

**GADSDEN CITY BOARD OF
EDUCATION**

**SALARY SCHEDULE
2026-2027
2% Raise**

2026-2027
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)	61,195	57,055	52,913	48,552	48,552
< 6 years (3,4,5)	67,317	62,755	58,200	50,609	50,609
< 9 years (6,7,8)	70,259	65,522	60,750	52,828	52,828
9	72,382	67,501	62,586	54,424	54,424
10	73,105	68,175	63,211	54,966	54,966
11	73,835	68,857	63,843	55,517	55,517
12	74,574	69,545	64,482	56,072	56,072
13	75,319	70,242	65,125	56,633	56,633
14	76,073	70,943	65,777	57,199	57,199
15	76,834	71,653	66,436	57,771	57,771
16	77,602	72,369	67,099	58,349	58,349
17	78,378	73,094	67,770	58,932	58,932
18	79,161	73,825	68,448	59,522	59,522
19	79,952	74,564	69,132	60,116	60,116
20	80,753	75,308	69,824	60,718	60,718
21	81,561	76,062	70,522	61,325	61,325
22	82,376	76,821	71,228	61,938	61,938
23	83,199	77,590	71,939	62,557	62,557
24	84,031	78,366	72,659	63,183	63,183
25	84,872	79,149	73,385	63,815	63,815
26	85,720	79,941	74,119	64,452	64,452
27	86,578	80,741	74,860	65,098	65,098
28	87,443	81,547	75,609	65,749	65,749
29	88,318	82,363	76,365	66,407	66,407
30	89,202	83,187	77,129	67,070	67,070
31	90,092	84,019	77,900	67,741	67,741
32	90,994	84,859	78,679	68,419	68,419
33	91,905	85,708	79,466	69,102	69,102
34	92,824	86,565	80,260	69,793	69,793
35	93,751	87,430	81,063	70,492	70,492

2026-2027
GADSDEN CITY BOARD OF EDUCATION
TEAMS (MATH and SCIENCE)
9 MONTHS (189 DAYS)
SALARY SCHEDULE

Years of Experience	DO	6Y	MS	BS
0	66,714	62,573	58,431	51,532
1	73,371	68,403	63,438	55,164
2	77,285	72,075	66,825	58,112
3	79,548	74,185	68,782	59,811
4	81,869	76,349	70,790	61,557
5	84,252	78,571	72,849	63,348
6	86,697	80,853	74,963	65,188
7	89,208	83,193	77,135	67,075
8	90,993	84,857	78,675	68,416
9	92,813	86,554	80,250	69,784
10	94,204	87,851	81,455	70,829
11	95,616	89,170	82,677	71,892
< 15 years (12,13,14)	97,051	90,506	83,917	72,971
< 18 years (15,16,17)	98,513	91,871	85,181	74,069
< 21 years (18,19,20)	100,004	93,261	86,470	75,192
< 24 years (21,22,23)	101,526	94,680	87,787	76,335
< 27 years (24,25,26)	103,078	96,126	89,126	77,501
27+ years	104,660	97,602	90,496	78,691

2026-2027
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)	64,467	60,106	55,742	51,148	51,148
< 6 years (3,4,5)	70,917	66,110	61,311	53,314	53,314
< 9 years (6,7,8)	74,015	69,025	63,998	55,653	55,653
9	76,252	71,110	65,932	57,333	57,333
10	77,014	71,820	66,591	57,905	57,905
11	77,783	72,538	67,257	58,486	58,486
12	78,561	73,264	67,930	59,070	59,070
13	79,347	73,998	68,607	59,661	59,661
14	80,140	74,735	69,295	60,258	60,258
15	80,942	75,485	69,988	60,860	60,860
16	81,751	76,238	70,687	61,468	61,468
17	82,569	77,002	71,394	62,083	62,083
18	83,393	77,772	72,108	62,705	62,705
19	84,228	78,550	72,828	63,331	63,331
20	85,071	79,335	73,557	63,964	63,964
21	85,922	80,129	74,293	64,604	64,604
22	86,781	80,928	75,036	65,250	65,250
23	87,648	81,739	75,786	65,902	65,902
24	88,525	82,557	76,544	66,562	66,562
25	89,410	83,382	77,309	67,227	67,227
26	90,304	84,215	78,082	67,899	67,899
27	91,207	85,058	78,863	68,579	68,579
28	92,118	85,907	79,652	69,264	69,264
29	93,040	86,767	80,448	69,956	69,956
30	93,972	87,634	81,253	70,655	70,655
31	94,909	88,512	82,065	71,362	71,362
32	95,860	89,396	82,886	72,077	72,077
33	96,818	90,290	83,714	72,797	72,797
34	97,786	91,193	84,552	73,525	73,525
35	98,764	92,105	85,397	74,261	74,261

2026-2027
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)	66,264	61,805	57,346	52,446	52,446
< 6 years (3,4,5)	72,955	67,857	62,869	54,796	54,796
< 9 years (6,7,8)	76,106	70,854	65,621	57,079	57,079
9	78,186	72,914	67,604	58,787	58,787
10	78,967	73,643	68,279	59,374	59,374
11	79,756	74,379	68,962	59,968	59,968
12	80,554	75,123	69,652	60,569	60,569
13	81,360	75,875	70,348	61,174	61,174
14	82,174	76,632	71,052	61,786	61,786
15	82,996	77,399	71,763	62,404	62,404
16	83,826	78,173	72,480	63,028	63,028
17	84,663	78,955	73,205	63,658	63,658
18	85,509	79,745	73,937	64,294	64,294
19	86,365	80,542	74,677	64,937	64,937
20	87,229	81,347	75,423	65,586	65,586
21	88,101	82,161	76,177	66,243	66,243
22	88,982	82,982	76,939	66,904	66,904
23	89,871	83,812	77,709	67,574	67,574
24	90,770	84,651	78,486	68,250	68,250
25	91,678	85,497	79,270	68,932	68,932
26	92,595	86,352	80,063	69,621	69,621
27	93,521	87,215	80,863	70,318	70,318
28	94,457	88,088	81,673	71,021	71,021
29	95,401	88,968	82,489	71,732	71,732
30	96,355	89,857	83,314	72,448	72,448
31	97,318	90,756	84,146	73,173	73,173
32	98,291	91,664	84,989	73,905	73,905
33	99,275	92,581	85,838	74,643	74,643
34	100,267	93,506	86,697	75,390	75,390
35	101,269	94,442	87,564	76,144	76,144

Virtual School Admin - \$5,000

2026-2027
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)	67,740	63,157	58,571	53,745	53,745
< 6 years (3,4,5)	74,517	69,466	64,424	56,021	56,021
< 9 years (6,7,8)	77,772	72,529	67,246	58,477	58,477
9	80,122	74,719	69,278	60,242	60,242
10	80,922	75,465	69,970	60,844	60,844
11	81,730	76,220	70,670	61,453	61,453
12	82,548	76,982	71,377	62,068	62,068
13	83,374	77,753	72,090	62,689	62,689
14	84,208	78,529	72,811	63,315	63,315
15	85,051	79,316	73,539	63,949	63,949
16	85,900	80,108	74,274	64,588	64,588
17	86,760	80,909	75,018	65,234	65,234
18	87,626	81,719	75,767	65,886	65,886
19	88,502	82,537	76,525	66,545	66,545
20	89,388	83,362	77,290	67,210	67,210
21	90,283	84,195	78,064	67,883	67,883
22	91,185	85,036	78,845	68,561	68,561
23	92,096	85,887	79,632	69,247	69,247
24	93,017	86,746	80,429	69,940	69,940
25	93,947	87,613	81,233	70,639	70,639
26	94,887	88,489	82,045	71,345	71,345
27	95,836	89,374	82,865	72,059	72,059
28	96,795	90,268	83,694	72,780	72,780
29	97,763	91,171	84,532	73,507	73,507
30	98,740	92,082	85,376	74,241	74,241
31	99,727	93,003	86,230	74,984	74,984
32	100,724	93,934	87,093	75,735	75,735
33	101,733	94,874	87,963	76,492	76,492
34	102,750	95,820	88,843	77,257	77,257
35	103,776	96,779	89,731	78,029	78,029

2026-2027
GADSDEN CITY BOARD OF EDUCATION
TEACHERS
12 MONTHS (240 DAYS)
SALARY SCHEDULE

Years of Experience	DO	6Y	MS	BS
< 3 years (0,1,2)	78,539	73,226	67,910	62,313
< 6 years (3,4,5)	86,396	80,540	74,698	64,952
< 9 years (6,7,8)	90,171	84,092	77,967	67,800
9	92,894	86,630	80,321	69,846
10	93,823	87,496	81,124	70,544
11	94,760	88,371	81,935	71,249
12	95,708	89,255	82,755	71,963
13	96,665	90,148	83,582	72,682
14	97,632	91,048	84,418	73,409
15	98,609	91,959	85,263	74,143
16	99,595	92,879	86,115	74,884
17	100,590	93,808	86,976	75,633
18	101,595	94,746	87,846	76,389
19	102,611	95,694	88,725	77,153
20	103,638	96,650	89,611	77,924
21	104,675	97,617	90,508	78,705
22	105,721	98,592	91,413	79,490
23	106,778	99,578	92,327	80,286
24	107,846	100,575	93,251	81,089
25	108,924	101,580	94,182	81,900
26	110,014	102,596	95,125	82,718
27	111,114	103,622	96,075	83,546
28	112,226	104,658	97,037	84,381
29	113,348	105,704	98,007	85,226
30	114,481	106,761	98,987	86,077
31	115,625	107,829	99,976	86,938
32	116,781	108,908	100,977	87,808
33	117,950	109,997	101,986	88,685
34	119,130	111,097	103,006	89,572
35	120,320	112,208	104,036	90,468

2026-2027
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)	69,375	64,680	59,984	52,163
< 6 years (3,4,5)	76,311	71,145	65,981	57,375
< 9 years (6,7,8)	79,650	74,280	68,870	59,888
9	82,056	76,523	70,950	61,698
10	82,877	77,288	71,659	62,314
11	83,704	78,061	72,376	62,937
12	84,542	78,841	73,100	63,567
13	85,387	79,631	73,831	64,202
14	86,242	80,426	74,569	64,845
15	87,104	81,231	75,315	65,493
16	87,975	82,043	76,068	66,148
17	88,855	82,863	76,829	66,809
18	89,743	83,692	77,598	67,477
19	90,640	84,530	78,373	68,152
20	91,547	85,374	79,157	68,833
21	92,463	86,228	79,948	69,522
22	93,387	87,090	80,748	70,217
23	94,320	87,961	81,556	70,919
24	95,264	88,841	82,371	71,629
25	96,216	89,729	83,194	72,345
26	97,179	90,627	84,027	73,068
27	98,151	91,533	84,867	73,799
28	99,133	92,448	85,716	74,537
29	100,124	93,372	86,572	75,283
30	101,125	94,306	87,439	76,035
31	102,136	95,249	88,312	76,795
32	103,157	96,202	89,196	77,564
33	104,189	97,164	90,088	78,339
34	105,231	98,135	90,989	79,122
35	106,283	99,117	91,899	79,913

Supplements of \$81 per Teacher Unit		
School	# of Units	Supplement
Adams Elementary	27.13	2,198
Eura Brown Elementary	20.95	1,697
Floyd Elementary	23.83	1,930
Striplin Elementary	25.63	2,076

2026-2027
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)	69,375	64,680	59,984	52,163
< 6 years (3,4,5)	76,311	71,145	65,981	57,375
< 9 years (6,7,8)	79,650	74,280	68,870	59,888
9	82,056	76,523	70,950	61,698
10	82,877	77,288	71,659	62,314
11	83,704	78,061	72,376	62,937
12	84,542	78,841	73,100	63,567
13	85,387	79,631	73,831	64,202
14	86,242	80,426	74,569	64,845
15	87,104	81,231	75,315	65,493
16	87,975	82,043	76,068	66,148
17	88,855	82,863	76,829	66,809
18	89,743	83,692	77,598	67,477
19	90,640	84,530	78,373	68,152
20	91,547	85,374	79,157	68,833
21	92,463	86,228	79,948	69,522
22	93,387	87,090	80,748	70,217
23	94,320	87,961	81,556	70,919
24	95,264	88,841	82,371	71,629
25	96,216	89,729	83,194	72,345
26	97,179	90,627	84,027	73,068
27	98,151	91,533	84,867	73,799
28	99,133	92,448	85,716	74,537
29	100,124	93,372	86,572	75,283
30	101,125	94,306	87,439	76,035
31	102,136	95,249	88,312	76,795
32	103,157	96,202	89,196	77,564
33	104,189	97,164	90,088	78,339
34	105,231	98,135	90,989	79,122
35	106,283	99,117	91,899	79,913

SUPPLEMENTS of \$81 per Teacher Unit		
<u>School</u>	<u># of Units</u>	<u>Supplement</u>
Litchfield Middle	13.49	1,093
Gadsden Middle	35.66	2,888
Emma Sansom Middle	15.51	1,256

2026-2027
GADSDEN CITY BOARD OF EDUCATION
HIGH SCHOOL ASSISTANT PRINCIPAL
10.5 MONTHS (212 DAYS)
SALARY SCHEDULE

Years of Experience	DO	6Y	MS	BS
< 3 years (0,1,2)	77,174	72,480	67,784	59,962
< 6 years (3,4,5)	84,112	78,944	73,782	65,175
< 9 years (6,7,8)	87,451	82,080	76,669	67,688
< 12 years (9,10,11)	89,093	83,621	78,097	68,940
< 15 years (12,13,14)	90,729	85,151	79,517	70,173
< 18 years (15,16,17)	92,370	86,670	80,926	71,400
< 21 years (18,19,20)	94,112	88,302	82,449	72,727
< 24 years (21,22,23)	95,895	89,969	83,994	74,075
< 27 years (24,25,26)	97,744	91,693	85,589	75,459
27+ years	99,627	93,448	87,216	76,873

Supplement

5,000

2026-2027
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)	86,338	81,022	75,706	66,853
< 6 years (3,4,5)	94,190	88,341	82,496	72,753
< 9 years (6,7,8)	97,970	91,891	85,765	75,597
9	100,322	94,058	87,750	77,275
10	101,251	94,925	88,552	77,972
11	102,188	95,799	89,364	78,678
12	103,136	96,683	90,184	79,391
13	104,093	97,576	91,010	80,110
14	105,060	98,477	91,847	80,838
15	106,037	99,388	92,691	81,572
16	107,023	100,307	93,544	82,313
17	108,019	101,236	94,404	83,062
18	109,024	102,174	95,275	83,818
19	110,040	103,122	96,153	84,582
20	111,067	104,079	97,040	85,353
21	112,103	105,046	97,936	86,133
22	113,149	106,021	98,842	86,919
23	114,206	107,007	99,756	87,714
24	115,274	108,004	100,679	88,518
25	116,353	109,009	101,611	89,328
26	117,442	110,025	102,553	90,147
27	118,543	111,050	103,504	90,975
28	119,654	112,087	104,465	91,810
29	120,776	113,133	105,435	92,654
30	121,910	114,190	106,416	93,505
31	123,054	115,258	107,404	94,366
32	124,210	116,336	108,406	95,237
33	125,378	117,426	109,415	96,114
34	126,558	118,525	110,435	97,000
35	127,748	119,636	111,465	97,896

2026-2027
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)	78,537	73,222	67,906
< 6 years (3,4,5)	86,390	80,540	74,697
< 9 years (6,7,8)	90,170	84,091	77,966
9	92,894	86,630	80,321
10	93,823	87,496	81,124
11	94,760	88,371	81,935
12	95,708	89,255	82,755
13	96,665	90,148	83,582
14	97,632	91,048	84,418
15	98,609	91,959	85,263
16	99,595	92,879	86,115
17	100,590	93,808	86,976
18	101,595	94,746	87,846
19	102,611	95,694	88,725
20	103,638	96,650	89,611
21	104,675	97,617	90,508
22	105,721	98,592	91,413
23	106,778	99,578	92,327
24	107,846	100,575	93,251
25	108,924	101,580	94,182
26	110,014	102,596	95,125
27	111,114	103,622	96,075
28	112,226	104,658	97,037
29	113,348	105,704	98,007
30	114,481	106,761	98,987
31	115,625	107,829	99,976
32	116,781	108,908	100,977
33	117,950	109,997	101,986
34	119,130	111,097	103,006
35	120,320	112,208	104,036

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

2026-2027
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)	78,537	73,222	67,906
< 6 years (3,4,5)	86,390	80,540	74,697
< 9 years (6,7,8)	90,170	84,091	77,966
9	92,894	86,630	80,321
10	93,823	87,496	81,124
11	94,760	88,371	81,935
12	95,708	89,255	82,755
13	96,665	90,148	83,582
14	97,632	91,048	84,418
15	98,609	91,959	85,263
16	99,595	92,879	86,115
17	100,590	93,808	86,976
18	101,595	94,746	87,846
19	102,611	95,694	88,725
20	103,638	96,650	89,611
21	104,675	97,617	90,508
22	105,721	98,592	91,413
23	106,778	99,578	92,327
24	107,846	100,575	93,251
25	108,924	101,580	94,182
26	110,014	102,596	95,125
27	111,114	103,622	96,075
28	112,226	104,658	97,037
29	113,348	105,704	98,007
30	114,481	106,761	98,987
31	115,625	107,829	99,976
32	116,781	108,908	100,977
33	117,950	109,997	101,986
34	119,130	111,097	103,006
35	120,320	112,208	104,036

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

2026-2027
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)	78,537	73,222	67,906
< 6 years (3,4,5)	86,390	80,540	74,697
< 9 years (6,7,8)	90,170	84,091	77,966
9	92,894	86,630	80,321
10	93,823	87,496	81,124
11	94,760	88,371	81,935
12	95,708	89,255	82,755
13	96,665	90,148	83,582
14	97,632	91,048	84,418
15	98,609	91,959	85,263
16	99,595	92,879	86,115
17	100,590	93,808	86,976
18	101,595	94,746	87,846
19	102,611	95,694	88,725
20	103,638	96,650	89,611
21	104,675	97,617	90,508
22	105,721	98,592	91,413
23	106,778	99,578	92,327
24	107,846	100,575	93,251
25	108,924	101,580	94,182
26	110,014	102,596	95,125
27	111,114	103,622	96,075
28	112,226	104,658	97,037
29	113,348	105,704	98,007
30	114,481	106,761	98,987
31	115,625	107,829	99,976
32	116,781	108,908	100,977
33	117,950	109,997	101,986
34	119,130	111,097	103,006
35	120,320	112,208	104,036

SUPPLEMENTS of \$370 per Teacher Unit + Travel		
<u># of Units</u>	<u>Travel</u>	<u>Supplement</u>
78.77	5,000.00	34,145

2026-2027
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)	34,609	45,660	49,325	53,090	57,247
< 6 years (3,4,5)	38,066	50,221	54,152	58,393	62,965
< 9 years (6,7,8)	39,735	52,422	56,527	60,954	65,726
9	40,934	54,005	58,234	62,794	67,710
10	41,343	54,545	58,816	63,421	68,386
11	41,756	55,090	59,403	64,055	69,070
12	42,174	55,641	59,999	64,696	69,762
13	42,596	56,198	60,598	65,344	70,459
14	43,023	56,760	61,205	65,997	71,164
15	43,887	57,329	61,817	66,657	71,876
16	43,887	57,901	62,435	67,324	72,594
17	44,327	58,480	63,059	67,997	73,320
18	44,769	59,065	63,689	68,676	74,054
19	45,217	59,655	64,326	69,363	74,794
20	45,668	60,252	64,968	70,056	75,541
21	46,126	60,855	65,619	70,758	76,298
22	46,587	61,463	66,274	71,464	77,059
23	47,053	62,078	66,938	72,179	77,831
24	47,523	62,699	67,608	72,902	78,610
25	47,999	63,325	68,283	73,630	79,395
26	47,478	63,958	68,966	74,366	80,189
27	48,964	64,598	69,657	75,110	80,992
28	49,453	65,244	70,353	75,861	81,800
29	49,948	65,897	71,056	76,620	82,619
30	50,447	66,555	71,766	77,385	83,445
31	50,952	67,221	72,484	78,159	84,279
32	51,462	67,894	73,210	78,941	85,123
33	51,976	68,572	73,940	79,730	85,973
34	62,495	69,257	74,680	80,526	86,833
35	53,020	69,950	75,426	81,333	87,701

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

2026-2027
GADSDEN CITY BOARD OF EDUCATION
TEACHER AIDE
9 MONTHS (187 DAYS)
SALARY SCHEDULE

Years of Experience	Certified	Non-Certified
0	24,223	22,138
1	24,323	22,236
2	24,417	22,334
3	24,515	22,433
4	24,613	22,529
5	24,714	22,627
6	24,810	22,726
7	24,907	22,825
8	25,008	22,920
9	25,261	23,164
10	25,362	23,263
11	25,457	23,362
12	25,599	23,495
13	25,742	23,639
14	25,887	23,783
15	25,964	23,869
20	26,352	24,223
25 (in system)	26,946	24,770
30 (in system)	27,377	25,159

2026-2027
GADSDEN CITY BOARD OF EDUCATION
BUS AIDE
9 MONTHS (182 DAYS)
SALARY SCHEDULE

Years of Experience	
0	11,361
1	11,361
2	11,361
3	11,361
4	11,361
5	11,361
6	11,361
7	11,361
8	11,361
9	11,361
10	11,361

2026-2027
GADSDEN CITY BOARD OF EDUCATION
BUS DRIVER
9 MONTHS (180 DAYS)
SALARY SCHEDULE

Years of Experience	BUS DRIVER
0	16,500
1	18,000
2	18,250
3	18,500
4	18,750
5-9	19,000
10-14	19,250
15-19	19,500
20-24	19,750
25-27+	20,000

***If you decide to contract and do not need benefits we can pay you \$22,000

2026-2027
GADSDEN CITY BOARD OF EDUCATION
TRANSPORTATION SHOP FOREMAN
SALARY SCHEDULE

Years of Experience	Shop Foreman 12 Months (240 days)
< 3 years (0,1,2)	58,000
< 6 years (3,4,5)	60,000
< 9 years (6,7,8)	62,000
< 12 years (9,10,11)	65,000
< 15 years (12,13,14)	68,000
< 18 years (15,16,17)	71,000
< 21 years (18,19,20)	74,000
< 24 years (21,22,23)	76,000
< 27 years (24,25,26)	78,000
27+ years	80,000

2026-2027
GADSDEN CITY BOARD OF EDUCATION
SECRETARY/BOOKKEEPER
SALARY SCHEDULE

Years of Experience	HIGH SCHOOL Bookkeeper 12 Months (240 days)	HIGH SCHOOL Secretary 12 Months (240 days)	MIDDLE SCHOOL ELEMENTARY Base+Supplement 10 Months (202 days)
< 3 years (0,1,2)	41,924	35,614	28,108
< 6 years (3,4,5)	42,401	36,078	28,300
< 9 years (6,7,8)	42,873	36,540	28,322
< 12 years (9,10,11)	43,633	37,246	29,214
< 15 years (12,13,14)	44,191	37,781	30,545
< 18 years (15,16,17)	44,560	38,155	31,000
< 21 years (18,19,20)	45,368	38,906	31,465
< 24 years (21,22,23)	46,188	39,668	31,916
< 27 years (24,25,26)	47,060	40,475	32,749
27+ years	46,779	41,298	34,136

**ADDITIONAL
COMPENSATION**

2 year degree \$500
4 year degree \$1,000

SUPPLEMENT

ADM (prior year)

< 300	\$1,000
300-400	\$1,500
> 400	\$2,000

2026-2027
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)	30,371	27,356	22,567
< 6 years (3,4,5)	30,788	27,772	22,858
< 9 years (6,7,8)	31,204	28,188	23,152
< 12 years (9,10,11)	31,828	28,794	23,597
< 15 years (12,13,14)	32,304	29,265	24,041
< 18 years (15,16,17)	32,636	29,604	24,381
< 21 years (18,19,20)	33,288	30,234	24,965
< 24 years (21,22,23)	33,948	30,874	25,557
< 27 years (24,25,26)	34,651	31,549	26,180
27+ years	35,363	32,238	26,815

<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

2026-2027
GADSDEN CITY BOARD OF EDUCATION
FACILITIES MANAGER
SALARY SCHEDULE

Years of Experience	Facilities Manager 12 Months (240 days)
< 3 years (0,1,2)	61,200
< 6 years (3,4,5)	66,300
< 9 years (6,7,8)	68,340
< 12 years (9,10,11)	70,380
< 15 years (12,13,14)	72,420
< 18 years (15,16,17)	74,460
< 21 years (18,19,20)	76,500
< 24 years (21,22,23)	78,540
< 27 years (24,25,26)	80,580
27+ years	82,620

2026-2027
GADSDEN CITY BOARD OF EDUCATION
MAINTENANCE
12 MONTHS (240 DAYS)
SALARY SCHEDULE

Years of Experience	Grounds Keeper	Maintenance/ HVAC	Maintenance Supervisors
0	33,979	40,835	44,223
1	34,270	41,126	44,513
2	34,562	41,418	44,805
3	34,854	41,710	45,098
4	35,146	42,002	45,389
5	35,438	42,294	45,681
6	35,726	42,583	45,968
7	36,019	42,875	46,261
8	36,309	43,165	46,549
9	36,844	43,744	47,149
10	37,135	44,037	47,443
11	37,427	44,331	47,734
12	37,787	44,702	48,111
13	38,193	45,107	48,517
14	38,602	45,516	48,926
15	39,125	46,020	49,421
20	40,040	46,983	50,408
25 (in system)	41,306	48,354	51,830
30 (in system)	42,315	49,422	52,926

ADDITIONAL COMPENSATION

\$2,500 – Superintendent Approved Certification
\$5,000 – Associates Degree in Maintenance Field
\$7,500 – Bachelor's Degree

2026-2027
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	23,074	24,136	28,112
1	23,141	24,203	28,473
2	23,206	24,268	28,834
3	23,277	24,339	29,205
4	23,344	24,406	29,450
5	23,411	24,473	29,632
6	23,480	24,542	30,003
7	23,546	24,608	30,182
8	23,614	24,676	30,427
9	23,838	24,908	30,994
10	23,908	24,978	31,367
11	23,974	25,043	31,741
12	24,086	25,158	32,168
13	24,239	25,311	32,619
14	24,390	25,462	33,072
15	24,479	25,547	33,438
20	24,857	25,934	34,196
25 (in system)	25,444	26,538	35,234
30 (in system)	25,869	26,973	36,053

SUPPLEMENT - 2ND SHIFT JANITOR HIGHSCHOOL

\$1,500

2026-2027
GADSDEN CITY BOARD OF EDUCATION
COMPUTER TECHNOLOGY
12 MONTHS (240 DAYS)
SALARY SCHEDULE

Years of Experience	Network Specialist	Technician
0	55,512	39,624
1	55,950	39,932
2	56,385	40,244
3	56,821	40,587
4	57,257	40,865
5	57,693	41,177
6	58,128	41,486
7	58,564	41,797
8	59,001	42,110
9	59,828	42,700
10	60,265	43,012
11	60,704	43,327
12	61,252	43,713
13	61,806	44,112
14	62,373	44,510
15	62,746	44,782
20	63,821	45,549
25 (in system)	65,427	47,160
30 (in system)	66,606	48,494

ADDITIONAL COMPENSATION - TECHNICIAN

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

2026-2027
 GADSDEN CITY BOARD OF EDUCATION
CAFETERIA WORKER
9 MONTHS (185 DAYS)
 SALARY SCHEDULE

Years of Experience	ELEMENTARY & MIDDLE SCHOOL	HIGH SCHOOL
0	19,934	22,604
1	22,794	24,547
2	23,405	25,205
3	25,175	27,110
4	25,907	27,898
5-9	26,682	28,733
10-14	27,410	29,517
15-19	28,165	30,329
20-24	28,981	31,208
25-27+	29,775	32,063

2026-2027
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	28,271	28,557	28,843	30,294
1	28,628	28,914	29,200	30,666
2	28,983	29,270	29,556	31,036
3	29,837	30,123	30,409	31,923
4	30,752	31,038	31,324	32,876
5-9	31,699	31,985	32,271	33,861
10-14	32,593	32,879	33,165	34,791
15-19	33,516	33,803	34,089	35,752
20-24	34,533	34,819	35,105	36,810
25-27+	35,503	35,789	36,075	37,818

2026-2027
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	28,843	29,129	29,415
1	29,200	29,487	29,773
2	29,556	29,842	30,128
3	30,409	30,695	30,981
4	31,324	31,610	31,897
5-9	32,271	32,557	32,843
10-14	33,165	33,451	33,737
15-19	34,089	34,375	34,661
20-24	35,105	35,391	35,677
25-27+	36,075	36,361	36,647

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

2026-2027
GADSDEN CITY BOARD OF EDUCATION
CHILD NUTRITION SUPERVISOR
SALARY SCHEDULE

Years of Experience	
< 3 years (0,1,2)	71,738
< 6 years (3,4,5)	74,497
< 9 years (6,7,8)	77,256
< 12 years (9,10,11)	80,015
< 15 years (12,13,14)	82,774
< 18 years (15,16,17)	85,533
< 21 years (18,19,20)	88,293
< 24 years (21,22,23)	90,500
< 27 years (24,25,26)	92,707
27+ years	93,811

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

2026-2027
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)	56,795	40,240	38,903	35,897	30,587
< 6 years (3,4,5)	57,921	41,366	40,029	37,023	31,714
< 9 years (6,7,8)	59,045	42,490	41,154	38,146	32,838
< 12 years (9,10,11)	60,456	43,901	42,558	39,530	34,187
< 15 years (12,13,14)	61,175	44,620	43,275	40,240	34,889
< 18 years (15,16,17)	61,694	45,139	43,797	40,771	35,434
< 21 years (18,19,20)	62,654	46,099	44,749	41,702	36,327
< 24 years (21,22,23)	63,630	47,075	45,715	42,646	37,233
< 27 years (24,25,26)	64,660	48,105	46,733	43,640	38,184
27+ years	66,219	49,665	47,772	44,654	39,153

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
Head LSA Bookkeeper \$8,000

2026-2027
GADSDEN CITY BOARD OF EDUCATION
COORDINATORS
SALARY SCHEDULE

Years of Experience	DO	6Y	MS
< 3 years (0,1,2)	83,620	81,748	78,628
< 6 years (3,4,5)	85,980	84,108	80,987
< 9 years (6,7,8)	88,410	86,538	83,418
< 12 years (9,10,11)	91,500	89,642	86,476
< 15 years (12,13,14)	93,393	91,541	88,368
< 18 years (15,16,17)	95,793	93,928	90,763
< 21 years (18,19,20)	98,282	96,415	93,237
< 24 years (21,22,23)	98,986	97,105	93,896
< 27 years (24,25,26)	100,071	98,104	94,789
27+ years	101,175	99,121	95,701

ADDITIONAL COMPENSATION

Plus travel Supplement of \$3,000

Experience = years of experience in education

2026-2027
GADSDEN CITY BOARD OF EDUCATION
DIRECTORS
SALARY SCHEDULE

Years of Experience	DO	6Y	MS
< 3 years (0,1,2)	102,890	100,925	97,648
< 6 years (3,4,5)	105,820	103,854	100,579
< 9 years (6,7,8)	108,836	106,871	103,596
< 12 years (9,10,11)	112,669	110,723	107,393
< 15 years (12,13,14)	115,019	113,081	109,743
< 18 years (15,16,17)	117,454	115,500	112,172
< 21 years (18,19,20)	121,090	119,134	115,794
< 24 years (21,22,23)	121,958	119,988	116,612
< 27 years (24,25,26)	123,294	121,222	117,722
27+ years	124,654	122,478	118,855

ADDITIONAL COMPENSATION

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

2026-2027
GADSDEN CITY BOARD OF EDUCATION
Assistant Superintendent
SALARY SCHEDULE

Years of Experience	DO	6Y	MS
< 3 years (0,1,2)	121,833	119,867	116,590
< 6 years (3,4,5)	124,762	122,797	119,521
< 9 years (6,7,8)	127,779	125,813	122,538
< 12 years (9,10,11)	131,612	129,666	126,336
< 15 years (12,13,14)	133,961	132,023	128,686
< 18 years (15,16,17)	136,396	134,442	131,114
< 21 years (18,19,20)	140,033	138,077	134,736
< 24 years (21,22,23)	140,900	138,930	135,555
< 27 years (24,25,26)	142,237	140,164	136,665
27+ years	147,150	145,078	141,578

ADDITIONAL COMPENSATION

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

2026-2027
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
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

2026-2027
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 (3)	2,000
Wrestling:	
Head (2)	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	2,500
Assistant (1)	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.**

2026-2027
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

2026-2027
GADSDEN CITY BOARD OF EDUCATION
SUPPLEMENTAL
SALARY SCHEDULE

<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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GADSDEN CITY BOARD OF EDUCATION
SUPPLEMENTAL
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OTHER HIGH SCHOOL

SUPPLEMENT

Graduation Coach	1,500
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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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