



GENEVA CITY BOARD OF EDUCATION

SALARY SCHEDULE

2025-2026

# 2025-2026 SALARY SCHEDULE FOR TEACHERS AND OTHER CERTIFIED EMPLOYEES

187 Day Contracts  
State Minimum Salary Schedule

Step	Exp	Bachelor's	Master's	ED.S./6-Year	Doctorate	No Degree
1	0	47,600	51,875	55,936	59,995	47,600
2	1	47,600	51,875	55,936	59,995	47,600
3	2	47,600	51,875	55,936	59,995	47,600
4	3	49,616	57,058	61,524	65,997	49,616
5	4	49,616	57,058	61,524	65,997	49,616
6	5	49,616	57,058	61,524	65,997	49,616
7	6	51,792	59,558	64,237	68,881	51,792
8	7	51,792	59,558	64,237	68,881	51,792
9	8	51,792	59,558	64,237	68,881	51,792
10	9	53,356	61,358	66,177	70,962	53,356
11	10	53,888	61,971	66,838	71,671	53,888
12	11	54,428	62,591	67,506	72,387	54,428
13	12	54,972	63,217	68,181	73,111	54,972
14	13	55,522	63,848	68,864	73,842	55,522
15	14	56,077	64,487	69,551	74,581	56,077
16	15	56,638	65,133	70,248	75,327	56,638
17	16	57,204	65,783	70,950	76,080	57,204
18	17	57,776	66,441	71,660	76,841	57,776
19	18	58,354	67,105	72,377	77,608	58,354
20	19	58,937	67,776	73,101	78,384	58,937
21	20	59,527	68,454	73,831	79,169	59,527
22	21	60,122	69,139	74,570	79,961	60,122
23	22	60,723	69,831	75,314	80,760	60,723
24	23	61,330	70,528	76,068	81,567	61,330
25	24	61,944	71,234	76,829	82,383	61,944
26	25	62,563	71,946	77,597	83,207	62,563
27	26	63,188	72,665	78,373	84,039	63,188
28	27	63,821	73,392	79,157	84,880	63,821
29	28	64,459	74,126	79,948	85,728	64,459
30	29	65,104	74,867	80,748	86,586	65,104
31	30	65,754	75,616	81,555	87,452	65,754
32	31	66,412	76,372	82,371	88,325	66,412
33	32	67,077	77,136	83,195	89,209	67,077
34	33	67,747	77,907	84,027	90,102	67,747
35	34	68,424	78,686	84,867	91,003	68,424
36	35	69,109	79,473	85,715	91,912	69,109

# 2025-2026 SALARY SCHEDULE FOR TEACHERS AND OTHER CERTIFIED EMPLOYEES

197 Day Contracts  
State Minimum Salary Schedule

Step	Exp	Bachelor's	Master's	ED.S./6-Year	Doctorate	No Degree
1	0	50,145.45	54,649	58,927	63,203	50,145
2	1	50,145	54,649	58,927	63,203	50,145
3	2	50,145	54,649	58,927	63,203	50,145
4	3	52,269	60,109	64,814	69,526	52,269
5	4	52,269	60,109	64,814	69,526	52,269
6	5	52,269	60,109	64,814	69,526	52,269
7	6	54,562	62,743	67,672	72,564	54,562
8	7	54,562	62,743	67,672	72,564	54,562
9	8	54,562	62,743	67,672	72,564	54,562
10	9	56,209	64,639	69,716	74,757	56,209
11	10	56,770	65,285	70,412	75,504	56,770
12	11	57,339	65,938	71,116	76,258	57,339
13	12	57,912	66,598	71,827	77,021	57,912
14	13	58,491	67,262	72,547	77,791	58,491
15	14	59,076	67,936	73,270	78,569	59,076
16	15	59,667	68,616	74,005	79,355	59,667
17	16	60,263	69,301	74,744	80,148	60,263
18	17	60,866	69,994	75,492	80,950	60,866
19	18	61,475	70,694	76,247	81,758	61,475
20	19	62,089	71,400	77,010	82,576	62,089
21	20	62,710	72,115	77,779	83,403	62,710
22	21	63,337	72,836	78,558	84,237	63,337
23	22	63,970	73,565	79,341	85,079	63,970
24	23	64,610	74,300	80,136	85,929	64,610
25	24	65,257	75,043	80,938	86,789	65,257
26	25	65,909	75,793	81,747	87,657	65,909
27	26	66,567	76,551	82,564	88,533	66,567
28	27	67,234	77,317	83,390	89,419	67,234
29	28	67,906	78,090	84,223	90,312	67,906
30	29	68,585	78,871	85,066	91,216	68,585
31	30	69,270	79,660	85,916	92,129	69,270
32	31	69,963	80,456	86,776	93,048	69,963
33	32	70,664	81,261	87,644	93,980	70,664
34	33	71,370	82,073	88,520	94,920	71,370
35	34	72,083	82,894	89,405	95,869	72,083
36	35	72,805	83,723	90,299	96,827	72,805

# 2025-2026 SALARY SCHEDULE FOR TEACHERS AND OTHER CERTIFIED EMPLOYEES

207 Day Contracts  
State Minimum Salary Schedule

Step	Exp	Bachelor's	Master's	ED.S./6-Year	Doctorate	No Degree
1	0	52,691	57,423	61,918	66,412	52,691
2	1	52,691	57,423	61,918	66,412	52,691
3	2	52,691	57,423	61,918	66,412	52,691
4	3	54,923	63,160	68,104	73,056	54,923
5	4	54,923	63,160	68,104	73,056	54,923
6	5	54,923	63,160	68,104	73,056	54,923
7	6	57,331	65,928	71,107	76,248	57,331
8	7	57,331	65,928	71,107	76,248	57,331
9	8	57,331	65,928	71,107	76,248	57,331
10	9	59,063	67,920	73,255	78,552	59,063
11	10	59,651	68,599	73,986	79,336	59,651
12	11	60,249	69,285	74,726	80,129	60,249
13	12	60,851	69,978	75,473	80,930	60,851
14	13	61,460	70,677	76,229	81,740	61,460
15	14	62,075	71,384	76,990	82,558	62,075
16	15	62,696	72,099	77,761	83,383	62,696
17	16	63,322	72,819	78,538	84,217	63,322
18	17	63,955	73,547	79,324	85,059	63,955
19	18	64,595	74,282	80,118	85,908	64,595
20	19	65,240	75,025	80,919	86,767	65,240
21	20	65,894	75,775	81,727	87,636	65,894
22	21	66,552	76,534	82,545	88,513	66,552
23	22	67,217	77,300	83,369	89,397	67,217
24	23	67,889	78,071	84,204	90,291	67,889
25	24	68,569	78,853	85,046	91,194	68,569
26	25	69,254	79,641	85,896	92,106	69,254
27	26	69,946	80,437	86,755	93,027	69,946
28	27	70,647	81,241	87,623	93,958	70,647
29	28	71,353	82,054	88,499	94,897	71,353
30	29	72,067	82,874	89,384	95,847	72,067
31	30	72,787	83,703	90,277	96,805	72,787
32	31	73,515	84,540	91,181	97,772	73,515
33	32	74,251	85,386	92,093	98,750	74,251
34	33	74,993	86,239	93,014	99,739	74,993
35	34	75,742	87,102	93,944	100,736	75,742
36	35	76,500	87,973	94,882	101,742	76,500

**2025-2026 SALARY SCHEDULE FOR TEACHERS  
AND OTHER CERTIFIED EMPLOYEES**

227 Day Contracts  
State Minimum Salary Schedule

Step	Exp	Bachelor's	Master's	ED.S./6-Year	Doctorate	No Degree
1	0	57,782	62,971	67,901	72,828	57,782
2	1	57,782	62,971	67,901	72,828	57,782
3	2	57,782	62,971	67,901	72,828	57,782
4	3	60,229	69,263	74,684	80,114	60,229
5	4	60,229	69,263	74,684	80,114	60,229
6	5	60,229	69,263	74,684	80,114	60,229
7	6	62,871	72,298	77,978	83,615	62,871
8	7	62,871	72,298	77,978	83,615	62,871
9	8	62,871	72,298	77,978	83,615	62,871
10	9	64,769	74,483	80,333	86,141	64,769
11	10	65,415	75,227	81,135	87,002	65,415
12	11	66,070	75,979	81,946	87,871	66,070
13	12	66,731	76,739	82,765	88,750	66,731
14	13	67,398	77,505	83,594	89,637	67,398
15	14	68,072	78,281	84,428	90,534	68,072
16	15	68,753	79,065	85,274	91,440	68,753
17	16	69,440	79,854	86,126	92,354	69,440
18	17	70,135	80,653	86,988	93,278	70,135
19	18	70,836	81,459	87,859	94,209	70,836
20	19	71,544	82,274	88,738	95,151	71,544
21	20	72,260	83,097	89,624	96,104	72,260
22	21	72,982	83,928	90,521	97,065	72,982
23	22	73,712	84,768	91,424	98,035	73,712
24	23	74,449	85,614	92,339	99,014	74,449
25	24	75,194	86,471	93,263	100,005	75,194
26	25	75,945	87,336	94,195	101,005	75,945
27	26	76,704	88,208	95,137	102,015	76,704
28	27	77,473	89,091	96,089	103,036	77,473
29	28	78,247	89,982	97,049	104,066	78,247
30	29	79,030	90,881	98,020	105,107	79,030
31	30	79,819	91,791	99,000	106,158	79,819
32	31	80,618	92,708	99,990	107,218	80,618
33	32	81,425	93,636	100,991	108,291	81,425
34	33	82,238	94,572	102,001	109,375	82,238
35	34	83,060	95,517	103,020	110,469	83,060
36	35	83,892	96,473	104,050	111,572	83,892

# 2025-2026 SALARY SCHEDULE FOR TEACHERS AND OTHER CERTIFIED EMPLOYEES

240 Day Contracts

State Minimum Salary Schedule

Step	Exp	Bachelor's	Master's	ED.S./6-Year	Doctorate	No Degree
1	0	61,091	66,578	71,790	76,999	61,091
2	1	61,091	66,578	71,790	76,999	61,091
3	2	61,091	66,578	71,790	76,999	61,091
4	3	63,678	73,230	78,961	84,702	63,678
5	4	63,678	73,230	78,961	84,702	63,678
6	5	63,678	73,230	78,961	84,702	63,678
7	6	66,471	76,438	82,443	88,403	66,471
8	7	66,471	76,438	82,443	88,403	66,471
9	8	66,471	76,438	82,443	88,403	66,471
10	9	68,478	78,748	84,933	91,074	68,478
11	10	69,161	79,535	85,781	91,984	69,161
12	11	69,854	80,331	86,639	92,903	69,854
13	12	70,552	81,134	87,505	93,832	70,552
14	13	71,258	81,944	88,382	94,770	71,258
15	14	71,970	82,764	89,263	95,719	71,970
16	15	72,690	83,593	90,158	96,676	72,690
17	16	73,417	84,427	91,059	97,643	73,417
18	17	74,151	85,272	91,970	98,619	74,151
19	18	74,893	86,124	92,890	99,604	74,893
20	19	75,641	86,985	93,819	100,600	75,641
21	20	76,398	87,855	94,756	101,607	76,398
22	21	77,162	88,735	95,705	102,624	77,162
23	22	77,933	89,623	96,660	103,649	77,933
24	23	78,712	90,517	97,627	104,685	78,712
25	24	79,500	91,423	98,604	105,732	79,500
26	25	80,295	92,337	99,590	106,790	80,295
27	26	81,097	93,260	100,586	107,858	81,097
28	27	81,909	94,193	101,592	108,937	81,909
29	28	82,728	95,135	102,607	110,025	82,728
30	29	83,556	96,086	103,634	111,126	83,556
31	30	84,390	97,047	104,670	112,238	84,390
32	31	85,235	98,018	105,717	113,358	85,235
33	32	86,088	98,998	106,774	114,493	86,088
34	33	86,948	99,988	107,842	115,639	86,948
35	34	87,817	100,987	108,920	116,795	87,817
36	35	88,696	101,997	110,009	117,962	88,696

# 2025-2026 SALARY SCHEDULE FOR MATH AND SCIENCE TEACHERS PROGRAM

189 Day Contracts

State Minimum Salary Schedule

Step	Exp	Bachelor's	Master's	ED.S./6-Year	Doctorate
1	0	50,521	57,285	61,346	65,405
2	1	54,082	62,194	67,061	71,932
3	2	56,972	65,514	70,661	75,769
4	3	58,638	67,433	72,730	77,988
5	4	60,350	69,401	74,851	80,263
6	5	62,105	71,420	77,030	82,600
7	6	63,909	73,493	79,267	84,997
8	7	65,759	75,622	81,561	87,458
9	8	67,074	77,132	83,193	89,208
10	9	68,415	78,676	84,856	90,993
11	10	69,440	79,857	86,128	92,356
12	11	70,482	81,055	87,421	93,741
13	12	71,540	82,271	88,731	95,148
14	13	71,540	82,271	88,731	95,148
15	14	71,540	82,271	88,731	95,148
16	15	72,616	83,510	90,069	96,581
17	16	72,616	83,510	90,069	96,581
18	17	72,616	83,510	90,069	96,581
19	18	73,717	84,774	91,432	98,043
20	19	73,717	84,774	91,432	98,043
21	20	73,717	84,774	91,432	98,043
22	21	74,838	86,065	92,823	99,535
23	22	74,838	86,065	92,823	99,535
24	23	74,838	86,065	92,823	99,535
25	24	75,981	87,378	94,241	101,056
26	25	75,981	87,378	94,241	101,056
27	26	75,981	87,378	94,241	101,056
28	27	77,148	88,721	95,688	102,607

2025-2026 SALARY SCHEDULE  
SUPPLEMENT SALARY SCHEDULE  
ADMINISTRATIVE POSITIONS

Principals	240 Day Teacher Matrix X 1.175
Assistant Principals	240 Day Teacher Matrix X 1.15
Assistant Principals	207 Day Teacher Matrix X 1.15
Central Office Administrators	240 Day Teacher Matrix X 1.25

\*Principals will receive up to \$15,000 per year if they complete the required leadership development program under the School Principal Leadership and Mentoring Act in Alabama.

\*\*Assistant Principals will receive up to \$7,500 per year if they complete the required leadership development program under the School Principal Leadership and Mentoring Act in Alabama.

\*\*\*BOE Administrators will receive 70% of the stipend amount offered to principals if they complete the required leadership development program under the School Principal Leadership and Mentoring Act in Alabama.

\*\*\*\*School Board Members will receive \$350/month if they meet their annual training requirements. Any member not meeting those requirements will have their pay held in escrow as prescribed by Section 16-1-41.1 until they become compliant.

**2025-2026 SALARY SCHEDULE**  
**TECHNOLOGY DEPARTMENT**  
 240 Day Contract/8 hours per day

**TECHNOLOGY COORDINATOR**

Step	Exp	Salary
1	0	75,861
2	1	75,861
3	2	75,861
4	3	77,758
5	4	77,758
6	5	77,758
7	6	79,702
8	7	79,702
9	8	79,702
10	9	81,695
11	10	81,695
12	11	81,695
13	12	83,738
14	13	83,738
15	14	83,738
16	15	85,832
17	16	85,832
18	17	85,832
19	18	87,978
20	19	87,978
21	20	87,978
22	21	90,177
23	22	90,177
24	23	90,177
25	24	92,432
26	25	92,432
27	26	92,432
28	27	94,743

**TECHNOLOGY SUPPORT SPECIALIST**

Step	Exp	Hourly	Annual
1	0	25.18	48,353
2	1	25.18	48,353
3	2	25.18	48,353
4	3	25.82	49,567
5	4	25.82	49,567
6	5	25.82	49,567
7	6	26.47	50,820
8	7	26.47	50,820
9	8	26.47	50,820
10	9	27.13	52,093
11	10	27.13	52,093
12	11	27.13	52,093
13	12	27.82	53,406
14	13	27.82	53,406
15	14	27.82	53,406
16	15	28.52	54,757
17	16	28.52	54,757
18	17	28.52	54,757
19	18	29.23	56,128
20	19	29.23	56,128
21	20	29.23	56,128
22	21	29.97	57,538
23	22	29.97	57,538
24	23	29.97	57,538
25	24	30.72	58,987
26	25	30.72	58,987
27	26	30.72	58,987
28	27	31.50	60,475

# 2025-2026 SALARY SCHEDULE - PUBLIC SCHOOL NURSES

## 187 Day Contract

### State Minimum Salary Schedule

Step	Exp	187 Day LPN	187 Day RN-ASSN	187 Day RN-BSN	187 Day RN/MSN	187 Day RN/DNP	240 Day RN/ASSN	240 Day RN/BSN	240 Day RN/MSN	240 Day RN/DNP
1	0	33,930	44,764	48,269	52,049	56,124	57,451	61,950	66,801	72,031
2	1	33,930	44,764	48,269	52,049	56,124	55,023	61,950	66,801	72,031
3	2	33,930	44,764	48,269	52,049	56,124	57,451	61,950	66,801	72,031
4	3	37,319	49,236	53,090	57,248	61,730	63,191	68,137	73,473	79,226
5	4	37,319	49,236	53,090	57,248	61,730	63,191	68,137	73,473	79,226
6	5	37,319	49,236	53,090	57,248	61,730	63,191	68,137	73,473	79,226
7	6	38,955	51,394	55,418	59,758	64,437	65,960	71,125	76,695	82,700
8	7	38,955	51,394	55,418	59,758	64,437	65,960	71,125	76,695	82,700
9	8	38,955	51,394	55,418	59,758	64,437	65,960	71,125	76,695	82,700
10	9	40,131	52,946	57,092	61,562	66,382	67,952	73,273	79,010	85,196
11	10	40,532	53,475	57,662	62,177	67,045	68,631	74,005	79,799	86,047
12	11	40,937	54,009	58,238	62,799	67,715	69,316	74,744	80,598	86,907
13	12	41,347	54,550	58,825	63,427	68,394	70,011	75,496	81,404	87,778
14	13	41,760	55,096	59,409	64,062	69,077	70,711	76,247	82,219	88,655
15	14	42,179	55,647	60,004	64,702	69,768	71,419	77,010	83,040	89,542
16	15	42,601	56,204	60,604	65,350	70,466	72,133	77,781	83,872	90,438
17	16	43,026	56,765	61,210	66,003	71,170	72,853	78,558	84,710	91,341
18	17	43,457	57,333	61,822	66,663	71,882	73,582	79,344	85,557	92,255
19	18	43,891	57,906	62,440	67,329	72,601	74,318	80,137	86,412	93,178
20	19	44,330	58,485	63,064	68,002	73,327	75,061	80,938	87,275	94,110
21	20	44,772	59,070	63,694	68,682	74,060	75,812	81,746	88,148	95,050
22	21	45,221	59,661	64,332	69,370	74,801	76,570	82,565	89,031	96,001
23	22	45,673	60,257	64,974	70,062	75,548	77,335	83,389	89,919	96,960
24	23	46,130	60,860	65,625	70,763	76,304	78,109	84,225	90,819	97,930
25	24	46,591	61,469	66,282	71,472	77,068	78,891	85,068	91,729	98,911
26	25	47,057	62,083	66,944	72,186	77,838	79,679	85,917	92,645	99,899
27	26	47,527	62,703	67,613	72,907	78,616	80,487	86,776	93,570	100,898
28	27	48,003	63,331	68,291	73,637	79,403	81,280	87,646	94,507	101,908
29	28	48,483	63,964	68,973	74,373	80,196	82,093	88,521	95,452	102,925
30	29	48,968	64,604	69,662	75,117	80,999	82,914	89,406	96,407	103,956
31	30	49,457	65,250	70,358	75,867	81,808	83,743	90,299	97,369	104,994
32	31	49,952	65,902	71,062	76,626	82,636	84,580	91,203	98,344	106,057
33	32	50,452	66,562	71,774	77,393	83,453	85,427	92,116	99,328	107,105
34	33	50,956	67,227	72,490	78,166	84,287	86,281	93,035	100,320	108,176
34	35	51,465	67,899	73,215	78,947	85,130	87,143	93,966	101,322	109,258
35	36	51,980	68,578	73,947	79,738	85,981	88,015	94,905	102,338	110,350

**Summer School/Summer Camp/Start First Days will be paid at the overtime rate**

**2025-2026 SALARY SCHEDULE  
SIGN LANGUAGE INTERPRETER**

Step	Exp	No Degree/AA	BS/BA	MS/MA
1	0	23,804	29,214	32,460
2	1	23,805	29,215	32,460
3	2	23,805	29,215	32,460
4	3	24,399	29,945	33,272
5	4	24,399	29,945	33,272
6	5	24,399	29,945	33,272
7	6	25,009	30,694	34,105
8	7	25,009	30,694	34,105
9	8	25,009	30,694	34,105
10	9	25,635	31,461	34,957
11	10	25,635	31,461	34,957
12	11	25,635	31,461	34,957
13	12	26,275	32,247	35,832
14	13	26,275	32,247	35,832
15	14	26,275	32,247	35,832
16	15	26,932	33,054	36,727
17	16	26,932	33,054	36,727
18	17	26,932	33,054	36,727
19	18	27,605	33,880	37,645
20	19	27,605	33,880	37,645
21	20	27,605	33,880	37,645
22	21	28,296	34,727	38,587
23	22	28,296	34,727	38,587
24	23	28,296	34,727	38,587
25	24	29,004	35,595	39,552
26	25	29,004	35,595	39,552
27	26	29,004	35,595	39,552
28	27	29,729	36,484	40,540

**2025-2026 SALARY SCHEDULE**  
**CLASSROOM / SECRETARIAL AIDES / AUXILIARY TEACHERS**  
**(8 hours/day)**

Step	Exp	Hourly Rate	Daily	182 Days	187 Days	207 Days	240 Days
1	0	17.14	137.09	24,950	25,635	28,377	32,901
2	1	17.14	137.09	24,950	25,635	28,377	32,901
3	2	17.14	137.09	24,950	25,635	28,377	32,901
4	3	17.56	140.52	25,574	26,276	29,087	33,724
5	4	17.56	140.52	25,574	26,276	29,087	33,724
6	5	17.56	140.52	25,574	26,276	29,087	33,724
7	6	18.00	144.03	26,213	26,933	29,814	34,567
8	7	18.00	144.03	26,213	26,933	29,814	34,567
9	8	18.00	144.03	26,213	26,933	29,814	34,567
10	9	18.45	147.63	26,868	27,607	30,559	35,431
11	10	18.45	147.63	26,868	27,607	30,559	35,431
12	11	18.45	147.63	26,868	27,607	30,559	35,431
13	12	18.91	151.32	27,540	28,297	31,323	36,317
14	13	18.91	151.32	27,540	28,297	31,323	36,317
15	14	18.91	151.32	27,540	28,297	31,323	36,317
16	15	19.39	155.10	28,229	29,004	32,106	37,225
17	16	19.39	155.10	28,229	29,004	32,106	37,225
18	17	19.39	155.10	28,229	29,004	32,106	37,225
19	18	19.87	158.98	28,934	29,729	32,909	38,155
20	19	19.87	158.98	28,934	29,729	32,909	38,155
21	20	19.87	158.98	28,934	29,729	32,909	38,155
22	21	20.37	162.95	29,658	30,473	33,732	39,109
23	22	20.37	162.95	29,658	30,473	33,732	39,109
24	23	20.37	162.95	29,658	30,473	33,732	39,109
25	24	20.88	167.03	30,399	31,234	34,575	40,087
26	25	20.88	167.03	30,399	31,234	34,575	40,087
27	26	20.88	167.03	30,399	31,234	34,575	40,087
28	27	21.40	171.20	31,159	32,015	35,439	41,089

# 2025-2026 SALARY SCHEDULE

## SECRETARY/BOOKKEEPER

(8 hours/day - 240 day contract)

### Local School Secretary

Step	Exp	Hourly Rate	Salary 207	Salary 240
1	0	17.29	28,631	33,195
2	1	17.29	28,631	33,195
3	2	17.29	28,631	33,195
4	3	17.73	29,357	34,037
5	4	17.73	29,357	34,037
6	5	17.73	29,357	34,037
7	6	18.18	30,100	34,899
8	7	18.18	30,100	34,899
9	8	18.18	30,100	34,899
10	9	18.64	30,860	35,780
11	10	18.64	30,860	35,780
12	11	18.64	30,860	35,780
13	12	19.01	31,485	36,505
14	13	19.01	31,485	36,505
15	14	19.01	31,485	36,505
16	15	19.40	32,127	37,249
17	16	19.40	32,127	37,249
18	17	19.40	32,127	37,249
19	18	19.89	32,938	38,189
20	19	19.89	32,938	38,189
21	20	19.89	32,938	38,189
22	21	20.39	33,766	39,148
23	22	20.39	33,766	39,148
24	23	20.39	33,766	39,148
25	24	20.90	34,610	40,128
26	25	20.90	34,610	40,128
27	26	20.90	34,610	40,128
28	27	21.43	35,488	41,146

### Central Office Secretary

Step	Exp	Hourly Rate	Salary
1	0	19.71	37,836
2	1	19.71	37,836
3	2	19.71	37,836
4	3	20.21	38,796
5	4	20.21	38,796
6	5	20.21	38,796
7	6	20.72	39,775
8	7	20.72	39,775
9	8	20.72	39,775
10	9	21.25	40,793
11	10	21.25	40,793
12	11	21.25	40,793
13	12	21.68	41,616
14	13	21.68	41,616
15	14	21.68	41,616
16	15	22.11	42,458
17	16	22.11	42,458
18	17	22.11	42,458
19	18	22.67	43,535
20	19	22.67	43,535
21	20	22.67	43,535
22	21	23.25	44,632
23	22	23.25	44,632
24	23	23.25	44,632
25	24	23.83	45,748
26	25	23.83	45,748
27	26	23.83	45,748
28	27	24.43	46,904

**2025-2026 SALARY SCHEDULE  
MAINTENANCE**

(8 hours/day - 240 Day Contract)

Step	Exp	Hourly Rate	Salary
1	0	22.43	43,065
2	1	22.43	43,065
3	2	22.43	43,065
4	3	22.99	44,142
5	4	22.99	44,142
6	5	22.99	44,142
7	6	23.57	45,259
8	7	23.57	45,259
9	8	23.57	45,259
10	9	24.16	46,394
11	10	24.16	46,394
12	11	24.16	46,394
13	12	24.78	47,570
14	13	24.78	47,570
15	14	24.78	47,570
16	15	25.40	48,764
17	16	25.40	48,764
18	17	25.40	48,764
19	18	26.04	49,998
20	19	26.04	49,998
21	20	26.04	49,998
22	21	26.69	51,251
23	22	26.69	51,251
24	23	26.69	51,251
25	24	27.37	52,544
26	25	27.37	52,544
27	26	27.37	52,544
28	27	28.05	53,856

**Add'l \$5,000 added for Licensed Electrician/Licensed HVAC/Licensed Plumber  
Additional \$1,200 added for a Certified Locksmith**

# 2025-2026 SALARY SCHEDULE

BUS DRIVER (182 Day Contract)

MECHANIC (8 Hours/day, 240 day contract)

## Mechanic

Step	Exp	Hourly Rate	Salary
1	0	22.34	42,889
2	1	22.34	42,889
3	2	22.34	42,889
4	3	22.90	43,966
5	4	22.90	43,966
6	5	22.90	43,966
7	6	23.48	45,082
8	7	23.48	45,082
9	8	23.48	45,082
10	9	24.07	46,218
11	10	24.07	46,218
12	11	24.07	46,218
13	12	24.67	47,374
14	13	24.67	47,374
15	14	24.67	47,374
16	15	25.30	48,568
17	16	25.30	48,568
18	17	25.30	48,568
19	18	25.93	49,783
20	19	25.93	49,783
21	20	25.93	49,783
22	21	26.58	51,036
23	22	26.58	51,036
24	23	26.58	51,036
25	24	27.25	52,328
26	25	27.25	52,328
27	26	27.25	52,328
28	27	27.94	53,641

## Bus Drivers

Step	Exp	Salary
1	0	15,914
2	1	15,914
3	2	15,914
4	3	16,312
5	4	16,312
6	5	16,312
7	6	16,720
8	7	16,720
9	8	16,720
10	9	17,138
11	10	17,138
12	11	17,138
13	12	17,566
14	13	17,566
15	14	17,566
16	15	18,006
17	16	18,006
18	17	18,006
19	18	18,456
20	19	18,456
21	20	18,456
22	21	18,917
23	22	18,917
24	23	18,917
25	24	19,390
26	25	19,390
27	26	19,390
28	27	19,875

**Career Tech Route (total of 4 daily trips)      \$3,000/year**  
**Summer Camp/Summer School Days paid at \$100/day**

## 2025-2026 SALARY SCHEDULE CHILD NUTRITION POSITIONS

### 182 Day Contract

CNP Worker/Cook				
Step	Exp	Hourly Rate	6.5 hours	7.5 hours
1	0	15.30	18,100	20,885
2	1	15.30	18,100	20,885
3	2	15.30	18,100	20,885
4	3	15.68	18,552	21,407
5	4	15.68	18,552	21,407
6	5	15.68	18,552	21,407
7	6	16.07	19,016	21,942
8	7	16.07	19,016	21,942
9	8	16.07	19,016	21,942
10	9	16.48	19,492	22,490
11	10	16.48	19,492	22,490
12	11	16.48	19,492	22,490
13	12	16.89	19,979	23,053
14	13	16.89	19,979	23,053
15	14	16.89	19,979	23,053
16	15	17.31	20,478	23,629
17	16	17.31	20,478	23,629
18	17	17.31	20,478	23,629
19	18	17.74	20,990	24,220
20	19	17.74	20,990	24,220
21	20	17.74	20,990	24,220
22	21	18.19	21,515	24,825
23	22	18.19	21,515	24,825
24	23	18.19	21,515	24,825
25	24	18.64	22,053	25,446
26	25	18.64	22,053	25,446
27	26	18.64	22,053	25,446
28	27	19.11	22,604	26,082

### 197 Day Contract

CNP Manager - 8 Hour days			
Step	Exp	Hourly Rate	Salary
1	0	20.66	32,552
2	1	20.66	32,552
3	2	20.66	32,552
4	3	21.17	33,366
5	4	21.17	33,366
6	5	21.17	33,366
7	6	21.70	34,200
8	7	21.70	34,200
9	8	21.70	34,200
10	9	22.24	35,055
11	10	22.24	35,055
12	11	22.24	35,055
13	12	22.80	35,932
14	13	22.80	35,932
15	14	22.80	35,932
16	15	23.37	36,830
17	16	23.37	36,830
18	17	23.37	36,830
19	18	23.95	37,751
20	19	23.95	37,751
21	20	23.95	37,751
22	21	24.55	38,694
23	22	24.55	38,694
24	23	24.55	38,694
25	24	25.17	39,662
26	25	25.17	39,662
27	26	25.17	39,662
28	27	25.80	40,653

**\$1,000 annual supplement for earning and maintaining School Nutrition Association Certificate**  
**\$300 annual supplement for summer/holiday freezer inspections**  
**Summer Camp/School hours to be paid at the overtime rate (if days are outside of contract days)**

**2025-2026 SALARY SCHEDULE**  
**CUSTODIAL**  
 (8 hours/day - 197 Day Contract)

Step	Exp	Rate/Hr.	Salary
1	0	15.30	24,113
2	1	15.30	24,113
3	2	15.30	24,113
4	3	15.68	24,716
5	4	15.68	24,716
6	5	15.68	24,716
7	6	16.07	25,334
8	7	16.07	25,334
9	8	16.07	25,334
10	9	16.48	25,967
11	10	16.48	25,967
12	11	16.48	25,967
13	12	16.89	26,616
14	13	16.89	26,616
15	14	16.89	26,616
16	15	17.31	27,281
17	16	17.31	27,281
18	17	17.31	27,281
19	18	17.74	27,963
20	19	17.74	27,963
21	20	17.74	27,963
22	21	18.19	28,663
23	22	18.19	28,663
24	23	18.19	28,663
25	24	18.64	29,379
26	25	18.64	29,379
27	26	18.64	29,379
28	27	19.11	30,114

**Summer Camp/Summer School days worked outside of contract days will be paid at overtime rate.**

## 2025-2026 SALARY SCHEDULE EXTRA CURRICULAR SUPPLEMENTS

Supplements are not subject to increase when salaries are adjusted by legislation, only by a vote of the Geneva City Board of Education

### CHEERLEADER

<b>Varsity</b>	5,000
<b>Varsity Asst</b>	1,500
<b>Jr. Varsity</b>	2,000
<b>JV Asst</b>	1,000

### VOLLEYBALL

<b>Varsity</b>	5,000
<b>Varsity Asst</b>	2,000
<b>Jr. Varsity</b>	1,500
<b>JV Asst</b>	1,000

### BASKETBALL (Girls and Boys)

<b>Varsity</b>	5,000
<b>Varsity Asst</b>	2,000
<b>Jr. Varsity</b>	1,500
<b>JV Asst</b>	1,000

### BAND DIRECTOR

<b>GHS Marching Band</b>	5,000
<b>GMS Band</b>	1,000

### MISCELLANEOUS

<b>Co-ed Track Coach</b>	2,500
<b>Co-ed Track Asst</b>	1,500
<b>Co-ed Golf Coach</b>	2,500
<b>PSN Sponsor</b>	5,000
<b>Cross Country Coach</b>	2,500
<b>Bass Team Sponsor</b>	2,500
<b>Soccer</b>	2,500

### FOOTBALL

<b>Head Coach</b>	Negotiable
<b>Offensive Coordinator</b>	7,500
<b>Defensive Coordinator</b>	7,500
<b>Varsity Asst</b>	7,000
<b>MS Head Coach</b>	7,500
<b>MS Assistant Coach</b>	4,500

### BASEBALL/SOFTBALL

<b>Varsity</b>	5,000
<b>Varsity Asst</b>	2,000
<b>Jr. Varsity</b>	1,500
<b>JV Asst</b>	1,000

**PSN Sponsor required to broadcast all varsity football games, a minimum of 40 other contest evenly divided among volleyball, basketball, baseball and softball as well as playoff games and other school sponsored events as requested by the administration**

## **Academic Supplements**

Senior Class Sponsor (Chairman)	500.00
Senior Class Sponsor (Co-Chairman)	300.00
Junior Class Sponsor (Chairman)	500.00
Junior Class Sponsor (Co-Chairman)	300.00
Student Council- Geneva High School	225.00
Student Council- Geneva Middle School	175.00
Student Council - Mulkey Elementary School	100.00
Yearbook- Geneva High School	1,500.00
Yearbook - Geneva Middle School	300.00
Yearbook - Mulkey Elementary School	300.00
Fine Arts- Choir (Mulkey)	1,000.00
Robotics Team Sponsors/Coaches	1,500.00

## ADDITIONAL PAY/SUBSTITUTE PAY

<b>Certified Employees: Type of Work</b>	<b>Rate</b>
Teachers/Resource Teachers (Outside of regular contract)	\$45 per hour
Extended Day - Teachers	\$45 per hour
Start First Teachers	\$285 per day
Required Work Days Outside of Contract - Professional Development	\$150 per day
Required Work Days Outside of Contract - Instructional	\$285 per day
Teaching During Planning (Supplement per Semester)	\$4,500.00
Teaching During Planning (at request of Supervisor)	\$35 per hour

<b>Classified Employees: Type of Work</b>	
Bus Drivers - Field Trips	\$10 per hour
Bus Drivers - Overnight (for each overnight stay)	\$100 per day
Bus Drivers- Summer School/Summer Camp routes	\$100 per day
Bus Driver	\$25 single run
Bus Driver	\$50 double run
CNP Worker	\$10.00 per hour
CNP Worker- Start First/Summer Camp/Summer School	Overtime Rate
Nurse - Start First/Summer Camp/Summer School	Overtime Rate
Nurse Substitute - Registered Nurse	\$18 per hour
Nurse Substitute - LPN	\$15 per hour
Nurse - Extra-Curricular activities and events	\$20.00 per hour
Custodians- Start First/Summer Camp/Summer School	Overtime Rate
Instructional Aides- Start First/Summer Camp/Summer School	Overtime Rate

<b>Substitutes- Certified Positions</b>	
Teacher Substitute - non-certified	\$85 per day
Teacher Substitute - certified	\$100 per day
Teacher Substitute- long term non-certified	\$95 per day
Teacher Substitute - long term certified teacher	\$130 per day
(Long term sub pay will not begin until a teacher has been out for a consecutive 10 days and the absence is filled by the same certified teacher each of those 10 days)	

**Special Ed. Teachers/Speech Therapist:** \$1200.00 annually

**Administrative Supplements:** \$5,000 per secondary school for after-hours responsibilities and managing administrative duties required by participation in the Alabama High School Athletic Association.

**Retention Supplement** Each employee will receive a \$1,000 check in November in hopes of attracting new employees and retaining current employees