeteria Manager (M2-00)	
Enrollment	0-599	600-999	1000-1999	2000-2999	
Step					
0-2	\$32,232	\$33,629	\$35,027	\$36,427	
3-5	\$32,724	\$33,746	\$35,561	\$36,981	
6-8	\$33,221	\$34,662	\$36,102	\$37,546	
9-11	\$33,725	\$35,166	\$36,606	\$38,052	
12-14	\$34,235	\$35,676	\$37,116	\$38,562	
15+	\$34,751	\$36,192	\$37,632	\$39,078	
	Assistant Manager (MG-00)	7.5 Hour Associate (L5-00)	7 Hour Associate (L7-00)	6 Hour Associate (L6-00) Not Used	4 Hour Associate (L4-00)
Step					
0-2	\$29,435	\$23,800	\$22,211	\$18,829	\$11,465
3-5	\$29,828	\$24,160	\$22,548	\$19,115	\$11,634
6-8	\$30,227	\$24,528	\$22,892	\$19,408	\$11,820
9-11	\$30,632	\$24,933	\$23,297	\$19,812	\$12,225
12-14	\$31,043	\$25,344	\$23,708	\$20,224	\$12,636
15+	\$31,460	\$25,761	\$24,125	\$20,641	\$13,053

**AUTAUGA COUNTY BOARD OF EDUCATION
SUBSTITUTE SALARY SCHEDULE
October 1, 2025 - September 30, 2026**

SUBSTITUTES

Substitute Teacher:

\$105.00 Per Day

\$125.00 Per Day Long term

Substitute Bus Driver:

\$18.00 Per Hour

Substitute Bus Aide:

\$15.00 Per Hour

Substitute Custodian:

\$15.00 Per Hour

Substitute Nurse:

\$25.00 Per Hour

CNP Substitute:

\$15.00 Per Hour

Other (clerical etc.)

\$15.00 Per Hour

**AUTAUGA COUNTY BOARD OF EDUCATION
MISCELLANEOUS PAY SCHEDULE**

POSITION	RATE	PER
Bus Driver Field Trips	\$18.00	Hour
Homebound Services	\$40.00	Hour
Instructional/Professional Development Services	\$40.00	Hour
Janitorial Work	\$15.00	Hour
Office Work	\$15.00	Hour
Pressure Washing - Regular Worker (system employees)	\$22.00	Hour
Pressure Washing - Lead Worker (system employees)	\$23.00	Hour
Regular Worker (system employees)	\$25.00	Hour
Lead Worker (system employees)	\$26.00	Hour
Professional Development Attendance Stipend	\$100.00	Day
Registered Nurse Overnight Trips	\$150.00	Day
LPN Overnight Trips	\$75.00	Day
Other Miscellaneous Work	as assigned by superintendent	
Security Guards part time	\$13,000 limit	19 hrs/week
Gate Workers:		
Baseball	\$25.00	Game
Basketball	\$25.00	Game
Basketball Clock Operator	\$15.00	Game
Football - Varsity	\$35.00	Game
Football - Junior Varsity	\$25.00	Game
Soccer	\$25.00	Game
Softball	\$25.00	Game

Hourly Rate is to be paid if an employee is performing duties of their primary job during hours outside of their normal work schedule.

Overtime rates apply to non-exempt employees.

NOTE: All rates are subject to social security, medicare, and unemployment withholdings.

**AUTAUGA COUNTY BOARD OF EDUCATION
OTHER SUPPLEMENT SALARY SCHEDULE
October 1, 2026 - September 30, 2027**

SUPPLEMENTS

Position Supplement	Annual Amount	Monthly Amount
Assistant Principal	\$4,000	\$333.33
Certification/License Supplement*	\$1,500	\$125.00
Tech Liaisons (based at local schools)	\$1,000	\$83.33
Sped Self contained Classroom Teachers and Behavior Unit/Program*** (State provides \$1,200)	\$4,800	\$400
Sped Resource Classroom Teachers (State provides \$1,200)	\$2,800	\$233
Speech Teachers (State provides \$1,000)	\$3,000	\$250
Gifted teachers, Psychometrist, Behavior Interventionist, Occupational Therapist, Physical Therapist, Transition Specialist.	\$2,000	\$167

*see specific certifications within applicable salary schedule

*** General Ed teachers assigned to the behavior program will receive the full \$6,000 (\$1200+\$4800) due to not being included in the state stipend.

FINE ARTS			
POSITION		SUPPLEMENT SALARY	# SPONSORS
Band			
Director	7A	\$12,000	1
Director	4A-6A	\$9,000	1
Director***	1A-3A	\$6,000	1
Director	JRHS/MIDDLE	\$6,000	1
Associate Director	7A	\$8,000	1
Associate Director	4A-6A	\$6,750	1
Associate Director	1A-3A	\$0	1
Associate Director	JRHS/MIDDLE	\$4,500	1
Auxiliary Sponsor	7A	\$4,500	2
Auxiliary Sponsor	4A-6A	\$4,000	2
Auxiliary Sponsor	1A-3A	\$3,000	1
Auxiliary Sponsor	JRHS/MIDDLE	\$0	0
Assistant Auxiliary	JRHS	\$1,500	2
Drum Line (when not full band)	1A-3A	\$1,500	1
Choir & Theatre	7A	\$3,000	1 per activity
Choir & Theatre	4A-6A	\$2,000	1 per activity
Choir & Theatre	1A-3A	\$1,000	1 per activity
Choir & Theatre	JRHS/MIDDLE	\$1,000	1 per activity

***IF FULL BAND

Athletic Supplement Allocations

	7A	Max # Coaches	Total	4A-6A	Max # Coaches	Total	1A-3A	Max # Coaches	Total
AD	negotiable (10 month)	1	negotiable 7,000	negotiable (10 month)	1	negotiable 7,000	negotiable (10 month)	1	negotiable
*PJHS and MMS will receive 7,000 on a 9 month contract.									
FOOTBALL									
Head Football Coach	negotiable	1	negotiable	negotiable	1	negotiable	negotiable	1	negotiable
Offensive Coordinator	5,000.00	1	5,000.00	2,000.00	1	2,000.00	1,000.00	1	1,000.00
Defensive Coordinator	5,000.00	1	5,000.00	2,000.00	1	2,000.00	1,000.00	1	1,000.00
Varsity Assistant Coach	10,000.00	10	100,000.00	8,000.00	8	64,000.00	6,000.00	6	36,000.00
JV Head Coach	6,500.00	1	6,500.00	6,000.00	1	6,000.00	5,500.00	1	5,500.00
JV Assistant Coach	4,500.00	2	9,000.00	4,000.00	1	4,000.00	3,500.00	0	-
9th HC	6,000.00	1	6,000.00	5,500.00	1	5,500.00	5,000.00	1	5,000.00
9th Asst	4,000.00	2	8,000.00	3,500.00	1	3,500.00	3,000.00	0	-
Junior High Head	5,500.00	2 (1 for 7th/1 for 8th)	11,000.00	5,500.00	1	5,500.00	4,000.00	1	4,000.00
Junior High Assistant	3,000.00	6 for each team	18,000.00	2,500.00	6	15,000.00	2,000.00	1	2,000.00
Cheer									
Varsity Head Coach	7,000.00	1	7,000.00	6,000.00	1	6,000.00	5,000.00	1	5,000.00
Varsity Assistant Coach	3,500.00	2	7,000.00	3,000.00	2	6,000.00	2,500.00	1	2,500.00
JH Head Coach	3,000.00	1	3,000.00	2,500.00	1	2,500.00	1,500.00	1	1,500.00
JH Assistant	2,000.00	1	2,000.00	1,500.00	1	1,500.00	1,000.00	0	-
Basketball									
Head Coach Varsity Boys	14,000.00	1	14,000.00	10,000.00	1	10,000.00	7,000.00	1	7,000.00
Varsity Assistant Coach	7,000.00	2	14,000.00	5,000.00	2	10,000.00	3,500.00	1	3,500.00
JV Head Coach	5,000.00	1	5,000.00	4,000.00	1	4,000.00	3,000.00	1	3,000.00
JV Assistant	3,500.00	1	3,500.00	2,500.00	1	2,500.00	1,500.00	1	1,500.00
9th HC	3,500.00	1	3,500.00	3,000.00	1	3,000.00	2,500.00	0	-
9th Assistant	2,500.00	1	2,500.00	2,500.00	0	-	1,800.00	0	-
Junior High Head Coach	3,500.00	1	3,500.00	3,000.00	1	3,000.00	2,500.00	1	2,500.00
Junior High Assistant	2,500.00	1	2,500.00	2,000.00	1	2,000.00	1,800.00	0	-
Head Coach Varsity Girls	14,000.00	1	14,000.00	10,000.00	1	10,000.00	7,000.00	1	7,000.00
Varsity Assistant Coach	7,000.00	2	14,000.00	5,000.00	2	10,000.00	3,500.00	1	3,500.00
JV Head Coach	5,000.00	1	5,000.00	4,000.00	1	4,000.00	3,000.00	1	3,000.00
JV Assistant	3,500.00	1	3,500.00	2,500.00	1	2,500.00	1,500.00	1	1,500.00
9th HC	3,500.00	1	3,500.00	3,000.00	1	3,000.00	2,500.00	0	-
9th Assistant	2,500.00	1	2,500.00	2,500.00	0	-	1,800.00	0	-
Junior High Head Coach	3,500.00	1	3,500.00	3,000.00	1	3,000.00	2,500.00	1	2,500.00
Junior High Assistant	2,500.00	1	2,500.00	2,000.00	1	2,000.00	1,800.00	0	-
Baseball									
Head Coach Varsity	14,000.00	1	14,000.00	10,000.00	1	10,000.00	7,000.00	1	7,000.00
Varsity Assistant Coach	7,000.00	2	14,000.00	5,000.00	2	10,000.00	3,500.00	1	3,500.00
JV Head Coach	5,000.00	1	5,000.00	4,000.00	1	4,000.00	3,000.00	1	3,000.00
JV Assistant	3,500.00	1	3,500.00	2,500.00	1	2,500.00	1,500.00	1	1,500.00
9th HC	3,500.00	1	3,500.00	3,500.00	1	3,500.00	2,500.00	0	-
9th Assistant	2,500.00	1	2,500.00	2,500.00	0	-	1,800.00	0	-
Junior High Head Coach	3,500.00	1	3,500.00	3,000.00	1	3,000.00	2,500.00	1	2,500.00
Junior High Assistant	2,500.00	1	2,500.00	2,000.00	1	2,000.00	1,800.00	0	-

Athletic Supplement Allocations

	7A	Max # Coaches	Total	4A-6A	Max # Coaches	Total	1A-3A	Max # Coaches	Total
Softball									
Head Coach Varsity	14,000.00	1	14,000.00	10,000.00	1	10,000.00	7,000.00	1	7,000.00
Varsity Assistant Coach	7,000.00	2	14,000.00	5,000.00	2	10,000.00	3,500.00	1	3,500.00
JV Head Coach	5,000.00	1	5,000.00	4,000.00	1	4,000.00	3,000.00	1	3,000.00
JV Assistant	3,500.00	1	3,500.00	2,500.00	1	2,500.00	1,500.00	1	1,500.00
9th HC	3,500.00	1	3,500.00	3,500.00	1	3,500.00	2,500.00	0	-
9th Assistant	2,500.00	1	2,500.00	2,500.00	0	-	1,800.00	0	-
Junior High Head Coach	3,500.00	1	3,500.00	3,000.00	1	3,000.00	2,500.00	1	2,500.00
Junior High Assistant	2,500.00	1	2,500.00	2,000.00	1	2,000.00	1,800.00	0	-
Soccer									
Head Coach Boys	9,000.00	1	9,000.00	7,000.00	1	7,000.00	5,000.00	1	5,000.00
Varsity Assistant Coach	4,500.00	1	4,500.00	3,500.00	1	3,500.00	2,500.00	1	2,500.00
JV Head Coach	4,000.00	1	4,000.00	3,000.00	1	3,000.00	2,000.00	1	2,000.00
JV Assistant Coach	3,500.00	1	3,500.00	2,500.00	1	2,500.00	1,500.00	0	-
9th Grade Head Coach	3,000.00	1	3,000.00	2,500.00	0	-	1,500.00	0	-
9th Grade Assistant Coach	2,500.00	1	2,500.00	2,000.00	0	-	1,500.00	0	-
Junior High Head Coach	3,000.00	1	3,000.00	2,500.00	1	2,500.00	1,500.00	1	1,500.00
Junior High Assistant Coach	2,300.00	1	2,300.00	1,800.00	1	1,800.00	800.00	0	-
Head Coach Girls	9,000.00	1	9,000.00	7,000.00	1	7,000.00	5,000.00	1	5,000.00
Varsity Assistant Coach	4,500.00	1	4,500.00	3,500.00	1	3,500.00	2,500.00	1	2,500.00
JV Head Coach	4,000.00	1	4,000.00	3,000.00	1	3,000.00	2,000.00	1	2,000.00
JV Assistant Coach	3,500.00	1	3,500.00	2,500.00	1	2,500.00	1,500.00	0	-
9th Grade Head Coach	3,000.00	1	3,000.00	2,500.00	0	-	1,500.00	0	-
9th Grade Assistant Coach	2,500.00	1	2,500.00	2,000.00	0	-	1,000.00	0	-
Junior High Head Coach	3,000.00	1	3,000.00	2,500.00	1	2,500.00	1,500.00	1	1,500.00
Junior High Assistant Coach	2,300.00	1	2,300.00	1,800.00	1	1,800.00	800.00	0	-
Volleyball									
Varsity Head Coach	8,000.00	1	8,000.00	6,500.00	1	6,500.00	5,000.00	1	5,000.00
Varsity Assistant Coach	4,000.00	1	4,000.00	3,250.00	1	3,250.00	2,500.00	1	2,500.00
JV Head Coach	3,500.00	1	3,500.00	2,800.00	1	2,800.00	2,200.00	1	2,200.00
JV Assistant Coach	2,700.00	1	2,700.00	2,000.00	0	-	1,500.00	0	-
JH Head Coach	3,000.00	1	3,000.00	2,500.00	1	2,500.00	1,800.00	1	1,800.00
JH Assistant Coach	2,500.00	1	2,500.00	1,800.00	1	1,800.00	1,200.00	0	-
Wrestling									
Varsity Head Coach Boys	6,500.00	1	6,500.00	5,500.00	1	5,500.00	4,500.00	1	4,500.00
Varsity Assistant	3,750.00	1	3,750.00	2,750.00	1	2,750.00	2,250.00	1	2,250.00
Varsity Head Coach Girls	6,500.00	1	6,500.00	5,500.00	1	5,500.00	4,500.00	1	4,500.00
Varsity Assistant	3,750.00	1	3,750.00	2,750.00	1	2,750.00	2,250.00	1	2,250.00
Junior High Head Coach	2,800.00	1	2,800.00	2,300.00	1	2,300.00	1,800.00	1	1,800.00
Junior High Assistant	2,000.00	1	2,000.00	1,500.00	0	-	1,000.00	0	-
Track									
Varsity Head Coach	6,500.00	1	6,500.00	5,500.00	1	5,500.00	4,500.00	1	4,500.00
Varsity Assistant Coach	3,750.00	2	7,500.00	2,750.00	1	2,750.00	2,250.00	1	2,250.00
JH Head Coach	2,800.00	1	2,800.00	2,300.00	1	2,300.00	1,800.00	1	1,800.00
JH Assistant Coach	2,000.00	1	2,000.00	1,500.00	1	1,500.00	1,000.00	0	-
Indoor Track Coach	2,500.00	1	2,500.00	2,000.00	1	2,000.00	1,500.00	1	1,500.00
Cross Country									
Varsity Head Coach	5,000.00	1	5,000.00	4,000.00	1	4,000.00	3,000.00	1	3,000.00
Varsity Assistant Coach	2,500.00	1	2,500.00	2,000.00	0	-	1,500.00	0	-
Bowling									
Varsity Head Coach	4,500.00	1	4,500.00	3,500.00	1	3,500.00	2,500.00	1	2,500.00

Athletic Supplement Allocations

	7A	Max # Coaches	Total	4A-6A	Max # Coaches	Total	1A-3A	Max # Coaches	Total
Varsity Assistant Coach	2,250.00	1	2,250.00	1,750.00	1	1,750.00	1,250.00	0	-

Athletic Supplement Allocations

	7A	Max # Coaches	Total	4A-6A	Max # Coaches	Total	1A-3A	Max # Coaches	Total
Archery									
Varsity Head Coach	2,500.00	1	2,500.00	2,000.00	1	2,000.00	1,500.00	1	1,500.00
Varsity Assistant Coach	1,800.00	1	1,800.00	1,250.00	0	-	800.00	0	-
JH Head Coach	2,000.00	1	2,000.00	1,500.00	1	1,500.00	1,000.00	1	1,000.00
JH Assistant Coach	1,350.00	1	1,350.00	750.00	0	-	500.00	0	-
Golf									
Varsity Head Coach	4,500.00	1	4,500.00	3,500.00	1	3,500.00	2,500.00	1	2,500.00
Varsity Assistant Coach	2,250.00	1	2,250.00	1,750.00	0	-	1,250.00	0	-
JH Head Coach	2,000.00	1	2,000.00	1,500.00	1	1,500.00	1,000.00	0	-
JH Assistant Coach	1,000.00	1	1,000.00	750.00	0	-	500.00	0	-
Tennis									
Varsity Head Coach	4,500.00	1	4,500.00	3,500.00	1	3,500.00	2,500.00	1	2,500.00
Varsity Assistant Coach	2,250.00	1	2,250.00	1,750.00	1	1,750.00	1,250.00	0	-
Flag Football									
Varsity Head Coach	4,500.00	1	4,500.00	3,500.00	1	3,500.00	2,500.00	1	2,500.00
Varsity Assistant Coach	2,250.00	2	4,500.00	1,750.00	1	1,750.00	1,350.00	1	1,350.00
JV Head Coach	2,250.00	1	2,250.00	1,750.00	1	1,750.00	1,250.00	1	1,250.00
JV Assistant Coach	1,000.00	2	2,000.00	875.00	1	875.00	675.00	1	675.00
Swimming									
Varsity Head Coach	3,500.00	1	3,500.00	2,500.00	1	2,500.00	1,500.00	1	1,500.00

Supplement Requirements

1. All sports must play at least 75% of the maximum games allowed by the AHSAA (where applicable). The minimum requirements for each sport are listed in the chart below.
2. Supplements cannot be stacked from the same sport. The only exception is the offensive and defensive coordinator supplements for football. Coaches can coach multiple sports. However, a coach can not stack supplements that are listed for the same sport. For example, a varsity assistant softball coach can not also get the head JV softball supplement.
3. Coaches that are varsity, junior varsity, or junior high assistant coaches are expected to be at all practices and/or games.
4. Field maintenance is factored into all supplements. Fields are expected to be maintained at all times and throughout the entire year....including summer.
5. All varsity head coaches for football, baseball, softball, basketball, and soccer are expected to conduct at least 12 summer workout sessions.
6. Varsity assistant coaches for football, baseball, softball, basketball, and soccer are expected to attend summer workouts as well.
7. Summer play dates are not required.
8. If a coach does not attend workouts in the summer, then that person can not be the head coach or varsity assistant coach. This can be overruled by the Superintendent in rare, extenuating circumstances.
9. If a coach accepts a supplement, and the team does not play the established minimum number of games set by the ACBOE, the coach must refund the supplement.
10. If the school does field a team, but the head coach does not play the required number of games, then the coach must refund the applicable portion of the supplement. The head coach can appeal, in writing, to the Superintendent.

Athletic Supplement Allocations

	7A	Max # Coaches	Total	4A-6A	Max # Coaches	Total	1A-3A	Max # Coaches	Total
State Championship Bonuses-Only applicable to TEAM championships.									
	HC	Varsity Assistants	JH/JV Coaches						
Football	5,000.00	1,500.00	500.00						
Baseball	5,000.00	1,500.00	500.00						
Basketball	5,000.00	1,500.00	500.00						
Soccer	5,000.00	1,500.00	500.00						
Softball	5,000.00	1,500.00	500.00						
Volleyball	5,000.00	1,500.00	500.00						
Golf	2,000.00	1,000.00							
Tennis	2,000.00	1,000.00							
Cross Country	2,000.00	1,000.00							
Track	2,000.00	1,000.00							
Wrestling	2,000.00	1,000.00							
Bowling	2,000.00	1,000.00							
Flag Football	2,000.00	1,000.00							

Final Four Bonuses-Only applicable to TEAM final four appearances

	HC	Varsity Assistants	JH/JV Coaches
Football	1,000.00	400.00	100.00
Baseball	1,000.00	400.00	100.00
Basketball	1,000.00	400.00	100.00
Soccer	1,000.00	400.00	100.00
Softball	1,000.00	400.00	100.00
Volleyball	1,000.00	400.00	100.00
Golf	500.00	100.00	
Tennis	500.00	100.00	
Cross Country	500.00	100.00	
Track	500.00	100.00	
Wrestling	500.00	100.00	
Bowling	500.00	100.00	
Flag Football	500.00	100.00	

*Bonuses do not stack.

Minimum Games to be played

	Varsity		Junior Varsity		9th Grade		Middle School	
	1A/5A-21	7A-24	1A/5A-21	7A-24	1A/5A-18	7A-19	1A/5A-18	7A-19
Baseball								
Basketball	23		23		18		18	
Bowling	19 total		19 total		19 total		19 total	
Cross Country	8 Meets		8 Meets		6 Meets		6 Meets	
Football	8		8		6		6	
Golf	12 total		12 total		6 total		6 total	
Track	8 meets		8 meets		6 meets		6 meets	
Indoor Track	3 meets							
Soccer	19 games		19 games		15 games		15 games	
Softball	23		23		20		20	
Swimming/Diving	6 meets		6 meets		6 meets		N/A	
Tennis	15 total matches		15 total matches		8 total matches		8 total matches	
Volleyball	20 total games		20 total games		15 total games		15 total games	
Wrestling	15 total matches		15 total matches		10 total matches		10 total matches	
Flag Football	11 total dates		11 total dates		11 total dates		NA	
Archery	6 tournaments		6 tournaments		4 tournaments		4 tournaments	

School Based Academic Related Supplements

School	Social Media	Robotics	Music	Art	Theatre/Drama	Choir	Debate	Broadcast	SGA/Student Council	Yearbook
PKS	1000	1000	500	500	NA	NA	NA	NA	NA	1000
PPS	1000	1000	500	500	NA	NA	NA	NA	NA	1000
PES	1000	1000	500	500	NA	NA	NA	NA	NA	1000
PIS	1000	1000	500	500	500	NA	NA	NA	5th and 6th-500	1000
DPES	1000	1000	500	500	(5th and 6th) 500	NA	NA	NA	5th and 6th-500	1000
PJHS	1000	2000	NA	500	1000	1000	500	500	500	1000
PHS	1000	2000	NA	500	3000	3000	3000	2000	1500	1000
ACTC	1000	2000	NA	NA	NA	NA	NA	NA	NA	NA
Billingsley	1000	2000	500-Elem	500	1000	1000	1000	1000	750	1000
MMS	1000	2000	NA	500	1000	1000	500	500	500	1000
MHS	1000	2000	NA	500	2000	2000	2000	1500	1000	1000
PLES	1000	1000	500	500	5th and 6th-500	NA	NA	NA	5th and 6th-500	1000
AVA	1000	NA	NA	NA	NA	NA	NA	NA	NA	NA
SC	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total Each	13,000	18,000	3,500	5,500	9,500	8,000	7,000	5,500	5,750	11,000

School Based Academic Related Supplements

Beta	NHS	Mu Alpha Theta	Military Liason	FFA	ROTC	DECA	FBLA	FCCLA	HOSA	TSA
NA	NA	NA	500	NA	NA	NA	NA	NA	NA	NA
NA	NA	NA	500	NA	NA	NA	NA	NA	NA	NA
NA	NA	NA	500	NA	NA	NA	NA	NA	NA	NA
5th and 6th-500	NA	NA	500	NA	NA	NA	NA	NA	NA	NA
5th and 6th-500	NA	NA	500	NA	NA	NA	NA	NA	NA	NA
500	NA	NA	500	NA	NA	NA	1000 (2)	NA	NA	1000 (1)
500	500	500	500	NA	NA	NA	1000 (5)	NA	NA	NA
NA	NA	NA	NA	NA	1000 (2)	1000	1000 (18)	1000 (3)	1000 (2)	1000 (1)
500	500	500	500	4000	NA	NA	1000 (1)	NA	NA	NA
500	NA	NA	500	NA	NA	NA	NA	NA	NA	NA
500	500	500	500	2000	NA	NA	1000 (2)	NA	NA	NA
5th and 6th-500	NA	NA	500	NA	NA	NA	NA	NA	NA	NA
NA	NA	NA	NA	NA	NA	NA	1000 (1)	NA	NA	NA
NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
4,000	1,500	1,500	5,500	6,000	2,000	1,000	29,000	3,000	2,000	2,000

School Based Academic Related Supplements

Schools must be a cost center and have at least 15 employees

*Schools pay \$500 per department head.

Money will be in a pot for principal to allocate

Skills USA	JAG	Campus Tech Coordinator	Department Head/Grade Level Leader
	NA	1000	4000
	NA	1000	3000
	NA	1000	2500
	NA	1000	3500
	NA	1000	3500
	NA	1000	4000
1000 (1)	NA	1000	3000
1000 (6)	1000 (1)	1000	NA
NA	NA	1000	3000
NA	NA	1000	2500
NA	NA	1000	3000
NA	NA	1000	4500
NA	NA	1000	NA
NA	NA	NA	NA
			3500
7,000	1,000	13,000	40,000

Academic Supplements and Guidelines/Expectations

Social Media:

- Coordinates all social media posting for the school.
- Serves as the point of contact for the district's Communications Director as it relates to school and district.
- Creates content/assists others with creating content specifically relevant to the school.
- Shares all school related information via social media.
- Manage the school's digital sign.

Robotics:

- Participate in all relevant competitions (middle school/high school).
- Hold monthly practice/meetings and document meetings.

Music/Choir (Elementary)

- Conduct and participate in all practices.
- Hold a minimum of two (2) concerts outside regular hours during the year.
- Collaborate with other teachers to integrate choral performances with other departments as appropriate.

Band Director (High School)

- Conduct and participate in all practices
- Participate in a minimum of two (2) band competitions.
- Direct a minimum of one (1) specialty band (jazz, stage band) ensemble.
- Hold a minimum of two (2) school concerts per year.
- Perform at all pep rallies and at half-time of football games.
- Develop a Pep Band to be used at select home basketball games.
- Perform all duties as directed in the Band Director job description.

Band Director (Middle School)

- Conduct and participate in all practices.
- Conduct a minimum of three (3) performances for audiences.
- Direct a minimum of one (1) specialty band, (jazz, stage band) ensemble.
- Hold a minimum of two (2) school concerts per year.

Associate Band Director, Auxiliary Sponsor:

- Participate in all practices.
- Participate in all competitions with the band as may be required by the band director.
- Conduct and participate in all practices which shall be scheduled before or after school.
- Attend all games, activities, and competitions in which the Band is participating.

Art Club Sponsor:

- Hold before or after school meetings monthly.
- Hold a minimum of one (1) art exhibition during the year.
- Collaborate with other teachers to integrate art across the curriculum.

Theatre/Drama Club (Elementary School)

- Hold before or after school meetings monthly.
- Hold a minimum of one (1) play during the year.
- Collaborate with other teachers to integrate theatre/drama across the curriculum.

Theatre/Drama (High School)

- Conduct and participate in all practices.
- Conduct a minimum of (2) plays during the school year.
- Collaborate with other teachers to integrate theatre/drama across the curriculum.

Academic Supplements and Guidelines/Expectations

Debate (Middle School)

- Conduct and participate in all practices.
- Participate in a minimum of four (4) competitions.

Debate (High School)

- Conduct and participate in all practices.
- Participate in a minimum of six (6) competitions.

Broadcast (Middle School)

- Create school promotional videos.
- Develop a monthly school-wide broadcast show.

Broadcast (High School)

- Develop a school wide news broadcast show.
- Help promote after school events.
- Create promotional videos for school events, school and student accomplishments, and informative p

Student Council Sponsor (5th and 6th grades)

- Organize and manage student elections.
- Supervise before or after school meetings with the Student Council.
- Assist the school leadership team with recommendations from the Student Council.
- Organize one (1) school improvement activity.

Student Government Association (Middle School)

- Organize and manage student elections.
- Supervise before and after school meetings with the Student Government Association.
- Assist the school leadership team with recommendations from SGA.
- Organize two (2) school improvement activities.

Student Government Association (High School)

- Organize and manage student elections.
- Supervise before and after school meetings with the Student Government Association.
- Assist the school leadership team with recommendations from SGA.
- Ensure that students fulfill all service hour requirements.
- Organize three (3) school improvement activities.
- Chaperone students to conventions (if applicable).

Yearbook

- Supervise the publication of the yearbook.
- Edit and review materials to be contained in the yearbook to ensure that contents are acceptable and
- Work with members of the yearbook staff in preparation of the book.
- Coordinate sale of the yearbook and ensure that all monies are receipted and properly accounted for.
- Work with assigned classes and conduct yearbook staff meeting before or after school.

Beta Club/National Honor Society/Mu Alpha Theta Sponsor

- Conduct meetings which shall be scheduled before or after school.
- Supervise members while working on community projects.
- Facilitate student participation in competitions and/or team events.
- Serve as advisor for the local chapter.
- Submit state dues on time, if applicable.

Academic Supplements and Guidelines/Expectations

Military Liaison

- Serve as the primary point of contact for military families on campus.
- Lead the school's Student2Student group, or similar student-led group focused on acclimating military
- Maintain the school's Purple Star School designation through bi-annual application process. If a school
- Serve on planning committees for school's military-related activities, such as Veterans' Day assemblies
- Maintain general awareness of federal and state laws related to military students such as the MIC3 M
- Facilitate military-related professional development opportunities for S2S groups, school's faculty and
- Provide input and feedback as a member of the district's military liaison committee.

Future Farmers of America (FFA) Sponsor

- Conduct meetings which shall be scheduled before or after school.
- Supervise FFA members in working on community projects, when appropriate.
- Facilitate student participation in competitions and/or team events.
- Chaperone students to regional, state, and national meetings.
- Serve as advisor for the FFA council.
- Submit state dues on time.
- Manage/clean greenhouse and/or livestock lab over the summer break.

Junior Reserve Officers Training Corps (JROTC) Sponsor

- Conduct meetings which shall be scheduled before or after school.
- Supervise ROTC members in working on community projects, when appropriate.
- Facilitate student participation in competitions and/or team events.
- Chaperone students to regional and state meetings.
- Serve as advisor for the ROTC council.
- Submit state dues on time.

Distributive Education Club of America (DECA) Sponsor

- Conduct meetings which shall be scheduled before or after school.
- Supervise DECA members in working on community projects, when appropriate.
- Facilitate student participation in competitions and/or team events.
- Chaperone students to regional and state meetings.
- Serve as advisor for the DECA council.
- Submit state dues on time.

Future Business Leaders of America (FBLA) Sponsor

- Conduct meetings which shall be scheduled before or after school.
- Supervise FBLA members in working on community projects, when appropriate.
- Facilitate student participation in competitions and/or team events.
- Chaperone students to regional and state meetings.
- Serve as advisor for the FBLA council.
- Submit state dues on time.

Family, Career and Community Leaders of America (FCCLA) Sponsor

- Conduct meetings which shall be scheduled before or after school.
- Supervise FCCLA members in working on community projects, when appropriate.
- Facilitate student participation in competitions and/or team events.
- Chaperone students to regional and state meetings.
- Serve as advisor for the FCCLA council.
- Submit state dues on time.

Academic Supplements and Guidelines/Expectations

Health Occupation Students of America (HOSA) Sponsor

- Conduct meetings which shall be scheduled before or after school.
- Supervise HOSA members in working on community projects, when appropriate.
- Facilitate student participation in competitions and/or team events.
- Chaperone students to regional and state meetings.
- Serve as advisor for the HOSA council.
- Submit state dues on time.

Technology Student Association (TSA) Sponsor

- Conduct meetings which shall be scheduled before or after school.
- Supervise TSA members in working on community projects, when appropriate.
- Facilitate student participation in competitions and/or team events.
- Chaperone students to regional and state meetings.
- Serve as advisor for the TSA council.
- Submit state dues on time

Skills USA Sponsor

- Conduct meetings which shall be scheduled before or after school.
- Supervise VICA members in working on community projects, when appropriate.
- Facilitate student participation in competitions and/or team events.
- Chaperone students to regional and state meetings.
- Serve as advisor for the VICA council.
- Submit state dues on time.

Jobs for America's Graduates (JAG) Sponsor

- Conduct meetings which shall be scheduled before or after school.
- Supervise JAG members in working on community projects, when appropriate.
- Facilitate student participation in competitions and/or team events.
- Chaperone students to regional and state meetings.
- Serve as advisor for the JAG council.
- Submit state dues on time.

Campus Technology Coordinator

- Serve as the local school technology committee chairperson and contact.
- Work with the ACBOE technology department on technology issues.
- Assist in preparation of the local school technology plan.
- Troubleshoot software and hardware problems prior to and after the submission on online trouble tic
- Maintain and update technology hardware inventory.
- Oversee and assist with in-house Chromebook inventory, distribution, and collection of Chromebook
- Report missing and stolen Chromebook devices and assist with recovery.
- Help students troubleshoot Chromebook devices and other technology issues when applicable.
- Reset student and employee network accounts as needed.

Department Head/Grade Level Leader

- Help to carry out the principal's vision for the school.
- Lead data/grade level/departamental meetings.
- Serve on the school's leadership team.
- Meet before or after school as deemed necessary by the principal.