



2025-2026 Salary Schedule

REVISED TO REFLECT NEW STEPS CHANGES FOR CLASSIFIED STAFF.

Revised for step changes Board Approval 10/1/2025

Revised for CO support changes 12/9/2025

Originally Approved 9/12/2025

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

The 2025-2026 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 2025-270, 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 14.57%
Employee's portion 7.50%
Tier II Retirement applicable to all hired after January 1, 2013
Board' portion 13.61%
Employee's portion 6.20%

REVISED TO REFLECT NEW STEPS CHANGES FOR CLASSIFIED STAFF.
The schedules adjusted are highlighted.

**AUTAUGA COUNTY BOARD OF EDUCATION
CERTIFIED ADMINISTRATIVE STAFF SALARY SCHEDULE
October 1, 2025 - September 30. 2026**

SENIOR DIRECTOR (SD)

Degree	0-2 Years*	3-5 Years*	6-8 Years*	9-11 Years *	12+ Years*
A	\$123,141	\$126,835	\$130,640	\$134,559	\$138,596
AA	\$128,087	\$131,929	\$135,886	\$139,964	\$144,162
DOC	\$133,239	\$137,236	\$141,353	\$145,594	\$149,962

DIRECTOR (D)[NOT CURRENTLY USED]

Degree	0-2 Years*	3-5 Years*	6-8 Years*	9-11 Years *	12+ Years*
A	\$110,462	\$113,776	\$117,190	\$120,705	\$124,326
AA	\$115,404	\$118,866	\$122,433	\$126,105	\$129,888
DOC	\$120,575	\$124,192	\$127,947	\$131,784	\$135,738

COORDINATOR (CO)

Degree	0-2 Years*	3-5 Years*	6-8 Years*	9-11 Years *	12+ Years*
A	\$106,174	\$109,359	\$112,640	\$116,019	\$119,499
AA	\$111,165	\$114,499	\$117,934	\$121,473	\$125,116
DOC	\$115,129	\$118,584	\$122,142	\$125,805	\$129,580

SUPERVISOR (SU) [NOT CURRENTLY USED]

Degree	0-2 Years*	3-5 Years*	6-8 Years*	9-11 Years *	12+ Years*
A	\$105,133	\$108,287	\$111,536	\$114,882	\$118,329
AA	\$108,810	\$112,074	\$115,436	\$118,899	\$122,466
DOC	\$112,722	\$116,105	\$119,588	\$123,175	\$126,871

ADMINISTRATOR (AD) [NOT CURRENTLY USED]

Degree	0-2 Years*	3-5 Years*	6-8 Years*	9-11 Years *	12+ Years*
A	\$103,437	\$106,541	\$109,738	\$113,029	\$116,421
AA	\$104,603	\$107,742	\$110,973	\$114,302	\$117,731
DOC	\$107,397	\$110,618	\$113,936	\$117,355	\$120,876

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

**AUTAUGA COUNTY BOARD OF EDUCATION
TEACHER/ASSISTANT PRINCIPAL SALARY SCHEDULE
October 1, 2025 - September 30, 2026**

9-MONTH (187 Days) [T9]

Years' Experience	Class B	Class A	Class AA	Doctorate
0-2	\$47,600	\$51,875	\$55,936	\$59,995
3-5	\$49,616	\$57,058	\$61,524	\$65,997
6-8	\$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

Assistant Principal Supplement: \$4,000/year

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

October 1, 2025 - September 30, 2026

10-MONTH (202 Days) [T0]

Years' Experience	Class B	Class A	Class AA	Doctorate
0-2	\$51,418	\$56,036	\$60,423	\$64,807
3-5	\$53,596	\$61,635	\$66,459	\$71,291
6-8	\$55,946	\$64,335	\$69,390	\$74,406
9	\$57,636	\$66,280	\$71,485	\$76,654
10	\$58,211	\$66,942	\$72,199	\$77,420
11	\$58,794	\$67,612	\$72,921	\$78,193
12	\$59,382	\$68,288	\$73,650	\$78,976
13	\$59,976	\$68,969	\$74,388	\$79,765
14	\$60,575	\$69,660	\$75,130	\$80,563
15	\$61,181	\$70,358	\$75,883	\$81,369
16	\$61,793	\$71,060	\$76,641	\$82,183
17	\$62,410	\$71,770	\$77,408	\$83,005
18	\$63,035	\$72,488	\$78,183	\$83,833
19	\$63,665	\$73,213	\$78,965	\$84,671
20	\$64,302	\$73,945	\$79,753	\$85,519
21	\$64,945	\$74,685	\$80,552	\$86,375
22	\$65,594	\$75,432	\$81,355	\$87,238
23	\$66,250	\$76,185	\$82,170	\$88,110
24	\$66,913	\$76,948	\$82,992	\$88,991
25	\$67,581	\$77,717	\$83,821	\$89,881
26	\$68,257	\$78,494	\$84,660	\$90,780
27	\$68,940	\$79,279	\$85,506	\$91,689
28	\$69,630	\$80,072	\$86,361	\$92,605
29	\$70,326	\$80,872	\$87,225	\$93,531
30	\$71,028	\$81,681	\$88,097	\$94,467
31	\$71,739	\$82,498	\$88,978	\$95,410
32	\$72,458	\$83,323	\$89,868	\$96,365
33	\$73,181	\$84,156	\$90,767	\$97,329
34	\$73,913	\$84,998	\$91,675	\$98,303
35	\$74,653	\$85,848	\$92,591	\$99,285

Assistant Principal Supplement: \$4,000/year

**AUTAUGA COUNTY BOARD OF EDUCATION
TEACHER/ASSISTANT PRINCIPAL SALARY SCHEDULE
October 1, 2025 - September 30, 2026**

11-MONTH (222 Days) NO ONE LISTED. CAN USE THE 9 MONTH

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

Years' Experience	Class B	Class A	Class AA	Doctorate
0-2	\$61,091	\$66,578	\$71,790	\$76,999
3-5	\$63,678	\$73,230	\$78,961	\$84,702
6-8	\$66,471	\$76,438	\$82,443	\$88,403
9	\$68,478	\$78,748	\$84,933	\$91,074
10	\$69,161	\$79,535	\$85,781	\$91,984
11	\$69,854	\$80,331	\$86,639	\$92,903
12	\$70,552	\$81,134	\$87,505	\$93,832
13	\$71,258	\$81,944	\$88,382	\$94,770
14	\$71,970	\$82,764	\$89,263	\$95,719
15	\$72,690	\$83,593	\$90,158	\$96,676
16	\$73,417	\$84,427	\$91,059	\$97,643
17	\$74,151	\$85,272	\$91,970	\$98,619
18	\$74,893	\$86,124	\$92,890	\$99,604
19	\$75,641	\$86,985	\$93,819	\$100,600
20	\$76,398	\$87,855	\$94,756	\$101,607
21	\$77,162	\$88,735	\$95,705	\$102,624
22	\$77,933	\$89,623	\$96,660	\$103,649
23	\$78,712	\$90,517	\$97,627	\$104,685
24	\$79,500	\$91,423	\$98,604	\$105,732
25	\$80,295	\$92,337	\$99,590	\$106,790
26	\$81,097	\$93,260	\$100,586	\$107,858
27	\$81,909	\$94,193	\$101,592	\$108,937
28	\$82,728	\$95,135	\$102,607	\$110,025
29	\$83,556	\$96,086	\$103,634	\$111,126
30	\$84,390	\$97,047	\$104,670	\$112,238
31	\$85,235	\$98,018	\$105,717	\$113,358
32	\$86,088	\$98,998	\$106,774	\$114,493
33	\$86,948	\$99,988	\$107,842	\$115,639
34	\$87,817	\$100,987	\$108,920	\$116,795
35	\$88,696	\$101,997	\$110,009	\$117,962

Assistant Principal Supplement: \$4,000/year

AUTAUGA COUNTY BOARD OF EDUCATION
TEACHER/ASSISTANT PRINCIPAL SALARY SCHEDULE
October 1, 2025 - September 30, 2026

9-MONTH (187 Days) [T9]

Years' Experience	Class B	Class A	Class AA	Doctorate
0-2	\$47,600	\$51,875	\$55,936	\$59,995
3-5	\$49,616	\$57,058	\$61,524	\$65,997
6-8	\$51,792	\$59,558	\$64,237	\$68,881
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18	\$58,354	\$67,105	\$72,377	\$77,608
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16	\$61,793	\$71,060	\$76,641	\$82,183
17	\$62,410	\$71,770	\$77,408	\$83,005
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21	\$64,945	\$74,685	\$80,552	\$86,375
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23	\$66,250	\$76,185	\$82,170	\$88,110
24	\$66,913	\$76,948	\$82,992	\$88,991
25	\$67,581	\$77,717	\$83,821	\$89,881
26	\$68,257	\$78,494	\$84,660	\$90,780
27	\$68,940	\$79,279	\$85,506	\$91,689
28	\$69,630	\$80,072	\$86,361	\$92,605
29	\$70,326	\$80,872	\$87,225	\$93,531
30	\$71,028	\$81,681	\$88,097	\$94,467
31	\$71,739	\$82,498	\$88,978	\$95,410
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33	\$73,181	\$84,156	\$90,767	\$97,329
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35	\$74,653	\$85,848	\$92,591	\$99,285

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3-5	\$63,678	\$73,230	\$78,961	\$84,702
6-8	\$66,471	\$76,438	\$82,443	\$88,403
9	\$68,478	\$78,748	\$84,933	\$91,074
10	\$69,161	\$79,535	\$85,781	\$91,984
11	\$69,854	\$80,331	\$86,639	\$92,903
12	\$70,552	\$81,134	\$87,505	\$93,832
13	\$71,258	\$81,944	\$88,382	\$94,770
14	\$71,970	\$82,764	\$89,263	\$95,719
15	\$72,690	\$83,593	\$90,158	\$96,676
16	\$73,417	\$84,427	\$91,059	\$97,643
17	\$74,151	\$85,272	\$91,970	\$98,619
18	\$74,893	\$86,124	\$92,890	\$99,604
19	\$75,641	\$86,985	\$93,819	\$100,600
20	\$76,398	\$87,855	\$94,756	\$101,607
21	\$77,162	\$88,735	\$95,705	\$102,624
22	\$77,933	\$89,623	\$96,660	\$103,649
23	\$78,712	\$90,517	\$97,627	\$104,685
24	\$79,500	\$91,423	\$98,604	\$105,732
25	\$80,295	\$92,337	\$99,590	\$106,790
26	\$81,097	\$93,260	\$100,586	\$107,858
27	\$81,909	\$94,193	\$101,592	\$108,937
28	\$82,728	\$95,135	\$102,607	\$110,025
29	\$83,556	\$96,086	\$103,634	\$111,126
30	\$84,390	\$97,047	\$104,670	\$112,238
31	\$85,235	\$98,018	\$105,717	\$113,358
32	\$86,088	\$98,998	\$106,774	\$114,493
33	\$86,948	\$99,988	\$107,842	\$115,639
34	\$87,817	\$100,987	\$108,920	\$116,795
35	\$88,696	\$101,997	\$110,009	\$117,962

Assistant Principal Supplement: \$4,000/year

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

9-MONTH (189 Days)

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

AUTAUGA COUNTY BOARD OF EDUCATION
TEAMS TEACHER SALARY SCHEDULE
October 1, 2025 - September 30, 2026

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	\$2,921	\$5,410	\$5,410	\$5,410
1	\$6,482	\$10,319	\$11,125	\$11,937
2	\$9,372	\$13,639	\$14,725	\$15,774
3	\$9,022	\$10,375	\$11,206	\$11,991
4	\$10,734	\$12,343	\$13,327	\$14,266
5	\$12,489	\$14,362	\$15,506	\$16,603
6	\$12,117	\$13,935	\$15,030	\$16,116
7	\$13,967	\$16,064	\$17,324	\$18,577
8	\$15,282	\$17,574	\$18,956	\$20,327
9	\$15,059	\$17,318	\$18,679	\$20,031
10	\$15,552	\$17,886	\$19,290	\$20,685
11	\$16,054	\$18,464	\$19,915	\$21,354
12	\$16,568	\$19,054	\$20,550	\$22,037
13	\$16,018	\$18,423	\$19,867	\$21,306
14	\$15,463	\$17,784	\$19,180	\$20,567
15	\$15,978	\$18,377	\$19,821	\$21,254
16	\$15,412	\$17,727	\$19,119	\$20,501
17	\$14,840	\$17,069	\$18,409	\$19,740
18	\$15,363	\$17,669	\$19,055	\$20,435
19	\$14,780	\$16,998	\$18,331	\$19,659
20	\$14,190	\$16,320	\$17,601	\$18,874
21	\$14,716	\$16,926	\$18,253	\$19,574
22	\$14,115	\$16,234	\$17,509	\$18,775
23	\$13,508	\$15,537	\$16,755	\$17,968
24	\$14,037	\$16,144	\$17,412	\$18,673
25	\$13,418	\$15,432	\$16,644	\$17,849
26	\$12,793	\$14,713	\$15,868	\$17,017
27	\$13,327	\$15,329	\$16,531	\$17,727
28	\$12,689	\$14,595	\$15,740	\$16,879
29	\$12,044	\$13,854	\$14,940	\$16,021
30	\$11,394	\$13,105	\$14,133	\$15,155
31	\$10,736	\$12,349	\$13,317	\$14,282
32	\$10,071	\$11,585	\$12,493	\$13,398
33	\$9,401	\$10,814	\$11,661	\$12,505
34	\$8,724	\$10,035	\$10,821	\$11,604
35	\$8,039	\$9,248	\$9,973	\$10,695

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

9-MONTH (189 Days)

Years' Experience	Class B	Class A	Class AA	Doctorate
0	\$50,521	\$57,285	\$61,346	\$65,405
1	\$54,082	\$62,194	\$67,061	\$71,932
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4	\$60,350	\$69,401	\$74,851	\$80,263
5	\$62,105	\$71,420	\$77,030	\$82,600
6	\$63,909	\$73,493	\$79,267	\$84,997
7	\$65,759	\$75,622	\$81,561	\$87,458
8	\$67,074	\$77,132	\$83,193	\$89,208
9	\$68,415	\$78,676	\$84,856	\$90,993
10	\$69,440	\$79,857	\$86,128	\$92,356
11	\$70,482	\$81,055	\$87,421	\$93,741
12-14	\$71,540	\$82,271	\$88,731	\$95,148
15-17	\$72,616	\$83,510	\$90,069	\$96,581
18-20	\$73,717	\$84,774	\$91,432	\$98,043
21-23	\$74,838	\$86,065	\$92,823	\$99,535
24-26	\$75,981	\$87,378	\$94,241	\$101,056
27+	\$77,148	\$88,721	\$95,688	\$102,607

9-MONTH (187 Days)

Years' Experience	Class B	Class A	Class AA	Doctorate
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6-8	\$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

**AUTAUGA COUNTY BOARD OF EDUCATION
CENTRAL OFFICE SUPPORT SALARY SCHEDULE**

October 1, 2025 - September 30, 2026

Accounting Manager (CS-AM) degreed	
Years' Experience	Salary
0-2	\$58,429
3-5	\$60,182
6-8	\$61,988
9-11	\$63,846
12-14	\$65,761
15-17	\$67,735
18-20	\$69,767
21-23	\$71,860
24-26	\$74,016
27+	\$76,237

revised board approved 12/9/25

Accounting Specialist & Accounting Manager (CS-AS) no degree NOT IN USE	
Years' Experience	Salary
0-2	\$54,212
3-9	\$57,488
10-17	\$59,861
18-24	\$62,683
25+	\$65,507

revised board approved 12/9/25

Payroll Manager (CS-PM)	
Years' Experience	Salary
0-2	\$58,429
3-5	\$60,182
6-8	\$61,988
9-11	\$63,846
12-14	\$65,761
15-17	\$67,735
18-20	\$69,767
21-23	\$71,860
24-26	\$74,016
27+	\$76,237

Accounting Specialist (CS-A1) degreed	
Years' Experience	Salary
0-2	\$63,012
3-5	\$64,903
6-8	\$66,850
9-11	\$68,854
12-14	\$70,920
15-17	\$73,048
18-20	\$75,239
21-23	\$77,497
24-26	\$79,821
27+	\$82,216

Accounts Payable & Federal Programs Bookkeeper (CS-BK)	
Years' Experience	Salary
0-2	\$45,742
3-5	\$49,018
6-8	\$51,956
9-11	\$54,778
12-14	\$57,600
15+	\$60,422

Payroll Bookkeeper (CS-PR)	
Years' Experience	Salary
0-2	\$49,330
3-5	\$52,864
6-8	\$56,031
9-11	\$59,074
12-14	\$62,118
15+	\$65,162

(Superintendent's) Administrative Assistant/Attendance Officer (CS-EA)	
Years' Experience	Salary
0-2	\$45,742
3-5	\$49,018
6-8	\$51,956
9-11	\$54,778
12-14	\$57,600
15+	\$60,422
Secretary/Receptionist (CS-SR)	
Years' Experience	Salary
0-2	\$32,754
3-5	\$33,657
6-8	\$34,446
9-11	\$35,012
12-14	\$35,578
15+	\$36,144

Payroll/Human Resources Assistant (CS-PA)	
Years' Experience	Salary
0-2	\$39,530
3-5	\$40,660
6-8	\$41,788
9-11	\$43,709
12-14	\$46,533
15+	\$49,357
Program Secretary - 12-Month (CS-P2)	
Years' Experience	Salary
0-2	\$30,061
3-5	\$33,678
6-8	\$34,328
9-11	\$35,097
12-14	\$35,864
15+	\$36,664

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
CENTRAL OFFICE SUPPORT SALARY SCHEDULE
October 1, 2025 - September 30, 2026**

Program Secretary - 10-Month (CS-P0)	
Years' Experience	Salary
0-2	\$25,301
3-5	\$28,347
6-8	\$28,894
9-11	\$29,539
12-14	\$30,186
15+	\$30,986

Coordinator of Communications (CO-CC)	
Years' Experience	Salary
0-2	\$94,798
3-5	\$97,643
6-8	\$99,595
9-11	\$102,582
12-14	\$105,768
15+	\$108,954

**AUTAUGA COUNTY BOARD OF EDUCATION
LOCAL SCHOOL OFFICE SUPPORT STAFF SALARY SCHEDULE
October 1, 2025 - September 30, 2026**

School Bookkeeper - 240 Days (BK-12)

Years' Experience	Salary
0-2	\$36,142.00
3-5	\$37,272.00
6-8	\$37,838.00
9-11	\$38,400.00
12-14	\$38,964.00
15+	\$39,528.00

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

Supplement for Degree	(applicable to position)
Associate	\$3,000.00
Bachelors	\$6,000.00

School Bookkeeper - 202 Days (B0-10)

Years' Experience	Salary
0-2	\$30,419.00
3-5	\$31,370.00
6-8	\$31,848.00
9-11	\$32,321.00
12-14	\$32,795.00
15+	\$33,269.00

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

Supplement for Degree	(applicable to position)
Associate	\$3,000.00
Bachelors	\$6,000.00

School Secretary- 240 Days (S2-12)

Years' Experience	Salary
0-2	\$29,376.00
3-5	\$30,019.00
6-8	\$30,937.00
9-11	\$31,957.00
12-14	\$33,079.00
15+	\$34,201.00

Supplement for Degree

Associate \$3,000.00

Bachelors \$6,000.00

School Secretary- 202 Days (S0-10)

Years' Experience	Salary
0-2	\$24,725.00
3-5	\$25,268.00
6-8	\$26,033.00
9-11	\$26,900.00
12-14	\$27,839.00
15+	\$28,778.00

Supplement for Degree

Associate \$3,000.00

Bachelors \$6,000.00

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

**AUTAUGA COUNTY BOARD OF EDUCATION
LOCAL SCHOOL OFFICE SUPPORT STAFF SALARY SCHEDULE
October 1, 2025 - September 30. 2026**

School Registrar - 240 Days (R-12)	
Years' Experience	Salary
0-2	\$37,271.00
3-5	\$38,622.00
6-8	\$39,032.00
9-11	\$40,425.00
12-14	\$41,224.00
15+	\$42,024.00

**ONLY GRANDFATHER
EMPLOYEES ON THIS SCHEDULE**

AUTAUGA COUNTY BOARD OF EDUCATION
LOCAL SCHOOL SUPPORT SALARY SCHEDULE
October 1, 2054 - September 30, 2026

Security Guard - 187 Days (GU-00)

Years' Experience	Salary
0-2	\$22,883.00
3-5	\$23,761.00
6-8	\$24,203.00
9-11	\$24,644.00
12-14	\$25,514.00
15+	\$26,394.00

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

Years' Experience	Salary
0-2	\$23,925.00
3-5	\$24,338.00
6-8	\$24,752.00
9-11	\$25,163.00
12-14	\$25,572.00
15+	\$25,982.00

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

Years' Experience	Salary
0-2	\$21,458.00
3-5	\$22,695.00
6-8	\$23,521.00
9-11	\$24,392.00
12-14	\$24,847.00
15+	\$25,347.00

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, 2025 - September 30, 2026**

<u>Custodian- Auxiliary & Local School - 240 Days (CU-12)</u>	
Years' Experience	Salary
0-2	\$29,670.00
3-5	\$32,385.00
6-8	\$34,014.00
9-11	\$35,100.00
12-14	\$36,186.00
15+	\$37,272.00

<u>Head Custodian- Local School - 240 Days (HJ-12)</u>	
Years' Experience	Salary
0-2	\$31,628.00
3-5	\$34,495.00
6-8	\$35,684.00
9-11	\$36,449.00
12-14	\$37,752.00
15+	\$39,055.00

<u>Custodian - Local School - 187 Days (CU-9)</u>	
Years' Experience	Salary
0-2	\$23,117.00
3-5	\$25,234.00
6-8	\$26,503.00
9-11	\$27,349.00
12-14	\$28,195.00
15+	\$29,041.00

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, 2025 - September 30, 2026**

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	\$29,806	\$34,670
3-5	\$32,375	\$35,448
6-8	\$33,468	\$36,230
9-11	\$33,869	\$37,217
12-14	\$34,288	\$38,201
15-17	\$34,670	\$39,774
18-20	\$35,448	\$40,424
21-23	\$36,230	\$41,068
24-26	\$37,217	\$41,716
27+	\$38,201	\$42,361

Occupational Therapist 187 Days (OT-9)	
Years Experience	Salary
0-2	\$64,708
3-5	\$68,591
6-8	\$69,294
9-11	\$69,910
12-14	\$70,760
15+	\$71,610
Transition Aide 187 Days (TT-9)	
Years Experience	Salary
0-2	\$25,081
3-5	\$25,432
6-8	\$25,704
9-11	\$25,961
12-14	\$26,136
15+	\$26,311

no one on this

Braille Transcriber 187 Days (BC-9)	
Years Experience	Salary
0-2	\$30,112
3-5	\$30,526
6-8	\$30,856
9-11	\$31,200
12-14	\$31,680
15+	\$32,160
Health Services Coordinator 240 Days (HO-A)	
Years Experience	Salary
0-2	79,537
3-5	86,764
6-8	88,568
9-11	90,262
12-14	91,391
15+	92,520

AUTAUGA COUNTY BOARD OF EDUCATION
STUDENT SUPPORT SERVICES SALARY SCHEDULE
October 1, 2025 - September 30, 2026

Licensed Social Worker/ Behavior Intervention (noncertified) 187 Days (SW-00)	
Years Experience	Salary
0-2	\$52,435
3-5	\$57,272
6-8	\$59,472
9-11	\$60,792
12-14	\$61,672
15+	\$62,552
Licensed Social Worker 202 Days (SW-02)	
Years Experience	Salary
0-2	\$56,641
3-5	\$61,866
6-8	\$64,244
9-11	\$65,669
12-14	\$66,619
15+	\$67,569

Licensed Social Worker 240 Days (WS-00) INACTIVE NOT USED	
Years Experience	Salary
0-2	\$67,297
3-5	\$73,504
6-8	\$76,328
9-11	\$78,022
12-14	\$79,151
15+	

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, 2025 - September 30, 2026**

	Nurse 187 Days				
Years Experience	LPN	RN-ASSN	RN-BSN	RN-MSN	RN-DNP
	Salary	Salary	Salary	Salary	Salary
0-2	33,390.00	44,764.00	48,269.00	52,049.00	56,124.00
3-5	37,319.00	49,236.00	53,090.00	57,248.00	61,730.00
6-8	38,955.00	51,394.00	55,418.00	59,758.00	64,437.00
9	40,131.00	52,946.00	57,092.00	61,562.00	66,382.00
10	40,532.00	53,475.00	57,662.00	62,177.00	67,045.00
11	40,937.00	54,009.00	58,238.00	62,799.00	67,715.00
12	41,347.00	54,550.00	58,822.00	63,427.00	68,394.00
13	41,760.00	55,096.00	59,409.00	64,062.00	69,077.00
14	42,179.00	55,647.00	60,004.00	64,702.00	69,768.00
15	42,601.00	56,204.00	60,604.00	65,350.00	70,466.00
16	43,026.00	56,765.00	61,210.00	66,003.00	71,170.00
17	43,457.00	57,333.00	61,822.00	66,663.00	71,882.00
18	43,891.00	57,906.00	62,440.00	67,329.00	72,601.00
19	44,330.00	58,485.00	63,064.00	68,002.00	73,327.00
20	44,772.00	59,070.00	63,694.00	68,682.00	74,060.00
21	45,221.00	59,661.00	64,332.00	69,370.00	74,801.00
22	45,673.00	60,257.00	64,974.00	70,062.00	75,548.00
23	46,130.00	60,860.00	65,625.00	70,763.00	76,304.00
24	46,591.00	61,469.00	66,282.00	71,472.00	77,068.00
25	47,057.00	62,083.00	66,944.00	72,186.00	77,838.00
26	47,527.00	62,703.00	67,613.00	72,907.00	78,616.00
27	48,003.00	63,331.00	68,291.00	73,637.00	79,403.00
28	48,483.00	63,964.00	68,973.00	74,373.00	80,196.00
29	48,968.00	64,604.00	69,662.00	75,117.00	80,999.00
30	49,457.00	65,250.00	70,358.00	75,867.00	81,808.00
31	49,952.00	65,902.00	71,062.00	76,626.00	82,626.00
32	50,452.00	66,562.00	71,774.00	77,393.00	83,453.00
33	50,956.00	67,227.00	72,490.00	78,166.00	84,287.00
34	51,465.00	67,899.00	73,215.00	78,947.00	85,130.00
35	51,980.00	68,578.00	73,947.00	79,738.00	85,981.00

NU-LP

NU-RN

NU-BS

NU-MS

NU-DN

**AUTAUGA COUNTY BOARD OF EDUCATION
FACILITIES and MAINTENANCE DEPARTMENT SALARY SCHEDULE
October 1, 2025 - September 30, 2026**

Supervisor of Facilities (SF-00)	
Years Experience	Salary
0-2	\$84,144
3-5	\$85,648
6-8	\$86,741
9-11	\$87,531
12-14	\$88,435
15+	\$89,339

Maintenance Coordinator (MS-12)	
Years Experience	Salary
0-2	\$59,983
3-5	\$62,538
6-8	\$65,088
9-11	\$68,281
12-14	\$72,256
15+	\$76,231

Maintenance Worker (MA-12)	
Years Experience	Salary
0-2	\$46,087
3-5	\$48,392
6-8	\$50,812
9-11	\$53,829
12-14	\$55,711
15+	\$57,593

Certification/License Supplemental \$1,500 Per Certification HVAC, Electrical, Plumbing
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**Maintenance Positions work 12-Month
240-Day**

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

ITS Supervisor - 240 Days (IT-SU)

Years Experience	Salary
0-2	\$84,144
3-5	\$85,648
6-8	\$86,741
9-11	\$87,531
12-14	\$88,435
15+	\$89,339

ITS Technician - 240 Days (IT-T)

Years Experience	Salary
0-2	\$37,762
3-5	\$42,770
6-8	\$48,045
9-11	\$53,701
12-14	\$58,699
15+	\$63,697

Database Specialist - 240 Days (IT-DS)

Years Experience	Salary
0-2	\$45,742
3-5	\$49,018
6-8	\$51,956
9-11	\$54,778
12-14	\$57,600
15+	\$60,422

ITS Positions above work 12-Month
240-Day

**Instructional Technology Coach and IT
Specialist - See 10-Month Teacher Salary
Schedule**

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

Supervisor - 240 Days (TR-SU)

Years Experience	Salary
0-2	\$84,144.00
3-5	\$85,648.00
6-8	\$86,741.00
9-11	\$87,531.00
12-14	\$88,435.00
15+	\$89,339.00

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

Years Experience	Salary
0-2	\$55,343.00
3-5	\$58,731.00
6-8	\$61,555.00
9-11	\$63,167.00
12-14	\$65,507.00
15+	\$67,847.00

Program Secretary - 240 Days (TR-PS)

Years Experience	Salary
0-2	\$34,615.00
3-5	\$36,000.00
6-8	\$37,440.00
9-11	\$38,948.00
12-14	\$40,505.00
15+	\$42,062.00

Mechanics- 240 Days (TR-M)

Years Experience	Salary
0-2	\$45,785.00
3-5	\$47,561.00
6-8	\$49,339.00
9-11	\$51,800.00
12-14	\$54,626.00
15+	\$57,452.00

Shop Assistant - 240 Days (TR-SA)

Years Experience	Salary
0-2	\$29,458.00
3-5	\$30,248.00
6-8	\$30,842.00
9-11	\$31,151.00
12-14	\$32,281.00
15+	\$33,511.00

Administrative Secretary - 202 Days (TR-P0)

Years Experience	Salary
0-2	\$24,735
3-5	\$27,781
6-8	\$28,327
9-11	\$28,973
12-14	\$29,620
15+	\$30,267.00

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

Years Experience	Salary
0-2	\$16,461.00
3-5	\$16,720.00
6-8	\$16,979.00
9-11	\$17,232.00
12-14	\$17,579.00
15+	\$17,926.00

Parts specialist- 240 Days (TR-SP)

Years Experience	Salary
0-2	\$36,607.00
3-5	\$38,418.00
6-8	\$40,232.00
9-11	\$42,742.00
12-14	\$45,625.00
15+	\$48,508.00

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	\$17,306
3-5	\$17,566
6-8	\$17,852
9-11	\$18,139
12-14	\$18,424
15+	\$18,709

SPECIAL EDUCATION w/ WHEELCHAIR LIFT BUS DRIVER (BE-00) 183 Days/ 4 hours	
Years Experience	Salary
0-2	\$18,039
3-5	\$18,315
6-8	\$18,593
9-11	\$18,878
12-15+	\$19,167

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

BUS AIDE* 183 Days/4 Hours (BA-00)	
Years Experience	Salary
0-2	\$11,220
3-5	\$11,341
6-8	\$11,503
9-11	\$11,666
12-14	\$11,828
15+	\$11,990

*not full time employee position

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, 2025 - September 30, 2026

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

Years Experience	Salary
0-2	\$88,998
3-5	\$90,590
6-8	\$91,746
9-11	\$92,581
12-14	\$93,537
15+	\$94,497

**Program Secretary - 202 Days (CS-P0)
NOT ACTIVE**

Years Experience	Salary
0-2	\$25,301
3-9	\$28,347
10-17	\$28,802
18-24	\$29,539
25+	\$30,186

**Accounts Payable / Payroll
Bookkeeper - 240 Days (B-BK)**

Years Experience	Salary
0-2	\$48,382
3-5	\$51,847
6-8	\$54,953
9-11	\$57,939
12-14	\$60,925
15+	\$63,911

CNP Assistant Program Director (SF-00)

Years Experience	Salary
0-2	\$84,144
3-5	\$85,648
6-8	\$86,741
9-11	\$87,531
12-14	\$88,435
15+	\$89,339

	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	\$31,600	\$32,970	\$34,340	\$35,713
3-5	\$32,082	\$33,084	\$34,864	\$36,256
6-8	\$32,570	\$33,982	\$35,394	\$36,810
9-11	\$33,064	\$34,476	\$35,888	\$37,306
12-14	\$33,564	\$34,976	\$36,388	\$37,806
15+	\$34,070	\$35,482	\$36,894	\$38,312

	Assistant Manager (MG-00)	7.5 Hour Associate (L5-00) 185-Day	7 Hour Associate (L7-00) 185-Day	6 Hour Associate (L6-00) Not Used 183-Day
Step				
0-2	\$28,858	\$23,333	\$21,775	\$18,460
3-5	\$29,243	\$23,686	\$22,106	\$18,740
6-8	\$29,634	\$24,047	\$22,443	\$19,027
9-11	\$30,031	\$24,444	\$22,840	\$19,424
12-14	\$30,434	\$24,847	\$23,243	\$19,827
15+	\$30,843	\$25,256	\$23,652	\$20,236

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

4 Hour Associate (L4-00) 183-Day
\$11,240
\$11,406
\$11,588
\$11,985
\$12,388
\$12,797

AUTAUGA COUNTY BOARD OF EDUCATION
FINE ART SALARY SCHEDULE
October 1, 2025 - September 30, 2026

POSITION		SUPPLEMENT SALARY	# SPONSORS
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

**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
OTHER SUPPLEMENT SALARY SCHEDULE
October 1, 2025 - September 30, 2026**

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

*see specific certifications within applicable salary schedule

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.

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

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.

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 assembly

- 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.

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 t
- 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/departmental meetings.
- Serve on the school's leadership team.
- Meet before or after school as deemed necessary by the principal.

ool is not a Purple Star School, the liaison will be expected to help the school attain the designation.

2025-2026 Supplements (School Based/Teaching)

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

Total for all supplements \$205,250

Only change from what was originally proposed.

Broadcast	SGA/Student Council	Yearbook	Beta	NHS	Mu Alpha Theta	Military Liason
NA	NA	1000	NA	NA	NA	500
NA	NA	1000	NA	NA	NA	500
NA	NA	1000	NA	NA	NA	500
NA	5th and 6th-500	1000	5th and 6th-500	NA	NA	500
NA	5th and 6th-500	1000	5th and 6th-500	NA	NA	500
500	500	1000	500	NA	NA	500
2000	1500	1000	500	500	500	500
NA	NA	NA	NA	NA	NA	NA
1000	750	1000	500	500	500	500
500	500	1000	500	NA	NA	500
1500	1000	1000	500	500	500	500
NA	5th and 6th-500	1000	5th and 6th-500	NA	NA	500
NA	NA	NA	NA	NA	NA	NA
NA	NA	NA	NA	NA	NA	NA
5,500	5,750	11,000	4,000	1,500	1,500	5,500

FFA	ROTC	DECA	FBLA	FCCLA	HOSA	TSA	Skills USA	JAG
NA	NA	NA	NA	NA	NA	NA		NA
NA	NA	NA	NA	NA	NA	NA		NA
NA	NA	NA	NA	NA	NA	NA		NA
NA	NA	NA	NA	NA	NA	NA		NA
NA	NA	NA	NA	NA	NA	NA		NA
NA	NA	NA	1000 (2)	NA	NA	1000 (1)		NA
NA	NA	NA	1000 (5)	NA	NA	NA	1000 (1)	NA
NA	1000 (2)	1000	1000 (18)	1000 (3)	1000 (2)	1000 (1)	1000 (6)	1000 (1)
4000	NA	NA	1000 (1)	NA	NA	NA	NA	NA
NA	NA	NA	NA	NA	NA	NA	NA	NA
2000	NA	NA	1000 (2)	NA	NA	NA	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
6,000	2,000	1,000	29,000	3,000	2,000	2,000	7,000	1,000

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

Campus Tech Coordinator	Department Head/Grade Level Leader
1000	4000
1000	3000
1000	2500
1000	3500
1000	3500
1000	4000
1000	3000
1000	NA
1000	3000
1000	2500
1000	3000
1000	4500
1000	NA
NA	NA
	3500
13,000	40,000

2025-2026 Supplement Allocations

	7A	Max # Coaches	Total	4A-6A	Max # Coaches	Total	1A-3A	Max # Coaches	Total
AD	negotiable	1	negotiable	negotiable	1	negotiable	negotiable	1	negotiable
	(10 month)		7,000	(10 month)		7,000	(10 month)		
*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	1	3,000.00	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	-

2025-2026 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	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	2 (boys and girls)	7,500.00	2,750.00	1	7,500.00	2,250.00	1	7,500.00
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	-
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
Varsity Assistant Coach	2,250.00	1	2,250.00	1,750.00	1	1,750.00	1,250.00	0	-

2025-2026 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
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.

2025-2026 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	
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	

**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.