

***FY2025 Foundation Program***  
**Classroom Teachers**  
**Public School Experience - 187 Day Contract**

	Bachelor BS	Master MS	AA/EDS 6Y	Doctor DO
0	47,600	51,875	55,936	59,995
1	47,600	51,875	55,936	59,995
2	47,600	51,875	55,936	59,995
3	49,616	57,058	61,524	65,997
4	49,616	57,058	61,524	65,997
5	49,616	57,058	61,524	65,997
6	51,792	59,558	64,237	68,881
7	51,792	59,558	64,237	68,881
8	51,792	59,558	64,237	68,881
9	53,356	61,358	66,177	70,962
10	53,888	61,971	66,838	71,671
11	54,428	62,591	67,506	72,387
12	54,972	63,217	68,181	73,111
13	55,522	63,848	68,864	73,842
14	56,077	64,487	69,551	74,581
15	56,638	65,133	70,248	75,327
16	57,204	65,783	70,950	76,080
17	57,776	66,441	71,660	76,841
18	58,354	67,105	72,377	77,608
19	58,937	67,776	73,101	78,384
20	59,527	68,454	73,831	79,169
21	60,122	69,139	74,570	79,961
22	60,723	69,831	75,314	80,760
23	61,330	70,528	76,068	81,567
24	61,944	71,234	76,829	82,383
25	62,563	71,946	77,597	83,207
26	63,188	72,665	78,373	84,039
27	63,821	73,392	79,157	84,880
28	64,459	74,126	79,948	85,728
29	65,104	74,867	80,748	86,586
30	65,754	75,616	81,555	87,452
31	66,412	76,372	82,371	88,325
32	67,077	77,136	83,195	89,209
33	67,747	77,907	84,027	90,102
34	68,424	78,686	84,867	91,003
35	69,109	79,473	85,715	91,912

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

***FY2025 Foundation Program***  
**Classroom Teachers**  
**Public School Experience - 202 Day Contract**

	Bachelor	Master	AA/EDS	Doctor
	BS	MS	6Y	DO
0	51,419	56,037	60,422	64,808
1	51,419	56,037	60,422	64,808
2	51,419	56,037	60,422	64,808
3	53,597	61,634	66,460	71,292
4	53,597	61,634	66,460	71,292
5	53,597	61,634	66,460	71,292
6	55,946	64,335	69,389	74,407
7	55,946	64,335	69,389	74,407
8	55,946	64,335	69,389	74,407
9	57,637	66,280	71,486	76,655
10	58,210	66,943	72,199	77,421
11	58,794	67,611	72,920	78,194
12	59,382	68,288	73,649	78,976
13	59,976	68,969	74,389	79,766
14	60,576	69,660	75,130	80,564
15	61,182	70,357	75,883	81,370
16	61,792	71,060	76,641	82,182
17	62,410	71,771	77,408	83,004
18	63,034	72,488	78,182	83,834
19	63,664	73,213	78,964	84,672
20	64,303	73,944	79,754	85,519
21	64,945	74,685	80,552	86,375
22	65,593	75,433	81,356	87,238
23	66,250	76,186	82,170	88,110
24	66,913	76,948	82,992	88,991
25	67,581	77,717	83,822	89,882
26	68,256	78,493	84,660	90,781
27	68,941	79,279	85,507	91,688
28	69,629	80,073	86,361	92,605
29	70,326	80,873	87,226	93,532
30	71,029	81,681	88,096	94,467
31	71,738	82,499	88,979	95,411
32	72,457	83,323	89,868	96,364
33	73,181	84,155	90,767	97,330
34	73,912	84,998	91,674	98,303
35	74,653	85,848	92,591	99,285

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

***FY2025 Foundation Program***  
**Classroom Teachers**  
**Public School Experience - 207 Day Contract**

	Bachelor	Master	AA/EDS	Doctor
	BS	MS	6Y	DO
0	52,692	57,424	61,918	66,412
1	52,692	57,424	61,918	66,412
2	52,692	57,424	61,918	66,412
3	54,923	63,160	68,105	73,057
4	54,923	63,160	68,105	73,057
5	54,923	63,160	68,105	73,057
6	57,331	65,927	71,107	76,248
7	57,331	65,927	71,107	76,248
8	57,331	65,927	71,107	76,248
9	59,063	67,921	73,255	78,552
10	59,651	68,600	73,986	79,337
11	60,249	69,285	74,725	80,130
12	60,852	69,978	75,472	80,931
13	61,460	70,676	76,230	81,740
14	62,075	71,384	76,990	82,558
15	62,696	72,098	77,762	83,384
16	63,321	72,818	78,538	84,216
17	63,955	73,547	79,324	85,058
18	64,594	74,282	80,117	85,909
19	65,240	75,025	80,918	86,768
20	65,894	75,774	81,728	87,636
21	66,553	76,534	82,545	88,513
22	67,217	77,300	83,369	89,397
23	67,890	78,072	84,203	90,291
24	68,569	78,853	85,046	91,194
25	69,254	79,641	85,897	92,107
26	69,945	80,436	86,756	93,028
27	70,647	81,241	87,623	93,957
28	71,353	82,055	88,499	94,897
29	72,067	82,875	89,385	95,847
30	72,787	83,703	90,277	96,806
31	73,514	84,541	91,181	97,772
32	74,251	85,385	92,092	98,749
33	74,992	86,238	93,013	99,739
34	75,741	87,101	93,943	100,737
35	76,501	87,973	94,883	101,743

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

***FY2025 Foundation Program***  
**Classroom Teachers**  
**Public School Experience - 227 Day Contract**

	Bachelor	Master	AA/EDS	Doctor
	BS	MS	6Y	DO
0	57,783	62,972	67,900	72,828
1	57,783	62,972	67,900	72,828
2	57,783	62,972	67,900	72,828
3	60,230	69,262	74,685	80,115
4	60,230	69,262	74,685	80,115
5	60,230	69,262	74,685	80,115
6	62,870	72,297	77,977	83,615
7	62,870	72,297	77,977	83,615
8	62,870	72,297	77,977	83,615
9	64,770	74,483	80,333	86,142
10	65,415	75,228	81,134	87,002
11	66,071	75,979	81,945	87,872
12	66,731	76,740	82,764	88,750
13	67,399	77,505	83,595	89,638
14	68,073	78,281	84,428	90,534
15	68,754	79,064	85,275	91,440
16	69,439	79,854	86,126	92,353
17	70,134	80,653	86,989	93,277
18	70,835	81,459	87,858	94,210
19	71,544	82,274	88,737	95,152
20	72,261	83,096	89,624	96,103
21	72,983	83,929	90,521	97,065
22	73,711	84,769	91,424	98,034
23	74,449	85,615	92,339	99,015
24	75,194	86,471	93,263	100,005
25	75,945	87,336	94,196	101,006
26	76,703	88,208	95,138	102,016
27	77,473	89,091	96,089	103,035
28	78,247	89,983	97,049	104,066
29	79,030	90,882	98,021	105,108
30	79,820	91,790	98,999	106,159
31	80,617	92,709	99,991	107,219
32	81,425	93,635	100,990	108,290
33	82,238	94,570	102,000	109,375
34	83,059	95,517	103,019	110,470
35	83,892	96,473	104,050	111,573

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

***FY2025 Foundation Program***  
**Classroom Teachers**  
**Public School Experience - 240 Day Contract**

	Bachelor BS	Master MS	AA/EDS 6Y	Doctor DO
0	61,092	66,578	71,789	76,999
1	61,092	66,578	71,789	76,999
2	61,092	66,578	71,789	76,999
3	63,679	73,229	78,962	84,703
4	63,679	73,229	78,962	84,703
5	63,679	73,229	78,962	84,703
6	66,470	76,438	82,442	88,404
7	66,470	76,438	82,442	88,404
8	66,470	76,438	82,442	88,404
9	68,479	78,749	84,934	91,075
10	69,161	79,536	85,781	91,985
11	69,854	80,330	86,638	92,904
12	70,553	81,134	87,504	93,833
13	71,258	81,943	88,382	94,771
14	71,971	82,764	89,263	95,719
15	72,691	83,592	90,158	96,677
16	73,416	84,427	91,058	97,642
17	74,150	85,272	91,970	98,618
18	74,892	86,124	92,890	99,605
19	75,641	86,986	93,818	100,601
20	76,399	87,854	94,757	101,606
21	77,162	88,735	95,705	102,624
22	77,933	89,623	96,660	103,649
23	78,713	90,518	97,627	104,686
24	79,500	91,423	98,604	105,732
25	80,294	92,338	99,590	106,790
26	81,096	93,259	100,586	107,858
27	81,910	94,193	101,592	108,936
28	82,728	95,136	102,607	110,026
29	83,556	96,086	103,634	111,127
30	84,391	97,046	104,669	112,238
31	85,234	98,018	105,718	113,359
32	86,088	98,998	106,774	114,492
33	86,947	99,986	107,842	115,639
34	87,816	100,987	108,919	116,796
35	88,697	101,998	110,009	117,962

The anniversary date of experience shall be used to determine the appropriate step for experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

***FY2025 Foundation Program***  
**State Minimum Salary Schedule**  
**Math and Science Teacher Program**  
**Public School Experience - 189 Day Contract**

	Bachelor <b>BS</b>	Master <b>MS</b>	AA/EDS <b>6Y</b>	Doctor <b>DO</b>
<b>0</b>	<b>50,521</b>	<b>57,285</b>	<b>61,346</b>	<b>65,405</b>
<b>1</b>	<b>54,082</b>	<b>62,194</b>	<b>67,061</b>	<b>71,932</b>
<b>2</b>	<b>56,972</b>	<b>65,514</b>	<b>70,661</b>	<b>75,769</b>
<b>3</b>	<b>58,638</b>	<b>67,433</b>	<b>72,730</b>	<b>77,988</b>
<b>4</b>	<b>60,350</b>	<b>69,401</b>	<b>74,851</b>	<b>80,263</b>
<b>5</b>	<b>62,105</b>	<b>71,420</b>	<b>77,030</b>	<b>82,600</b>
<b>6</b>	<b>63,909</b>	<b>73,493</b>	<b>79,267</b>	<b>84,997</b>
<b>7</b>	<b>65,759</b>	<b>75,622</b>	<b>81,561</b>	<b>87,458</b>
<b>8</b>	<b>67,074</b>	<b>77,132</b>	<b>83,193</b>	<b>89,208</b>
<b>9</b>	<b>68,415</b>	<b>78,676</b>	<b>84,856</b>	<b>90,993</b>
<b>10</b>	<b>69,440</b>	<b>79,857</b>	<b>86,128</b>	<b>92,356</b>
<b>11</b>	<b>70,482</b>	<b>81,055</b>	<b>87,421</b>	<b>93,741</b>
<b>12</b>	<b>71,540</b>	<b>82,271</b>	<b>88,731</b>	<b>95,148</b>
<b>13</b>	<b>71,540</b>	<b>82,271</b>	<b>88,731</b>	<b>95,148</b>
<b>14</b>	<b>71,540</b>	<b>82,271</b>	<b>88,731</b>	<b>95,148</b>
<b>15</b>	<b>72,616</b>	<b>83,510</b>	<b>90,069</b>	<b>96,581</b>
<b>16</b>	<b>72,616</b>	<b>83,510</b>	<b>90,069</b>	<b>96,581</b>
<b>17</b>	<b>72,616</b>	<b>83,510</b>	<b>90,069</b>	<b>96,581</b>
<b>18</b>	<b>73,717</b>	<b>84,774</b>	<b>91,432</b>	<b>98,043</b>
<b>19</b>	<b>73,717</b>	<b>84,774</b>	<b>91,432</b>	<b>98,043</b>
<b>20</b>	<b>73,717</b>	<b>84,774</b>	<b>91,432</b>	<b>98,043</b>
<b>21</b>	<b>74,838</b>	<b>86,065</b>	<b>92,823</b>	<b>99,535</b>
<b>22</b>	<b>74,838</b>	<b>86,065</b>	<b>92,823</b>	<b>99,535</b>
<b>23</b>	<b>74,838</b>	<b>86,065</b>	<b>92,823</b>	<b>99,535</b>
<b>24</b>	<b>75,981</b>	<b>87,378</b>	<b>94,241</b>	<b>101,056</b>
<b>25</b>	<b>75,981</b>	<b>87,378</b>	<b>94,241</b>	<b>101,056</b>
<b>26</b>	<b>75,981</b>	<b>87,378</b>	<b>94,241</b>	<b>101,056</b>
<b>27</b>	<b>77,148</b>	<b>88,721</b>	<b>95,688</b>	<b>102,607</b>

The anniversary date of experience shall be used to determine the appropriate step for qualified public education experience.

An employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

An annual supplement of \$5000 will be paid to those teaching in Alabama State Department of Education-identified hard-to-staff schools, and teachers remain eligible for state National Board Certified Teachers stipends.

**SALARY SCHEDULE**  
**OSR Pre-K Lead Teacher and Auxiliary Teacher**  
**2024-2025**

Lead Teacher	See 187 Days Teacher Schedule
Auxiliary Teacher	\$ 22,889

This schedule is based on a 187 day contract.  
The Auxillary Teacher is a support position working 7 1/2 hours daily, 187 days.

**SALARY SCHEDULE  
ADMINISTRATIVE  
2024-2025**

As approved: Board meeting May , 2022

Use the 12-Mo Teacher Salary Schedule and add the following supplements:

*Deputy Superintendent	\$	22,500
*High School Principal	\$	20,000
*Elementary/Middle Principal	\$	15,000
High School Asst Principal	\$	10,000
Elementary/Middle Asst Principal	\$	7,500
*Career Tech Director/TPCT	\$	17,500
*Central Office	\$	20,000
Special Education Coordinator	\$	15,000

Longevity Incentive: 8% additional salary after 8 years in Senior Administrative position (denoted by \*)

This schedule is based on a 240 day contract.



**SALARY SCHEDULE  
TEACHER AIDE / INTERVENTIONIST  
2024 - 2025**

Years of Experience	High School Graduate	College Graduate
0	\$ 23,064	\$ 24,595
1	\$ 23,233	\$ 24,733
2	\$ 23,386	\$ 24,901
3	\$ 23,523	\$ 25,039
4	\$ 23,676	\$ 25,193
5	\$ 23,829	\$ 25,346
6	\$ 23,983	\$ 25,484
7	\$ 24,136	\$ 25,652
8	\$ 24,289	\$ 25,805
9	\$ 24,427	\$ 25,943
10	\$ 24,595	\$ 26,112
11	\$ 24,733	\$ 26,250
12-14	\$ 24,901	\$ 26,403
15-17	\$ 25,399	\$ 26,931
18-20	\$ 25,908	\$ 27,470
21-23	\$ 26,426	\$ 28,019
24-26	\$ 26,955	\$ 28,578
27+	\$ 27,494	\$ 29,151

This schedule is based on a 184 day contract, 8 hours per day.

**SALARY SCHEDULE  
REGISTRAR  
2024 - 2025**

Years of Experience	Salary
0	\$ 38,350
1	\$ 38,740
2	\$ 39,128
3	\$ 39,518
4	\$ 39,906
5	\$ 40,311
6	\$ 40,716
7	\$ 41,120
8	\$ 41,525
9	\$ 41,945
10	\$ 42,366
11	\$ 42,787
12-14	\$ 43,207
15-17	\$ 44,078
18-20	\$ 44,965
21-23	\$ 45,868
24-26	\$ 46,786
27+	\$ 47,720

This schedule is based on a 187 day contract, 8 hours per day.

# *FY2025 Foundation Program*

## **School Nurses**

187 Day Contract

	<b>LPN</b>	<b>RN-ASN</b>	<b>RN-BSN</b>	<b>RN-MSN</b>	<b>RN-DNP</b>
<b>0</b>	33,930	44,764	48,269	52,049	56,124
<b>1</b>	33,930	44,764	48,269	52,049	56,124
<b>2</b>	33,930	44,764	48,269	52,049	56,124
<b>3</b>	37,319	49,236	53,090	57,248	61,730
<b>4</b>	37,319	49,236	53,090	57,248	61,730
<b>5</b>	37,319	49,236	53,090	57,248	61,730
<b>6</b>	38,955	51,394	55,418	59,758	64,437
<b>7</b>	38,955	51,394	55,418	59,758	64,437
<b>8</b>	38,955	51,394	55,418	59,758	64,437
<b>9</b>	40,131	52,946	57,092	61,562	66,382
<b>10</b>	40,532	53,475	57,662	62,177	67,045
<b>11</b>	40,937	54,009	58,238	62,799	67,715
<b>12</b>	41,347	54,550	58,822	63,427	68,394
<b>13</b>	41,760	55,096	59,409	64,062	69,077
<b>14</b>	42,179	55,647	60,004	64,702	69,768
<b>15</b>	42,601	56,204	60,604	65,350	70,466
<b>16</b>	43,026	56,765	61,210	66,003	71,170
<b>17</b>	43,457	57,333	61,822	66,663	71,882
<b>18</b>	43,891	57,906	62,440	67,329	72,601
<b>19</b>	44,330	58,485	63,064	68,002	73,327
<b>20</b>	44,772	59,070	63,694	68,682	74,060
<b>21</b>	45,221	59,661	64,332	69,370	74,801
<b>22</b>	45,673	60,257	64,974	70,062	75,548
<b>23</b>	46,130	60,860	65,625	70,763	76,304
<b>24</b>	46,591	61,469	66,282	71,472	77,068
<b>25</b>	47,057	62,083	66,944	72,186	77,838
<b>26</b>	47,527	62,703	67,613	72,907	78,616
<b>27</b>	48,003	63,331	68,291	73,637	79,403
<b>28</b>	48,483	63,964	68,973	74,373	80,196
<b>29</b>	48,968	64,604	69,662	75,117	80,999
<b>30</b>	49,457	65,250	70,358	75,867	81,808
<b>31</b>	49,952	65,902	71,062	76,626	82,626
<b>32</b>	50,452	66,562	71,774	77,393	83,453
<b>33</b>	50,956	67,227	72,490	78,166	84,287
<b>34</b>	51,465	67,899	73,215	78,947	85,130
<b>35</b>	51,980	68,578	73,947	79,738	85,981

**SALARY SCHEDULE  
REGISTERED BEHAVIORAL THERAPIST  
2024 - 2025**

Years of Experience	Salary
0	29,136
1	29,432
2	29,728
3	30,024
4	30,320
5	30,615
6	30,927
7	31,238
8	31,549
9	31,860
10	32,171
11	32,498
12-14	32,826
15-17	33,479
18-20	34,148
21-23	34,833
24-26	35,534
27+	36,250

This schedule is based on a 187 day contract, 8 hours per day.

**SALARY SCHEDULE  
SECRETARY TO THE SUPERINTENDENT  
2024-2025**

Years of Experience	Salary
0	\$ 47,961
1	48,941
2	49,920
3	50,898
4	51,917
5	52,975
6	54,035
7	55,113
8	56,212
9	57,330
10	58,489
11	59,648
12-14	60,826
15-17	62,043
18-20	63,283
21-23	64,549
24-26	65,840
27+	67,157

This schedule is based on 12 months (240 working days), 8 hours per day.

**SALARY SCHEDULE  
HUMAN RESOURCE / PAYROLL SPECIALIST  
2024 - 2025**

Years of Experience	Salary
0	\$ 47,961
1	48,941
2	49,920
3	50,898
4	51,917
5	52,975
6	54,035
7	55,113
8	56,212
9	57,330
10	58,489
11	59,648
12-14	60,826
15-17	62,043
18-20	63,284
21-23	64,549
24-26	65,840
27+	67,157

This schedule is based on 12 months (240 working days), 8 hours per day.

**SALARY SCHEDULE  
CENTRAL OFFICE RECEPTIONIST  
2024 - 2025**

Years of Experience	Salary
0	\$ 31,481
1	\$ 31,762
2	\$ 32,081
3	\$ 32,381
4	\$ 32,940
5	\$ 33,100
6	\$ 33,259
7	\$ 33,419
8	\$ 33,579
9	\$ 33,739
10	\$ 33,899
11	\$ 34,059
12-14	\$ 34,159
15-17	\$ 34,842
18-20	\$ 35,538
21-23	\$ 36,250
24-26	\$ 36,974
27+	\$ 37,713

This schedule is based on 12 months (240 working days), 8 hours per day.

**SALARY SCHEDULE  
CENTRAL OFFICE SECRETARY / BOOKKEEPER  
2024 - 2025**

Years of Experience	Salary
0	\$ 34,358
1	34,718
2	34,997
3	35,377
4	35,996
5	36,176
6	36,335
7	36,516
8	36,696
9	36,855
10	37,035
11	37,215
12-14	37,315
15-17	38,061
18-20	38,822
21-23	39,598
24-26	40,390
27+	41,199

This schedule is based on 12 months (240 working days), 8 hours per day.



**SALARY SCHEDULE  
SCHOOL SECRETARY & BOOKKEEPER  
2024 - 2025**

Years of Experience	Secretary All Schools 9 Mo	Elementary Bookkeeper 9 Mo	High School Bookkeeper 12 Mo
0	\$ 24,514	\$ 25,495	\$ 33,354
1	24,747	25,744	33,697
2	24,981	25,977	34,008
3	25,230	26,242	34,366
4	25,682	26,724	34,973
5	25,806	26,833	35,129
6	25,915	26,958	35,285
7	26,040	27,082	35,472
8	26,164	27,206	35,611
9	26,273	27,331	35,767
10	26,413	27,471	35,969
11	26,537	27,596	36,109
12-14	26,615	27,674	36,233
15-17	27,147	28,227	36,958
18-20	27,690	28,791	37,698
21-23	28,244	29,368	38,452
24-26	28,809	29,954	39,221
27+	29,385	30,553	40,005

This schedule is based on a 187 day 9-month contract and 240 day 12-month contract. All contracts include 8 hour days.

**SALARY SCHEDULE  
CHILD NUTRITION PROGRAM  
2024 - 2025**

Years of Service	Managers 187 Day Contract 8 hrs per day	Asst Manager 184 Day Contract 7 hrs per day	Workers 184 Day Contract 6 hrs per day
0	\$ 25,806	\$ 19,752	\$ 16,930
1	25,932	19,849	17,013
2	26,096	19,974	17,119
3	26,240	20,084	17,214
4	26,364	20,180	17,296
5	26,527	20,304	17,402
6	26,618	20,373	17,462
7	26,654	20,401	17,486
8	26,725	20,456	17,533
9	26,777	20,496	17,570
10	26,849	20,551	17,615
11	26,958	20,634	17,687
12-14	27,048	20,703	17,746
15-17	27,588	21,116	18,099
18-20	28,145	21,542	18,466
21-23	28,703	21,970	18,832
24-26	29,279	22,410	19,210
27+	29,873	22,865	19,599

This schedule is based on a 187 day contract for Managers and 184 day contract for Workers.  
Assistant Managers are Workers adjusted to 7 hour days.

**SALARY SCHEDULE**  
**\*MAINTENANCE / TRANSPORTATION DIRECTOR**  
**2024 - 2025**

Years of Experience	Salary
0	\$ 67,540
1	68,889
2	70,267
3	71,675
4	73,109
5	74,572
6	76,059
7	77,582
8	79,134
9	80,713
10	82,325
11	83,967
12-14	85,647
15-17	87,360
18-20	89,108
21-23	90,890
24-26	92,708
27+	94,562

Longevity Incentive: 8% additional salary after 8 years in Senior Administrative position (denoted by \*)

This schedule is based on a 240 day contract.

This position serves as both the Transportation Director and the Maintenance Supervisor.

**SALARY SCHEDULE  
MAINTENANCE  
2024-2025**

Years of Service	CNP Maintenance	Maintenance Team Leader	Maintenance Helper
0	\$ 34,936	\$ 34,936	\$ 29,684
1	\$ 35,631	\$ 35,631	\$ 30,278
2	\$ 36,348	\$ 36,348	\$ 30,898
3	\$ 37,092	\$ 37,092	\$ 31,516
4	\$ 37,835	\$ 37,835	\$ 32,136
5	\$ 38,578	\$ 38,578	\$ 32,781
6	\$ 39,348	\$ 39,348	\$ 33,425
7	\$ 40,140	\$ 40,140	\$ 34,094
8	\$ 43,337	\$ 43,337	\$ 36,820
9	\$ 44,227	\$ 44,227	\$ 37,563
10	\$ 45,095	\$ 45,095	\$ 38,306
11	\$ 45,988	\$ 45,988	\$ 39,100
12-14	\$ 46,929	\$ 46,929	\$ 39,868
15-17	\$ 47,871	\$ 47,871	\$ 40,659
18-20	\$ 48,837	\$ 48,837	\$ 41,478
21-23	\$ 49,804	\$ 49,804	\$ 42,321
24-26	\$ 50,794	\$ 50,794	\$ 43,162
27+	\$ 51,810	\$ 51,810	\$ 44,005

This schedule is based on a 240 day contract, 8 hours per day.

**SALARY SCHEDULE  
TRANSPORTATION  
2024-2025**

Years of Service	Certified Bus Mechanic - Diesel Certified	Certified Bus Mechanic	Mechanic Helper	Inventory Specialist
0	\$ 46,199	\$ 42,027	\$ 29,376	\$ 32,059
1	\$ 47,032	\$ 42,883	\$ 29,971	\$ 32,687
2	\$ 47,866	\$ 43,738	\$ 30,566	\$ 33,344
3	\$ 48,722	\$ 44,618	\$ 31,160	\$ 34,028
4	\$ 49,607	\$ 45,526	\$ 31,785	\$ 34,713
5	\$ 50,489	\$ 46,431	\$ 32,438	\$ 35,398
6	\$ 51,373	\$ 47,339	\$ 33,093	\$ 36,112
7	\$ 52,308	\$ 48,299	\$ 33,747	\$ 36,825
8	\$ 56,068	\$ 52,160	\$ 36,453	\$ 39,794
9	\$ 57,078	\$ 53,195	\$ 37,166	\$ 40,565
10	\$ 58,137	\$ 54,282	\$ 37,910	\$ 41,394
11	\$ 59,172	\$ 55,345	\$ 38,682	\$ 42,222
12-14	\$ 60,259	\$ 56,461	\$ 39,456	\$ 43,049
15-17	\$ 61,343	\$ 57,573	\$ 40,230	\$ 43,907
18-20	\$ 62,479	\$ 58,740	\$ 41,032	\$ 44,791
21-23	\$ 63,614	\$ 59,906	\$ 41,865	\$ 45,704
24-26	\$ 64,802	\$ 61,125	\$ 42,695	\$ 46,618
27+	\$ 65,988	\$ 62,341	\$ 43,559	\$ 47,530

This schedule is based on a 240 day contract, 8 hours per day.

**SALARY SCHEDULE  
TRANSPORTATION / MAINTENANCE SECRETARY  
2024-2025**

Years of Experience	Salary
0	\$ 29,376
1	\$ 29,763
2	\$ 30,149
3	\$ 30,560
4	\$ 30,973
5	\$ 31,384
6	\$ 31,771
7	\$ 32,183
8	\$ 32,594
9	\$ 32,956
10	\$ 33,367
11	\$ 33,778
12-14	\$ 34,191
15-17	\$ 34,875
18-20	\$ 35,574
21-23	\$ 36,284
24-26	\$ 37,011
27+	\$ 37,750

This schedule is based on 12 months (240 working days), 8 hours per day.

**SALARY SCHEDULE  
JANITORS  
2024 - 2025**

Years of Experience	Salary
0	\$ 23,220
1	\$ 23,473
2	\$ 23,672
3	\$ 23,907
4	\$ 24,106
5	\$ 24,359
6	\$ 24,593
7	\$ 24,809
8	\$ 25,026
9	\$ 25,189
10	\$ 25,479
11	\$ 25,712
12-14	\$ 25,894
15-17	\$ 26,412
18-20	\$ 26,938
21-23	\$ 27,478
24-26	\$ 28,027
27+	\$ 28,588

This schedule is based on a 187 day contract, 8 hours per day.

**SALARY SCHEDULE  
BUS DRIVERS & BUS AIDES  
2024-2025**

DRIVERS	
Years of Experience	Salary
0	16,340
1-2-3	16,816
4-5-6	17,290
7-8-9	17,749
10-11-12	18,224
13-14-15	18,590
16-17-18	18,961
19-20-21	19,340
22-23-24	19,727
25-26	20,122
27+	20,524

BUS AIDES	
Years of Experience	Salary
0	11,261
1-2-3	12,668
4-5-6	13,049
7-8-9	13,441
10-11-12	13,842
13-14-15	14,120
16-17-18	14,403
19-20-21	14,690
22-23-24	14,984
25-26	15,283
27+	15,590

These schedules are based on a 184 day contract, 4 hours per day.

Extra Bus Duties:

Mid Day Routes: \$20/Block (2 hrs)

Bus Trainer: Reg Daily Rate

Substitute Bus Driver: \$50/day \$25 am \$25 pm

Bus Trips: \$50 minimum (first 4 hours) Minimum wage after

New Driver Training: \$40/day (not employees yet)



**SALARY SCHEDULE  
Technology  
2024-2025**

Years of Service	Technology Coordinator	Technology Specialist	IT Communications
0	\$ 71,353	\$ 46,024	\$ 46,024
1	72,812	46,923	46,923
2	74,249	47,861	47,861
3	75,728	48,841	48,841
4	77,266	49,799	49,799
5	78,785	50,799	50,799
6	80,382	51,817	51,817
7	81,980	52,875	52,875
8	83,638	53,935	53,935
9	85,296	54,993	54,993
10	86,974	56,092	56,092
11	88,732	57,211	57,211
12-14	90,490	58,349	58,349
15-17	92,300	59,516	59,516
18-20	94,146	60,706	60,706
21-23	96,029	61,920	61,920
24-26	97,950	63,158	63,158
27+	99,909	64,421	64,421

Longevity Incentive: 8% additional salary after 8 years in Senior Administrative position (denoted by \*)

This schedule is based on a 240 day contract, 8 hours per day.

**SALARY SCHEDULE  
TRANSITION COACH  
2024-2025**

Years of Experience	Salary
0	\$ 45,725
1	46,644
2	47,582
3	48,501
4	49,479
5	50,478
6	51,477
7	52,517
8	53,574
9	54,633
10	55,732
11	56,830
12-14	57,990
15-17	\$ 59,150
18-20	\$ 60,333
21-23	\$ 61,540
24-26	\$ 62,771
27+	\$ 64,025

This schedule is based on a 240 day contract, 8 hours per day.

**SALARY SCHEDULE  
MISCELLANEOUS POSITIONS  
2024-2025**

*Instructional Support Specialist	12 Mo Teacher Salary Schedule
*Child Nutrition Director	12 Mo Teacher Salary Schedule
Superintendent of Education	Per Board Approved Contract
*Chief School Financial Officer	Per Board Approved Contract
PT Payroll Clerk (Retiree)	Approved Amount determined by RSA

Longevity Incentive: 8% additional salary after 8 years in Senior Administrative position (denoted by \*)

**PIKE COUNTY BOARD OF EDUCATION  
COACHING SUPPLEMENTS**

School Year 2024-2025

<b><u>Head Coaching Categories</u></b>	<b><u>Supplement</u></b>	<b><u>Number Allowed</u></b>
Athletic Director	2500.00	1
Head Varsity Football	6000.00**	1
Head Basketball (Boys)	5000.00*	1
Head Basketball (Girls)	5000.00*	1
Head Baseball	5000.00*	1
Head Softball	5000.00*	1
Head Volleyball	5000.00	1
Varsity Cheerleader	2500.00	1
Head Varsity Soccer	2500.00	1
Junior High/JV Cheerleader	1000.00	1
Golf	800.00	1
Tennis	800.00	1
Track	1000.00	1
Swim	800.00	1
Cross Country	800.00	1
Competitive Weightlifting	1000.00	1
Coordinator***		2

Single astricts above indicates 10-month coaches. Two astricts \*\* = Head Varsity Football - 12-month coaching. Supplements are based on state salary matrix (degree, yrs. exp.) + the supplement indicated (negotiable). Triple Astricts above \*\*\* indicate Coordinator Assignments 12-month.

<b><u>Assistant Coaching Categories</u></b>	<b><u>Supplement</u></b>	<b><u>Number Allowed</u></b>
Assistant Football	2500.00	8
Assistant Basketball	2500.00	1
Assistant Basketball (Junior High)	2500.00	1
Assistant Baseball	2500.00	1
Assistant Softball	2500.00	1
Volleyball	2500.00	1
Cheerleading	None	
JV Baseball*	1500.00	1
JV Softball*	1500.00	1
JV Volleyball*	1500.00	1
JV Basketball	1500.00	1

\* With the exception of football, for supplements to be paid, program requires no less than 24 game schedule and total program participation of no less than 25 players varsity and JV combined. JV must play a 12-game schedule.

Local schools may pay an additional 10 month to one coach:

**Other Supplements**

Band Director 3-A	6000.00 plus tenth month
Assistant Band (must be certified)	2500.00
Madrigals	1000.00
Academic Competitions (7-12)	800.00
(15 plus participants)	