

**GADSDEN CITY BOARD OF
EDUCATION**

**SALARY SCHEDULE
2025-2026**

2025-2026
GADSDEN CITY BOARD OF EDUCATION
TEACHERS and MIDDLE/ELEMENTARY COUNSELORS
9 MONTHS (187 DAYS)
SALARY SCHEDULE

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

2025-2026
GADSDEN CITY BOARD OF EDUCATION
Registered Behavioral Technician
9 MONTHS (187 DAYS)
SALARY SCHEDULE

Years of Experience	Certified RBT
All years	28,560

2025-2026
GADSDEN CITY BOARD OF EDUCATION
TEAMS (MATH and SCIENCE)
9 MONTHS (189 DAYS)
SALARY SCHEDULE

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

2025-2026
GADSDEN CITY BOARD OF EDUCATION
TEACHERS
9.5 MONTHS (197 DAYS)
SALARY SCHEDULE

Years of Experience	DO	6Y	MS	BS	ND
< 3 years (0,1,2)	63,202.26	58,927.44	53,260.32	47,522.82	47,522.82
	-	-		-	-
	-	-		-	-
< 6 years (3,4,5)	69,525.24	64,813.86	58,583.70	52,268.88	52,268.88
	-	-		-	-
	-	-		-	-
< 9 years (6,7,8)	72,563.82	67,671.90	61,150.02	54,560.82	54,560.82
	-	-		-	-
	-	-		-	-
9	74,755.80	69,714.96	52,797.24	56,208.12	56,208.12
10	75,502.44	70,411.62	63,626.58	56,769.12	56,769.12
11	76,257.24	71,115.42	64,263.06	57,337.26	57,337.26
12	77,020.20	71,827.38	64,905.66	57,911.52	57,911.52
13	77,790.30	72,545.46	65,554.38	58,490.88	58,490.88
14	78,568.56	73,269.66	66,210.24	59,075.34	59,075.34
15	79,354.98	74,004.06	66,872.22	59,665.92	59,665.92
16	80,148.54	74,743.56	67,541.34	60,262.62	60,262.62
17	80,950.26	75,491.22	68,216.58	60,865.44	60,865.44
18	81,758.10	76,246.02	68,898.96	61,473.36	61,473.36
19	82,575.12	77,008.98	69,588.48	62,088.42	62,088.42
20	83,402.34	77,779.08	70,283.10	62,709.60	62,709.60
21	84,236.70	78,556.32	70,985.88	63,336.90	63,336.90
22	85,078.20	79,341.72	71,696.82	63,970.32	63,970.32
23	85,927.86	80,135.28	72,413.88	64,608.84	64,608.84
24	86,787.72	80,937.00	73,138.08	65,256.54	65,256.54
25	87,655.74	81,745.86	73,868.40	65,908.32	65,908.32
26	88,532.94	82,563.90	74,607.90	66,567.24	66,567.24
27	89,418.30	83,389.08	75,353.52	67,233.30	67,233.30
28	90,311.82	84,222.42	76,107.30	67,905.48	67,905.48
29	91,215.54	85,064.94	76,868.22	68,584.80	68,584.80
30	92,128.44	85,915.62	77,637.30	69,269.22	69,269.22
31	93,048.48	86,774.46	78,412.50	69,962.82	69,962.82
32	93,978.72	87,643.50	79,197.90	70,663.56	70,663.56
33	94,920.18	88,519.68	79,989.42	71,369.40	71,369.40
34	95,868.78	89,404.02	80,789.10	72,082.38	72,082.38
35	96,826.56	90,298.56	81,596.94	72,803.52	72,803.52

2025-2026
GADSDEN CITY BOARD OF EDUCATION
TEACHERS and HIGH SCHOOL COUNSELORS
10 MONTHS (202 DAYS)
SALARY SCHEDULE

Years of Experience	DO	6Y	MS	BS	ND
< 3 years (0,1,2)	64,965	60,593	56,221	51,418	51,418
< 6 years (3,4,5)	71,524	66,526	61,637	53,722	53,722
< 9 years (6,7,8)	74,614	69,465	64,335	55,960	55,960
9	76,652	71,484	66,278	57,635	57,635
10	77,419	72,199	66,940	58,210	58,210
11	78,192	72,920	67,610	58,792	58,792
12	78,974	73,650	68,287	59,381	59,381
13	79,764	74,387	68,969	59,974	59,974
14	80,562	75,130	69,659	60,575	60,575
15	81,368	75,882	70,356	61,180	61,180
16	82,182	76,640	71,059	61,792	61,792
17	83,003	77,407	71,769	62,410	62,410
18	83,833	78,181	72,487	63,034	63,034
19	84,671	78,963	73,212	63,664	63,664
20	85,519	79,752	73,944	64,300	64,300
21	86,374	80,550	74,684	64,944	64,944
22	87,237	81,355	75,431	65,593	65,593
23	88,109	82,168	76,185	66,249	66,249
24	88,990	82,991	76,947	66,912	66,912
25	89,880	83,820	77,716	67,581	67,581
26	90,779	84,659	78,493	68,256	68,256
27	91,687	85,505	79,278	68,939	68,939
28	92,604	86,360	80,071	69,628	69,628
29	93,531	87,223	80,871	70,325	70,325
30	94,466	88,096	81,681	71,028	71,028
31	95,410	88,977	82,497	71,738	71,738
32	96,364	89,867	83,323	72,456	72,456
33	97,328	90,766	84,155	73,180	73,180
34	98,301	91,673	84,997	73,911	73,911
35	99,284	92,590	85,847	74,651	74,651

2025-2026
GADSDEN CITY BOARD OF EDUCATION
EDUCATIONAL COACHES
10 MONTHS (207 DAYS)
SALARY SCHEDULE

Years of Experience	DO	6Y	MS	BS	ND
< 3 years (0,1,2)	66,412	61,918	57,423	52,691	52,691
< 6 years (3,4,5)	73,056	68,104	63,160	54,923	54,923
< 9 years (6,7,8)	76,248	71,107	65,928	57,331	57,331
9	78,551	73,254	67,919	59,061	59,061
10	79,335	73,986	68,598	59,651	59,651
11	80,128	74,725	69,284	60,248	60,248
12	80,930	75,473	69,978	60,851	60,851
13	81,739	76,228	70,677	61,460	61,460
14	82,557	76,989	71,383	62,074	62,074
15	83,383	77,760	72,097	62,695	62,695
16	84,216	78,537	72,818	63,321	63,321
17	85,059	79,323	73,547	63,955	63,955
18	85,908	80,117	74,282	64,594	64,594
19	86,767	80,919	75,025	65,240	65,240
20	87,635	81,727	75,774	65,893	65,893
21	88,513	82,544	76,533	66,552	66,552
22	89,397	83,368	77,299	67,217	67,217
23	90,290	84,203	78,071	67,889	67,889
24	91,193	85,045	78,852	68,568	68,568
25	92,105	85,895	79,640	69,254	69,254
26	93,026	86,754	80,436	69,946	69,946
27	93,957	87,622	81,240	70,646	70,646
28	94,897	88,498	82,053	71,353	71,353
29	95,846	89,383	82,874	72,066	72,066
30	96,804	90,276	83,702	72,786	72,786
31	97,771	91,180	84,540	73,514	73,514
32	98,749	92,092	85,385	74,250	74,250
33	99,738	93,013	86,238	74,992	74,992
34	100,735	93,941	87,101	75,742	75,742
35	101,741	94,882	87,972	76,499	76,499

2025-2026
GADSDEN CITY BOARD OF EDUCATION
TEACHERS
12 MONTHS (240 DAYS)
SALARY SCHEDULE

Years of Experience	DO	6Y	MS	BS
< 3 years (0,1,2)	76,999	71,790	66,578	61,091
< 6 years (3,4,5)	84,702	78,961	73,233	63,679
< 9 years (6,7,8)	88,403	82,443	76,438	66,471
9	91,072	84,931	78,746	68,477
10	91,983	85,781	79,533	69,160
11	92,902	86,638	80,329	69,852
12	93,831	87,504	81,133	70,552
13	94,770	88,380	81,943	71,257
14	95,718	89,263	82,763	71,970
15	96,675	90,156	83,591	72,690
16	97,642	91,058	84,427	73,416
17	98,618	91,968	85,271	74,150
18	99,603	92,888	86,124	74,891
19	100,599	93,818	86,985	75,641
20	101,606	94,755	87,854	76,396
21	102,622	95,703	88,733	77,161
22	103,648	96,659	89,621	77,932
23	104,684	97,626	90,517	78,712
24	105,731	98,603	91,422	79,499
25	106,788	99,589	92,335	80,294
26	107,857	100,585	93,259	81,096
27	108,936	101,590	94,191	81,908
28	110,025	102,606	95,134	82,727
29	111,125	103,632	96,085	83,555
30	112,236	104,668	97,046	84,389
31	113,358	105,715	98,016	85,233
32	114,492	106,772	98,997	86,086
33	115,637	107,841	99,987	86,946
34	116,794	108,918	100,987	87,816
35	117,961	110,008	101,996	88,694

2025-2026
GADSDEN CITY BOARD OF EDUCATION
ELEMENTARY SCHOOL ASSISTANT PRINCIPAL
10.5 MONTHS (212 DAYS)
SALARY SCHEDULE

BASE SALARY + SUPPLEMENT (see below)				
Years of Experience	DO	6Y	MS	BS
< 3 years (0,1,2)	68,015	63,412	58,808	51,141
< 6 years (3,4,5)	74,815	69,750	64,688	56,250
< 9 years (6,7,8)	78,088	72,824	67,519	58,714
9	80,447	75,023	69,559	60,488
10	81,252	75,773	70,254	61,092
11	82,063	76,530	70,957	61,703
12	82,884	77,296	71,667	62,321
13	83,713	78,069	72,383	62,944
14	84,551	78,849	73,107	63,573
15	85,396	79,638	73,838	64,209
16	86,250	80,434	74,577	64,851
17	87,112	81,239	75,322	65,499
18	87,983	82,051	76,076	66,154
19	88,863	82,872	76,837	66,816
20	89,752	83,700	77,605	67,483
21	90,650	84,538	78,381	68,159
22	91,556	85,382	79,165	68,840
23	92,471	86,236	79,957	69,529
24	93,396	87,100	80,756	70,225
25	94,330	87,970	81,563	70,926
26	95,273	88,850	82,379	71,635
27	96,226	89,738	83,202	72,352
28	97,189	90,636	84,035	73,075
29	98,161	91,541	84,875	73,807
30	99,142	92,457	85,724	74,544
31	100,133	93,381	86,581	75,289
32	101,134	94,316	87,447	76,043
33	102,146	95,259	88,321	76,803
34	103,168	96,211	89,205	77,570
35	104,199	97,174	90,097	78,347

Supplements of \$81 per Teacher Unit		
<u>School</u>	<u># of Units</u>	<u>Supplement</u>
Adams Elementary	27.13	2,198
Eura Brown Elementary	20.95	1,697
Floyd Elementary	20.04	1,623
Striplin Elementary	25.63	2,076

2025-2026
GADSDEN CITY BOARD OF EDUCATION
MIDDLE SCHOOL ASSISTANT PRINCIPAL
10.5 MONTHS (212 DAYS)
SALARY SCHEDULE

BASE SALARY + SUPPLEMENT (see below)				
Years of Experience	DO	6Y	MS	BS
< 3 years (0,1,2)	68,015	63,412	58,808	51,141
< 6 years (3,4,5)	74,815	69,750	64,688	56,250
< 9 years (6,7,8)	78,088	72,824	67,519	58,714
9	80,447	75,023	69,559	60,488
10	81,252	75,773	70,254	61,092
11	82,063	76,530	70,957	61,703
12	82,884	77,296	71,667	62,321
13	83,713	78,069	72,383	62,944
14	84,551	78,849	73,107	63,573
15	85,396	79,638	73,838	64,209
16	86,250	80,434	74,577	64,851
17	87,112	81,239	75,322	65,499
18	87,983	82,051	76,076	66,154
19	88,863	82,872	76,837	66,816
20	89,752	83,700	77,605	67,483
21	90,650	84,538	78,381	68,159
22	91,556	85,382	79,165	68,840
23	92,471	86,236	79,957	69,529
24	93,396	87,100	80,756	70,225
25	94,330	87,970	81,563	70,926
26	95,273	88,850	82,379	71,635
27	96,226	89,738	83,202	72,352
28	97,189	90,636	84,035	73,075
29	98,161	91,541	84,875	73,807
30	99,142	92,457	85,724	74,544
31	100,133	93,381	86,581	75,289
32	101,134	94,316	87,447	76,043
33	102,146	95,259	88,321	76,803
34	103,168	96,211	89,205	77,570
35	104,199	97,174	90,097	78,347

SUPPLEMENTS of \$81 per Teacher Unit		
<u>School</u>	<u># of Units</u>	<u>Supplement</u>
Litchfield Middle	23.96	1,941
Gadsden Middle	35.66	2,888
Emma Sansom Middle	31.69	2,567

2025-2026
GADSDEN CITY BOARD OF EDUCATION
HIGH SCHOOL ASSISTANT PRINCIPAL
10.5 MONTHS (212 DAYS)
SALARY SCHEDULE

12 month teacher including supplement				
Years of Experience	DO	6Y	MS	BS
< 3 years (0,1,2)	75,661	71,059	66,455	58,787
< 6 years (3,4,5)	82,462	77,397	72,335	63,897
< 9 years (6,7,8)	85,736	80,470	75,166	66,360
< 12 years (9,10,11)	87,346	81,981	76,565	67,588
< 15 years (12,13,14)	88,950	83,482	77,958	68,798
< 18 years (15,16,17)	90,559	84,971	79,339	70,000
< 21 years (18,19,20)	92,267	86,570	80,832	71,301
< 24 years (21,22,23)	94,015	88,205	82,347	72,623
< 27 years (24,25,26)	95,827	89,895	83,910	73,980
27+ years	97,674	91,616	85,506	75,366

2025-2026
GADSDEN CITY BOARD OF EDUCATION
HIGH SCHOOL ASSISTANT PRINCIPAL
12 MONTHS (240 DAYS)
SALARY SCHEDULE

12 month teacher including supplement				
Years of Experience	DO	6Y	MS	BS
< 3 years (0,1,2)	84,645	79,434	74,222	65,542
< 6 years (3,4,5)	92,343	86,609	80,879	71,327
< 9 years (6,7,8)	96,049	90,089	84,083	74,115
9	98,355	92,214	86,029	75,760
10	99,266	93,063	86,816	76,443
11	100,184	93,921	87,611	77,135
12	101,114	94,787	88,415	77,835
13	102,052	95,663	89,226	78,540
14	103,000	96,546	90,046	79,253
15	103,958	97,439	90,874	79,972
16	104,925	98,340	91,709	80,699
17	105,901	99,251	92,553	81,433
18	106,886	100,171	93,407	82,174
19	107,882	101,100	94,268	82,923
20	108,889	102,038	95,137	83,679
21	109,905	102,986	96,016	84,444
22	110,931	103,942	96,904	85,215
23	111,967	104,909	97,800	85,994
24	113,014	105,886	98,705	86,782
25	114,071	106,871	99,618	87,577
26	115,139	107,868	100,542	88,379
27	116,218	108,873	101,474	89,191
28	117,308	109,889	102,417	90,010
29	118,408	110,915	103,368	90,837
30	119,519	111,951	104,329	91,672
31	120,641	112,998	105,298	92,516
32	121,774	114,055	106,280	93,369
33	122,920	115,123	107,269	94,229
34	124,076	116,201	108,269	95,098
35	125,243	117,291	109,279	95,977

2025-2026
GADSDEN CITY BOARD OF EDUCATION
ELEMENTARY SCHOOL PRINCIPAL
12 MONTHS (240 DAYS)
SALARY SCHEDULE

BASE SALARY + SUPPLEMENT (see below)

Years of Experience	DO	6Y	MS
< 3 years (0,1,2)	76,997	71,786	66,575
< 6 years (3,4,5)	84,696	78,960	73,232
< 9 years (6,7,8)	88,402	82,442	76,437
9	91,072	84,931	78,746
10	91,983	85,781	79,533
11	92,902	86,638	80,329
12	93,831	87,504	81,133
13	94,770	88,380	81,943
14	95,718	89,263	82,763
15	96,675	90,156	83,591
16	97,642	91,058	84,427
17	98,618	91,968	85,271
18	99,603	92,888	86,124
19	100,599	93,818	86,985
20	101,606	94,755	87,854
21	102,622	95,703	88,733
22	103,648	96,659	89,621
23	104,684	97,626	90,517
24	105,731	98,603	91,422
25	106,788	99,589	92,335
26	107,857	100,585	93,259
27	108,936	101,590	94,191
28	110,025	102,606	95,134
29	111,125	103,632	96,085
30	112,236	104,668	97,046
31	113,358	105,715	98,016
32	114,492	106,772	98,997
33	115,637	107,841	99,987
34	116,794	108,918	100,987
35	117,961	110,008	101,996

SUPPLEMENTS of \$208 per Teacher Unit + Travel

<u>School</u>	<u># of Units</u>	<u>Travel</u>	<u>Supplement</u>
Adams	28.85	636	6,637
Eura Brown	23.28	636	5,478
Donehoo	21.69	636	5,148
Floyd	28.23	636	6,508
Mitchell	30.25	636	6,928
Striplin	28.09	636	6,738
Thompson	20.74	636	4,950
Walnut Park	12.80	636	3,298

2025-2026
GADSDEN CITY BOARD OF EDUCATION
MIDDLE SCHOOL PRINCIPAL
12 MONTHS (240 DAYS)
SALARY SCHEDULE

BASE SALARY + SUPPLEMENT (see below)			
Years of Experience	DO	6Y	MS
< 3 years (0,1,2)	76,997	71,786	66,575
< 6 years (3,4,5)	84,696	78,960	73,232
< 9 years (6,7,8)	88,402	82,442	76,437
9	91,072	84,931	78,746
10	91,983	85,781	79,533
11	92,902	86,638	80,329
12	93,831	87,504	81,133
13	94,770	88,380	81,943
14	95,718	89,263	82,763
15	96,675	90,156	83,591
16	97,642	91,058	84,427
17	98,618	91,968	85,271
18	99,603	92,888	86,124
19	100,599	93,818	86,985
20	101,606	94,755	87,854
21	102,622	95,703	88,733
22	103,648	96,659	89,621
23	104,684	97,626	90,517
24	105,731	98,603	91,422
25	106,788	99,589	92,335
26	107,857	100,585	93,259
27	108,936	101,590	94,191
28	110,025	102,606	95,134
29	111,125	103,632	96,085
30	112,236	104,668	97,046
31	113,358	105,715	98,016
32	114,492	106,772	98,997
33	115,637	107,841	99,987
34	116,794	108,918	100,987
35	117,961	110,008	101,996

SUPPLEMENTS of \$260 per Teacher Unit + Travel			
<u>School</u>	<u># of Units</u>	<u>Travel</u>	<u>Supplement</u>
Litchfield Middle	23.96	2,100	8,330
Gadsden Middle	35.66	2,100	11,372
Emma Sansom Middle	21.29	2,100	7,550

2025-2026
GADSDEN CITY BOARD OF EDUCATION
HIGH SCHOOL PRINCIPAL
12 MONTHS (240 DAYS)
SALARY SCHEDULE

BASE SALARY + SUPPLEMENT (see below)			
Years of Experience	DO	6Y	MS
< 3 years (0,1,2)	76,997	71,786	66,575
< 6 years (3,4,5)	84,696	78,960	73,232
< 9 years (6,7,8)	88,402	82,442	76,437
9	91,072	84,931	78,746
10	91,983	85,781	79,533
11	92,902	86,638	80,329
12	93,831	87,504	81,133
13	94,770	88,380	81,943
14	95,718	89,263	82,763
15	96,675	90,156	83,591
16	97,642	91,058	84,427
17	98,618	91,968	85,271
18	99,603	92,888	86,124
19	100,599	93,818	86,985
20	101,606	94,755	87,854
21	102,622	95,703	88,733
22	103,648	96,659	89,621
23	104,684	97,626	90,517
24	105,731	98,603	91,422
25	106,788	99,589	92,335
26	107,857	100,585	93,259
27	108,936	101,590	94,191
28	110,025	102,606	95,134
29	111,125	103,632	96,085
30	112,236	104,668	97,046
31	113,358	105,715	98,016
32	114,492	106,772	98,997
33	115,637	107,841	99,987
34	116,794	108,918	100,987
35	117,961	110,008	101,996

SUPPLEMENTS of \$370 per Teacher Unit + Travel		
<u># of Units</u>	<u>Travel</u>	<u>Supplement</u>
81.02	5,000.00	34,977

2025-2026
GADSDEN CITY BOARD OF EDUCATION
PUBLIC SCHOOL NURSE
9 MONTH (187 DAYS)
SALARY SCHEDULE

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

Lead Nurse - \$2,500 supplement
Lead Nurse Travel - \$3,000 (paid out of State Nurse Funds)

2025-2026
GADSDEN CITY BOARD OF EDUCATION
TEACHER AIDE
9 MONTHS (187 DAYS)
SALARY SCHEDULE

Years of Experience	Certified	Non-Certified
0	23,748	21,704
1	23,846	21,800
2	23,938	21,896
3	24,035	21,993
4	24,131	22,087
5	24,230	22,184
6	24,324	22,281
7	24,419	22,377
8	24,517	22,470
9	24,766	22,710
10	24,865	22,807
11	24,958	22,904
12	25,097	23,034
13	25,237	23,176
14	25,379	23,317
15	25,454	23,401
20	25,835	23,748
25 (in system)	26,418	24,284
30 (in system)	26,840	24,666

2025-2026
GADSDEN CITY BOARD OF EDUCATION
BUS AIDE
9 MONTHS (180 DAYS)
SALARY SCHEDULE

Years of Experience	
0	11,138
1	11,138
2	11,138
3	11,138
4	11,138
5	11,138
6	11,138
7	11,138
8	11,138
9	11,138
10	11,138

2025-2026
GADSDEN CITY BOARD OF EDUCATION
SECRETARY/BOOKKEEPER
SALARY SCHEDULE

Years of Experience	HIGH SCHOOL <i>Bookkeeper</i> 12 Months (240 days)	HIGH SCHOOL <i>Secretary</i> 12 Months (240 days)	MIDDLE SCHOOL ELEMENTARY Base+Supplement 10 Months (202 days)
< 3 years (0,1,2)	41,102	34,915	27,557
< 6 years (3,4,5)	41,569	35,371	27,745
< 9 years (6,7,8)	42,033	35,823	27,767
< 12 years (9,10,11)	42,778	36,516	28,641
< 15 years (12,13,14)	43,324	37,040	29,946
< 18 years (15,16,17)	43,686	37,406	30,393
< 21 years (18,19,20)	44,479	38,144	30,848
< 24 years (21,22,23)	45,283	38,890	31,290
< 27 years (24,25,26)	46,138	39,682	32,107
27+ years	45,862	40,488	33,467

<u>ADDITIONAL COMPENSATION</u>
2 year degree \$500
4 year degree \$1,000
Head LSA Bookkeeper \$6,000

<u>SUPPLEMENT</u>	
<u>ADM (prior year)</u>	
< 300	\$1,000
300-400	\$1,500
> 400	\$2,000

2025-2026
GADSDEN CITY BOARD OF EDUCATION
RECEPTIONIST/CLERICAL
SALARY SCHEDULE

Years of Experience	SYSTEMWIDE 12 Months (240 days)	HIGH SCHOOL 10 Months (202 days)	MIDDLE SCHOOL ELEMENTARY Base+Supplement 9 Months (187 days)
< 3 years (0,1,2)	29,775	26,820	22,125
< 6 years (3,4,5)	30,184	27,228	22,409
< 9 years (6,7,8)	30,593	27,636	22,698
< 12 years (9,10,11)	31,204	28,229	23,135
< 15 years (12,13,14)	31,670	28,692	23,569
< 18 years (15,16,17)	31,996	29,024	23,903
< 21 years (18,19,20)	32,635	29,641	24,476
< 24 years (21,22,23)	33,283	30,269	25,056
< 27 years (24,25,26)	33,971	30,930	25,667
27+ years	34,669	31,606	26,289

<u>ADDITIONAL COMPENSATION</u>	<u>SUPPLEMENT</u>	
2 year degree \$500	<u>ADM (prior year)</u>	
4 year degree \$1,000	< 300	\$1,000
High School Registrar \$1,500	300-400	\$1,500
	> 400	\$2,000

2025-2026
GADSDEN CITY BOARD OF EDUCATION
FACILITIES MANAGER
SALARY SCHEDULE

Years of Experience	Facilities Manager 12 Months (240 days)
< 3 years (0,1,2)	60,000
< 6 years (3,4,5)	65,000
< 9 years (6,7,8)	67,000
< 12 years (9,10,11)	69,000
< 15 years (12,13,14)	71,000
< 18 years (15,16,17)	73,000
< 21 years (18,19,20)	75,000
< 24 years (21,22,23)	77,000
< 27 years (24,25,26)	79,000
27+ years	81,000

2025-2026
GADSDEN CITY BOARD OF EDUCATION
MAINTENANCE
12 MONTHS (240 DAYS)
SALARY SCHEDULE

Years of Experience	Grounds Keeper	Maintenance/ HVAC	Maintenance Supervisors
0	33,313	40,035	43,356
1	33,598	40,320	43,641
2	33,884	40,606	43,927
3	34,170	40,893	44,213
4	34,457	41,179	44,499
5	34,743	41,465	44,785
6	35,026	41,748	45,067
7	35,313	42,034	45,354
8	35,597	42,319	45,636
9	36,121	42,887	46,225
10	36,407	43,174	46,512
11	36,693	43,462	46,798
12	37,046	43,825	47,168
13	37,444	44,223	47,566
14	37,845	44,624	47,967
15	38,358	45,117	48,452
20	39,255	46,062	49,420
25 (in system)	40,496	47,406	50,814
30 (in system)	41,485	48,452	51,888

<u>ADDITIONAL COMPENSATION</u> Certifications/Licensed - \$2,500
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2025-2026
GADSDEN CITY BOARD OF EDUCATION
Custodian
SALARY SCHEDULE

Years of Experience	FULL TIME 9 3/4 Months (197 days)	FULL TIME 10 Months (202 days)	FULL TIME 12 Months (240 days)
0	22,622	23,663	27,561
1	22,688	23,729	27,914
2	22,751	23,792	28,269
3	22,821	23,862	28,632
4	22,886	23,927	28,872
5	22,952	23,993	29,051
6	23,019	24,060	29,414
7	23,085	24,126	29,591
8	23,151	24,193	29,830
9	23,371	24,419	30,386
10	23,439	24,488	30,752
11	23,504	24,552	31,119
12	23,614	24,664	31,538
13	23,764	24,815	31,979
14	23,912	24,963	32,424
15	23,999	25,046	32,782
20	24,370	25,426	33,525
25 (in system)	24,945	26,018	34,543
30 (in system)	25,362	26,445	35,346

SUPPLEMENT - 2ND SHIFT JANITOR HIGHSCHOOL

\$1,500

2025-2026
GADSDEN CITY BOARD OF EDUCATION
COMPUTER TECHNOLOGY
12 MONTHS (240 DAYS)
SALARY SCHEDULE

Years of Experience	Network Specialist	Technician
0	54,424	38,847
1	54,853	39,149
2	55,279	39,455
3	55,707	39,791
4	56,134	40,064
5	56,561	40,370
6	56,988	40,672
7	57,415	40,978
8	57,844	41,284
9	58,655	41,863
10	59,083	42,169
11	59,513	42,478
12	60,051	42,856
13	60,595	43,247
14	61,150	43,637
15	61,516	43,904
20	62,570	44,655
25 (in system)	64,144	46,235
30 (in system)	65,300	47,543

ADDITIONAL COMPENSATION - TECHNICIAN

2 year degree and/or Certifications (Cisco, MCSE, Other Approved) - \$500
4 year degree - \$1,000

2025-2026
GADSDEN CITY BOARD OF EDUCATION
CAFETERIA WORKER
9 MONTHS (185 DAYS)
SALARY SCHEDULE

Years of Experience	ELEMENTARY & MIDDLE SCHOOL	HIGH SCHOOL
0	19,543	22,161
1	22,347	24,066
2	22,946	24,711
3	24,681	26,578
4	25,399	27,351
5-9	26,159	28,169
10-14	26,873	28,938
15-19	27,612	29,734
20-24	28,413	30,596
25-27+	29,191	31,434

2025-2026
GADSDEN CITY BOARD OF EDUCATION
CAFETERIA MANAGER
ELEMENTARY AND MIDDLE SCHOOL
9 MONTHS (190 DAYS)
SALARY SCHEDULE

Years of Experience as Manager	<u>Average Meals Served</u>			
	0-275	276-475	476-675	676-1000
0	27,716	27,997	28,277	29,123
1	28,067	28,347	28,628	29,481
2	28,415	28,696	28,976	29,836
3	29,252	29,532	29,813	30,689
4	30,149	30,430	30,710	31,605
5-9	31,077	31,358	31,638	32,552
10-14	31,954	32,234	32,515	33,445
15-19	32,859	33,140	33,420	34,369
20-24	33,856	34,136	34,417	35,386
25-27+	34,806	35,087	35,367	36,355

2025-2026
GADSDEN CITY BOARD OF EDUCATION
CAFETERIA MANAGER AND ASSISTANT MANAGER
HIGH SCHOOL
9 MONTHS (190 DAYS)
SALARY SCHEDULE

Years of Experience as Manager			
	476-675	676-1000	1000-1500
0	28,277	28,558	28,838
1	28,628	28,908	29,189
2	28,976	29,257	29,537
3	29,813	30,093	30,374
4	30,710	30,991	31,271
5-9	31,638	31,919	32,199
10-14	32,515	32,795	33,076
15-19	33,420	33,701	33,981
20-24	34,417	34,697	34,978
25-27+	35,367	35,648	35,928

Assistant Manager compensated at 1/2 average meals served based on years of service.

2025-2026
GADSDEN CITY BOARD OF EDUCATION
CHILD NUTRITION SUPERVISOR
SALARY SCHEDULE

Years of Experience	
< 3 years (0,1,2)	70,331
< 6 years (3,4,5)	73,036
< 9 years (6,7,8)	75,741
< 12 years (9,10,11)	78,446
< 15 years (12,13,14)	81,151
< 18 years (15,16,17)	83,856
< 21 years (18,19,20)	86,561
< 24 years (21,22,23)	88,725
< 27 years (24,25,26)	90,889
27+ years	91,971

A \$2,000 supplement is included in these totals
for travel.

2025-2026
GADSDEN CITY BOARD OF EDUCATION
CENTRAL OFFICE SUPPORT
SALARY SCHEDULE

Years of Experience	Superintendent Admin Assis	Administrative Assistant	Bookkeeper/ Data Manager	Clerical/ Data Manager	Secretary/ Receptionist
< 3 years (0,1,2)	55,681	39,451	38,140	35,193	29,987
< 6 years (3,4,5)	56,785	40,555	39,244	36,297	31,092
< 9 years (6,7,8)	57,887	41,657	40,347	37,398	32,194
< 12 years (9,10,11)	59,271	43,041	41,724	38,755	33,517
< 15 years (12,13,14)	59,975	43,745	42,426	39,451	34,205
< 18 years (15,16,17)	60,484	44,254	42,938	39,972	34,739
< 21 years (18,19,20)	61,425	45,195	43,872	40,884	35,615
< 24 years (21,22,23)	62,382	46,152	44,819	41,810	36,503
< 27 years (24,25,26)	63,392	47,162	45,817	42,784	37,436
27+ years	64,921	48,691	46,835	43,778	38,386

ADDITIONAL COMPENSATION

2 year degree - \$500
4 year degree - \$1,000
Accounts Payable Specialist - \$3,000
Payroll Specialist - \$5,000
Personnel Administrative Assistant - \$5,000
Assistant to Title I Director - \$6,000

2025-2026
GADSDEN CITY BOARD OF EDUCATION
COORDINATORS
SALARY SCHEDULE

Years of Experience	DO	6Y	MS
< 3 years (0,1,2)	81,981	80,145	77,086
< 6 years (3,4,5)	84,294	82,458	79,399
< 9 years (6,7,8)	86,677	84,841	81,782
< 12 years (9,10,11)	89,706	87,884	84,781
< 15 years (12,13,14)	91,562	89,746	86,636
< 18 years (15,16,17)	93,914	92,087	88,983
< 21 years (18,19,20)	96,355	94,524	91,408
< 24 years (21,22,23)	97,046	95,201	92,054
< 27 years (24,25,26)	98,109	96,180	92,931
27+ years	99,191	97,178	93,824

ADDITIONAL COMPENSATION

Plus travel Supplement of \$3,000

Experience = years of experience in education

2025-2026
GADSDEN CITY BOARD OF EDUCATION
DIRECTORS
SALARY SCHEDULE

Years of Experience	DO	6Y	MS
< 3 years (0,1,2)	100,873	98,946	95,733
< 6 years (3,4,5)	103,745	101,818	98,607
< 9 years (6,7,8)	106,702	104,775	101,565
< 12 years (9,10,11)	110,460	108,552	105,288
< 15 years (12,13,14)	112,763	110,864	107,592
< 18 years (15,16,17)	115,151	113,235	109,972
< 21 years (18,19,20)	118,716	116,798	113,523
< 24 years (21,22,23)	119,566	117,635	114,326
< 27 years (24,25,26)	120,877	118,845	115,414
27+ years	122,210	120,077	116,524

ADDITIONAL COMPENSATION

Plus travel Supplement of \$3,000
Experience = years of experience in education

2025-2026
GADSDEN CITY BOARD OF EDUCATION
Assistant Superintendent
SALARY SCHEDULE

Years of Experience	DO	6Y	MS
< 3 years (0,1,2)	119,444	117,517	114,304
< 6 years (3,4,5)	122,316	120,389	117,178
< 9 years (6,7,8)	125,274	123,346	120,136
< 12 years (9,10,11)	129,031	127,123	123,859
< 15 years (12,13,14)	131,335	129,435	126,163
< 18 years (15,16,17)	133,722	131,806	128,543
< 21 years (18,19,20)	137,287	135,370	132,094
< 24 years (21,22,23)	138,138	136,206	132,897
< 27 years (24,25,26)	139,448	137,416	133,985
27+ years	144,265	142,233	138,802

ADDITIONAL COMPENSATION

Plus travel Supplement of \$3,000
Experience = years of experience in education

2025-2026
GADSDEN CITY BOARD OF EDUCATION
SUPPLEMENTAL
SALARY SCHEDULE

HIGH SCHOOL: ATHLETIC

SUPPLEMENT

Football:

Head Coach	38,000
Head Coach Playoff Incentives (12 months)	
First Round	250
Second Round	300
Quarter Finals	500
Semi-Finals	750
Finals	1,000
Championship	2,000
Offensive Coordinator (1)	7,500
Summer Supplement	2,500
Defensive Coordinator (1)	7,500
Summer Supplement	2,500
Assistants (6)	4,500
9th Grade & JV (2)	4,500
9th Grade & JV Assistants (2)	3,000
Discretionary	11,000
Summer Supplements	7,000

Basketball (Girls/Boys):

Head (12 months)	25,000
Assistant (2)	3,000
B-team (1)	3,000
JV (1)	3,000
Discretionary	2,500
Summer Supplements	3,000

Baseball & Softball:

Head (9 months) - Baseball	16,216
Head (9 months) - Softball	13,000
Assistants (3)	2,000
JV (1)	2,000
Summer Supplements	3,000

Soccer (Girls/Boys):

Head	4,500
Assistant (1)	2,000
JV (2)	2,000
9th Grade Coach	2,500
Summer Supplements	2,000

2025-2026
GADSDEN CITY BOARD OF EDUCATION
SUPPLEMENTAL
SALARY SCHEDULE

<u>HIGH SCHOOL: ATHLETIC</u>	<u>SUPPLEMENT</u>
Volleyball:	
Head	4,500
Assistant (1)	2,000
JV (2)	2,000
Summer Supplements	2,000
Flag Football:	
Coaches (2)	2,000
Wrestling:	
Head	4,500
Assistant (2)	2,000
Swimming (Girls/Boys):	
Head	2,500
Tennis (Girls/Boys):	
Head	2,500
Golf (Girls/Boys):	
Head	2,500
Track (Girls/Boys):	
Head	2,500
Assistant (1)	1,200
Indoor	1,200
Cross Country	1,200
Bowling (Girls/Boys):	
Head	1,200
AD Boys	3,000
AD Girls	3,000

Extended Season: \$200 incentive for each extended week (M-Sat) of state playoffs.

2025-2026
GADSDEN CITY BOARD OF EDUCATION
SUPPLEMENTAL
SALARY SCHEDULE

HIGH SCHOOL NON-ATHLETIC SUPPLEMENTS

Cheerleaders:

Varsity	4,500
Competition Squad	2,500
Summer Supplement	1,500
Assistant (JV)	1,600
Summer Supplement	1,000
9th Grade	1,600
Summer Supplement	1,000

Band:

Director (12 months)	
125 - 149 students	6,200
150 - 199 students	7,200
200+ students	9,500
Assistant (1-12 months; 1-10 months)	5,700
Summer Supplement	2,000
Dance Line	1,700
Flag Line	1,700
Ensemble/Camp	4,000

Fine Arts:

Director	6,000
Choral Director (12 months)	
125 - 150 students	2,200
over 150 students	3,200
Assistant Choral	1,000
Drama (2 productions)	2,200
each additional production	250
Assistant Drama (2 productions)	1,000
each additional production	100
Drama Technicians	1,500

Team Titan Sponsor:

Head	2,500
Assistant	1,200
Additional (Yearbook, SGA, Newspaper, other)	8,000

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<u>MIDDLE SCHOOL: ATHLETIC</u>	<u>SUPPLEMENT</u>
Football:	
Head	5,500
Coordinators (2)	3,700
Coaches (4)	1,900
Summer Discretionary	800
Basketball (Girls/Boys):	
Head 7th Grade	2,000
Assistant 7th Grade	1,000
Head 8th Grade	2,000
Assistant 8th Grade	1,000
Baseball & Softball:	
Head (10 game minimum)	2,000
Assistants (2)	1,000
Volleyball:	
Head (10 game minimum)	2,000
Assistant	1,000
Soccer:	
Head	2,000
Cheerleaders:	
Head	2,500
Assistant	1,000
Band:	
Director	3,300
Assistant	1,125
Danceline	1,000
Fine Arts:	
Choral Director	1,500
Dragonfly Admin	500
Athletic Bookkeeper	2,700

MIDDLE SCHOOL NON-ATHLETIC SUPPLEMENTS

*Non-athletic Activities	3,000
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*This supplement will be used to compensate staff members who spend substantial off-duty time on school activities such as the school newspaper, yearbook, student council, etc.

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OTHER HIGH SCHOOL

SUPPLEMENT

Graduation Coach	1,500
Grounds Keeper for Complex	7,500

SPECIAL EDUCATION

SUPPLEMENT

Special Olympics Coordinator	1,200
Swimming Coach	1,200
Basketball Coach	1,200
Bus Coordinator	2,700

OTHER

SUPPLEMENT

Mail/Package Delivery	2,000
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