

COLBERT COUNTY BOARD OF EDUCATION

SALARY SCHEDULE 2024-2025

Certified Salary Schedules

Teachers 9 month	2 & 3
TEAMS Teachers	4
Teachers 10 month	5 & 6
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High School Principals	8
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Directors and Coordinators	12

Classified Salary Schedules

Technology	13
Student Services Coordinator	14
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Lead Nurse	16
Public School Nurse	17
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Local School Secretaries and Bookkeepers	20
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Colbert County Board of Education

2024-2025 Salary Schedule

(187 days)

CLASSROOM TEACHERS SCHEDULE CERTIFIED - FLSA EXEMPT

Includes state mandated 2% raise

Experience	Bachelor/No Degree	Master	Education Spec	Doctoral
	BS/ND	MS	Ed.S.	DO
0	47,600.00	53,431.00	57,614.00	61,795.00
1	47,600.00	53,431.00	57,614.00	61,795.00
2	47,600.00	53,431.00	57,614.00	61,795.00
3	51,106.00	58,772.00	63,371.00	67,973.00
4	51,106.00	58,772.00	63,371.00	67,973.00
5	51,106.00	58,772.00	63,371.00	67,973.00
6	53,343.00	61,345.00	66,164.00	70,947.00
7	53,343.00	61,345.00	66,164.00	70,947.00
8	53,343.00	61,345.00	66,164.00	70,947.00
9	54,059.00	62,169.00	67,036.00	71,900.00
10	54,059.00	62,169.00	67,036.00	71,900.00
11	54,428.00	62,591.00	67,506.00	72,387.00
12	55,042.00	63,295.00	68,251.00	73,207.00
13	55,522.00	63,848.00	68,864.00	73,842.00
14	56,097.00	64,487.00	69,551.00	74,581.00
15	56,638.00	65,133.00	70,248.00	75,327.00
16	57,204.00	65,783.00	70,950.00	76,080.00
17	57,776.00	66,441.00	71,660.00	76,841.00
18	58,354.00	67,105.00	72,377.00	77,608.00

Colbert County Board of Education

2024-2025 Salary Schedule

(187 days)

CLASSROOM TEACHERS SCHEDULE CERTIFIED - FLSA EXEMPT

Includes state mandated 2% raise

Experience	Bachelor/No Degree	Master	Education Spec	Doctoral
	BS/ND	MS	Ed.S.	DO
19	60,116.00	67,776.00	73,101.00	78,384.00
20	60,718.00	68,454.00	73,831.00	79,169.00
21	61,324.00	69,139.00	74,570.00	79,961.00
22	61,938.00	69,831.00	75,314.00	80,760.00
23	62,557.00	70,528.00	76,068.00	81,567.00
24	61,944.00	71,234.00	76,829.00	82,383.00
25	62,563.00	71,946.00	77,597.00	83,207.00
26	63,188.00	72,665.00	78,373.00	84,039.00
27	63,821.00	73,392.00	79,157.00	84,880.00
28	64,459.00	74,126.00	79,948.00	85,728.00
29	65,104.00	74,867.00	80,748.00	86,586.00
30	65,754.00	75,616.00	81,555.00	87,452.00
31	66,412.00	76,372.00	82,371.00	88,325.00
32	67,077.00	77,136.00	83,195.00	89,209.00
33	67,747.00	77,907.00	84,027.00	90,102.00
34	68,424.00	78,686.00	84,867.00	91,003.00
35	69,109.00	79,473.00	85,715.00	91,912.00

Colbert County Board of Education

2024-2025 Salary Scale

(189 days)

Includes state mandated 2% raise

TEAM TEACHERS SCHEDULE
CERTIFIED - FLSA EXEMPT

EXPERIENCE	BS	MS	AA/EDS	DO
0	50,521.00	57,285.00	61,346.00	65,405.00
1	54,082.00	62,194.00	67,061.00	71,932.00
2	56,972.00	65,514.00	70,661.00	75,769.00
3	58,638.00	67,433.00	72,730.00	77,988.00
4	60,350.00	69,401.00	74,851.00	80,263.00
5	62,105.00	71,420.00	77,030.00	82,600.00
6	63,909.00	73,493.00	79,267.00	84,997.00
7	65,759.00	75,622.00	81,561.00	87,458.00
8	67,074.00	77,132.00	83,193.00	89,208.00
9	68,415.00	78,676.00	84,856.00	90,993.00
10	69,440.00	79,857.00	86,128.00	92,356.00
11	70,482.00	81,055.00	87,421.00	93,741.00
12-14	71,540.00	82,271.00	88,731.00	95,148.00
15-17	72,616.00	83,510.00	90,069.00	96,581.00
18-20	73,717.00	84,774.00	91,432.00	98,043.00
21-23	74,838.00	86,065.00	92,823.00	99,535.00
24-26	75,981.00	87,378.00	94,241.00	101,056.00
27+	77,148.00	88,721.00	95,688.00	102,607.00

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

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

An annual supplement of \$5,000 will be paid to those teaching in Alabama State Department of Education-identified hard-to-staff schools, and teachers remain eligible for state National Board Certified Teachers stipends.

Colbert County Board of Education

2024-2025 Salary Schedule

(207 days)

TEACHERS(10 MONTH) - CAREER/TECHNICAL TEACHERS
BAND DIRECTORS - CAREER COACH - ELEMENTARY COUNSELORS
BUILDING-BASED MATH COACHES -- CERTIFIED - FLSA EXEMPT

Includes state mandated 2% raise

Experience	Bachelor/No Degree	Master	Education Spec	Doctoral
	BS/ND	MS	Ed.S.	DO
0	52,691.00	59,146.00	63,776.00	68,404.00
1	52,691.00	59,146.00	63,776.00	68,404.00
2	52,691.00	59,146.00	63,776.00	68,404.00
3	56,572.00	65,058.00	70,149.00	75,243.00
4	56,572.00	65,058.00	70,149.00	75,243.00
5	56,572.00	65,058.00	70,149.00	75,243.00
6	59,048.00	67,906.00	73,240.00	78,535.00
7	59,048.00	67,906.00	73,240.00	78,535.00
8	59,048.00	67,906.00	73,240.00	78,535.00
9	59,841.00	68,818.00	74,206.00	79,590.00
10	59,841.00	68,818.00	74,206.00	79,590.00
11	60,249.00	69,285.00	74,726.00	80,129.00
12	60,929.00	70,065.00	75,551.00	81,037.00
13	61,460.00	70,677.00	76,229.00	81,740.00
14	62,097.00	71,384.00	76,990.00	82,558.00
15	62,696.00	72,099.00	77,761.00	83,383.00
16	63,322.00	72,819.00	78,538.00	84,217.00
17	63,955.00	73,547.00	79,324.00	85,059.00
18	64,595.00	74,282.00	80,118.00	85,908.00

Colbert County Board of Education

2024-2025 Salary Schedule

(207 days)

TEACHERS(10 MONTH) - CAREER/TECHNICAL TEACHERS
BAND DIRECTORS - CAREER COACH - ELEMENTARY COUNSELORS
BUILDING-BASED MATH COACHES -- CERTIFIED - FLSA EXEMPT

Includes state mandated 2% raise

Experience	Bachelor/No Degree	Master	Education Spec	Doctoral
	BS/ND	MS	Ed.S.	DO
19	66,546.00	75,025.00	80,919.00	86,767.00
20	67,212.00	75,775.00	81,727.00	87,636.00
21	67,883.00	76,534.00	82,545.00	88,513.00
22	68,562.00	77,300.00	83,369.00	89,397.00
23	69,248.00	78,071.00	84,204.00	90,291.00
24	68,569.00	78,853.00	85,046.00	91,194.00
25	69,254.00	79,641.00	85,896.00	92,106.00
26	69,946.00	80,437.00	86,755.00	93,027.00
27	70,647.00	81,241.00	87,623.00	93,958.00
28	71,353.00	82,054.00	88,499.00	94,897.00
29	72,067.00	82,874.00	89,384.00	95,847.00
30	72,787.00	83,703.00	90,277.00	96,805.00
31	73,515.00	84,540.00	91,181.00	97,772.00
32	74,251.00	85,386.00	92,093.00	98,750.00
33	74,993.00	86,239.00	93,014.00	99,739.00
34	75,742.00	87,102.00	93,944.00	100,736.00
35	76,500.00	87,973.00	94,882.00	101,742.00

Colbert County Board of Education 2024-2025 Salary Scale

Includes state mandated 2% raise

**HIGH SCHOOL GUIDANCE COUNSELORS (240 days)
CERTIFIED - FLSA EXEMPT**

**All High School 12-Month Counselors will be paid at the 187-Day Teacher
Salary Schedule extended to 240 Days (Daily rate times 240)**

Colbert County Board of Education 2024-2025 Salary Scale

(240 days)

Includes state mandated 2% raise

HIGH SCHOOL PRINCIPAL

FLSA EXEMPT

(Principals hired after 7/1/2018 or principals previously paid less than matrix)

	YEARS OF EXPERIENCE									
RANK	0/1/2	3/4/5	6/7/8	9/10/11	12/13/14	15/16/17	18/19/20	21/22/23	24/25/26	27 & Over
DO	95,172.00	104,686.00	109,268.00	110,736.00	112,749.00	115,310.00	116,807.00	118,299.00	119,469.00	121,859.00
	7,931.00	8,723.84	9,105.67	9,228.00	9,395.75	9,609.17	9,733.92	9,858.25	9,955.75	10,154.92
AA/EDS	88,732.00	97,599.00	101,902.00	103,243.00	105,115.00	107,515.00	108,899.00	110,291.00	111,413.00	113,643.00
	7,394.34	8,133.25	8,491.84	8,603.59	8,759.59	8,959.59	9,074.92	9,190.92	9,284.42	9,470.25
MS	82,290.00	90,517.00	94,480.00	95,748.00	97,482.00	99,713.00	100,994.00	102,289.00	103,348.00	105,366.00
	6,857.50	7,543.09	7,873.34	7,979.00	8,123.50	8,309.42	8,416.17	8,524.09	8,612.34	8,780.50

Employees will be paid based on earned degree(s) from accredited institutions recognized by the Alabama State Board of Education
Add \$2,400 if enrollment is greater than 400

Colbert County Board of Education 2024-2025 Salary Scale

(240 days)

Includes state mandated 2% raise

ELEMENTARY SCHOOL PRINCIPAL
SPECIAL EDUCATION ADMINISTRATOR
FLSA EXEMPT

(Principals hired after 7/1/2018 or principals previously paid less than matrix)

RANK	YEARS OF EXPERIENCE									
	0/1/2	3/4/5	6/7/8	9/10/11	12/13/14	15/16/17	18/19/20	21/22/23	24/25/26	27 & Over
DO	87,241.00	95,963.00	100,161.00	101,508.00	103,353.00	105,702.00	107,073.00	108,440.00	109,514.00	111,705.00
	7,270.09	7,996.92	8,346.75	8,459.00	8,612.75	8,808.50	8,922.75	9,036.67	9,126.17	9,308.75
AA/EDS	81,337.00	89,466.00	93,410.00	94,640.00	96,355.00	98,555.00	99,824.00	101,100.00	102,130.00	104,171.00
	6,778.09	7,455.50	7,784.17	7,886.67	8,029.59	8,212.92	8,318.67	8,425.00	8,510.84	8,680.92
MS	75,433.00	82,974.00	86,606.00	87,769.00	89,359.00	91,403.00	92,578.00	93,765.00	94,737.00	96,586.00
	6,286.09	6,914.50	7,217.17	7,314.09	7,446.59	7,616.92	7,714.84	7,813.75	7,894.75	8,048.84

Employees will be paid based on earned degree(s) from accredited institutions recognized by the Alabama State Department of Education

Colbert County Board of Education

2024-2025 Salary Scale

(217 days)
Includes state mandated 2% raise

HIGH SCHOOL ASSISTANT PRINCIPAL
FLSA EXEMPT

YEARS OF EXPERIENCE			
	0-5	6-10	11 & Over
	80,979.00	85,260.00	89,543.00
	6,748.25	7,105.00	7,461.92

Colbert County Board of Education 2024-2025 Salary Scale

(217 days)

**ELEMENTARY ASSISTANT PRINCIPAL
FLSA EXEMPT**

<i>YEARS OF EXPERIENCE</i>			
	0-5	6-10	11 & Over
	73,691.00	77,587.00	81,484.00
	6,140.92	6,465.59	6,790.34

(217 days - AP, 187 days teacher)

**ELEMENTARY ASSISTANT PRINCIPAL
(.5 Teacher, 1/2 Assistant Principal)
FLSA EXEMPT**

<i>YEARS OF EXPERIENCE</i>					
	0-2	3-5	6-8	9-10	11+
	64,298.00	66,969.00	70,242.00	70,654.00	72,852.00
	5,358.17	5,580.75	5,853.50	5,887.84	6,071.00

Colbert County Board of Education

2024-2025 Central Office Salary Scale

(240 days)
Includes state mandated 2% raise

DIRECTOR: (CERTIFIED SUPERVISOR)
CURRICULUM COORDINATOR
EXECUTIVE DIRECTOR OF TECHNOLOGY/DEVELOPMENT/COMMUNICATION
DIRECTOR OF FEDERAL PROGRAMS
SUPPL - AA / EDS \$3,066.60 / DO \$3,800.00 FLSA EXEMPT

0-1	2-3	4-5	6-7	8-9	10+
85,194.00	89,455.00	92,585.00	95,363.00	97,747.00	100,190.00
7,099.50	7,454.59	7,715.42	7,946.92	8,145.59	8,349.17

CAREER/TECH COORDINATOR
SUPPL - AA / EDS \$3,066.60 / DO \$3,800.00 FLSA EXEMPT

0-1	2-3	4-5	6-7	8-9	10+
83,725.00	85,567.00	87,450.00	89,374.00	91,341.00	93,348.00
6,977.09	7,130.59	7,287.50	7,447.84	7,611.75	7,779.00

DIRECTOR OF TRANSPORTATION
FLSA EXEMPT

0	1	2	3	4	5	6	7	8-9	10 & over
93,466.00	95,810.00	98,226.00	100,717.00	103,284.00	105,931.00	108,658.00	111,470.00	112,660.00	113,848.00
7,788.84	7,984.17	8,185.50	8,393.09	8,607.00	8,827.59	9,054.84	9,289.17	9,388.34	9,487.34

**Any position not identified in a salary schedule will be grandfathered in at the 2023-2024 rate plus 2%.

Colbert County Board of Education

2024-2025 Central Office Salary Scale

(240 days)
Includes state mandated 2% raise

COMPUTER OPERATIONS SPECIALIST FLSA EXEMPT

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21 & over
68,963.00	75,175.00	76,107.00	77,039.00	77,971.00	78,902.00	79,835.00	80,766.00
5,746.92	6,264.59	6,342.25	6,419.92	6,497.59	6,575.17	6,652.92	6,730.50

COMPUTER TECHNICIAN II (Associates Degree Required) FLSA NON-EXEMPT

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21 & over
46,809.00	50,161.00	53,389.00	54,509.00	55,500.00	56,618.00	57,487.00	58,605.00
3,900.75	4,180.09	4,449.09	4,542.42	4,625.00	4,718.17	4,790.59	4,883.75

COMPUTER TECHNICIAN I FLSA NON-EXEMPT

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21 & over
39,737.00	43,090.00	46,318.00	47,437.00	48,430.00	49,548.00	50,417.00	51,536.00
3,311.42	3,590.84	3,859.84	3,953.09	4,035.84	4,129.00	4,201.42	4,294.67

Colbert County Board of Education

2024-2025 Salary Scale

(192 days)

Includes state mandated 2% raise

STUDENT SERVICES COORDINATOR
STUDENT SUCCESS COACH
FLSA EXEMPT

RANK	YEARS OF EXPERIENCE									
	0/1/2	3/4/5	6/7/8	9/10/11	12/13/14	15/16/17	18/19/20	21/22/23	24/25/26	27 & Over
MS	54,861.00	60,346.00	62,987.00	63,833.00	64,990.00	66,476.00	67,330.00	68,193.00	68,900.00	69,607.00
	4,571.75	5,028.84	5,248.92	5,319.42	5,415.84	5,539.67	5,610.84	5,682.75	5,741.67	5,800.59
BS	47,708.00	52,473.00	54,772.00	55,506.00	56,518.00	57,805.00	58,553.00	59,297.00	60,005.00	60,712.00
	3,975.67	4,372.75	4,564.34	4,625.50	4,709.84	4,817.09	4,879.42	4,941.42	5,000.42	5,059.34

Colbert County Board of Education

2024-2025 Salary Scale

(207 days)
Includes state mandated 2% raise

CERTIFIED OCCUPATIONAL THERAPIST FLSA - EXEMPT

	YEARS OF EXPERIENCE									
RANK	0/1/2	3/4/5	6/7/8	9/10/11	12/13/14	15/16/17	18/19/20	21/22/23	24/25/26	27 & Over
MS	59,146.00	65,062.00	67,909.00	68,819.00	70,066.00	71,669.00	72,592.00	73,520.00	74,281.00	75,046.00
	4,928.84	5,421.84	5,659.09	5,734.92	5,838.84	5,972.42	6,049.34	6,126.67	6,190.09	6,253.84

Colbert County Board of Education

2024-2025 Salary Schedule

(207 days)

PUBLIC SCHOOL LEAD NURSE SALRY SCHEDULE

Includes state mandated 2% raise and new Matrix

Experience	RN-BSN Exempt	RN-MSN Exempt	RN-DNP Exempt
0	59,049.00	75,169.00	77,202.00
1	59,049.00	75,169.00	77,202.00
2	59,049.00	75,169.00	77,202.00
3	59,842.00	76,179.00	78,211.00
4	59,842.00	76,179.00	78,211.00
5	59,842.00	76,179.00	78,211.00
6	61,345.00	77,559.00	79,591.00
7	61,345.00	77,559.00	79,591.00
8	61,345.00	77,559.00	79,591.00
9	63,198.00	79,333.00	81,365.00
10	63,829.00	79,333.00	81,365.00
11	64,468.00	79,333.00	81,365.00
12	65,113.00	80,353.00	82,386.00
13	65,763.00	80,353.00	82,386.00
14	66,422.00	80,353.00	82,386.00
15	67,086.00	81,383.00	83,415.00
16	67,756.00	81,383.00	83,415.00
17	68,433.00	81,383.00	83,415.00
18	69,118.00	82,226.00	84,258.00
19	69,199.00	82,226.00	84,258.00
20	70,507.00	82,226.00	84,258.00
21	71,212.00	83,071.00	85,103.00
22	71,924.00	83,071.00	85,103.00
23	72,644.00	83,071.00	85,103.00
24	73,371.00	83,924.00	85,956.00
25	74,103.00	83,924.00	86,388.00
26	74,845.00	83,924.00	87,024.00
27	75,595.00	84,785.00	87,896.00
28	76,350.00	84,785.00	88,773.00
29	77,112.00	84,785.00	89,662.00
30	77,883.00	84,785.00	90,557.00
31	78,662.00	84,822.00	91,463.00
32	79,450.00	85,670.00	92,378.00
33	80,243.00	86,526.00	93,302.00
34	81,046.00	87,391.00	94,234.00
35	81,857.00	88,266.00	95,178.00

Colbert County Board of Education

2024-2025 Salary Schedule

(187 days)

PUBLIC SCHOOL NURSE SALRY SCHEDULE

Includes state mandated 2% raise and new Matrix

Experience	LPN Non-Exempt	RN-ASSN Non-Exempt	RN-BSN	RN-MSN Exempt	RN-DNP Exempt
0	\$33,930.00	\$53,344.00	\$53,344.00	\$67,907.00	\$69,743.00
1	\$33,930.00	\$53,344.00	\$53,344.00	\$67,907.00	\$69,743.00
2	\$33,930.00	\$53,344.00	\$53,344.00	\$67,907.00	\$69,743.00
3	\$37,319.00	\$54,060.00	\$54,060.00	\$68,819.00	\$70,655.00
4	\$37,319.00	\$54,060.00	\$54,060.00	\$68,819.00	\$70,655.00
5	\$37,319.00	\$54,060.00	\$54,060.00	\$68,819.00	\$70,655.00
6	\$38,955.00	\$55,044.00	\$55,418.00	\$70,065.00	\$71,901.00
7	\$40,616.00	\$55,044.00	\$55,418.00	\$70,065.00	\$71,901.00
8	\$38,955.00	\$55,044.00	\$55,418.00	\$70,065.00	\$71,901.00
9	\$40,131.00	\$56,298.00	\$57,092.00	\$71,668.00	\$73,504.00
10	\$40,532.00	\$56,298.00	\$57,662.00	\$71,668.00	\$73,504.00
11	\$40,937.00	\$56,298.00	\$58,238.00	\$71,668.00	\$73,504.00
12	\$41,347.00	\$57,027.00	\$58,822.00	\$72,590.00	\$74,426.00
13	\$41,760.00	\$57,027.00	\$59,409.00	\$72,590.00	\$74,426.00
14	\$42,179.00	\$57,027.00	\$60,004.00	\$72,590.00	\$74,426.00
15	\$42,601.00	\$57,753.00	\$60,604.00	\$73,520.00	\$75,356.00
16	\$43,026.00	\$57,753.00	\$61,210.00	\$73,520.00	\$75,356.00
17	\$43,457.00	\$57,753.00	\$61,822.00	\$73,520.00	\$75,356.00
18	\$43,891.00	\$58,441.00	\$62,440.00	\$74,281.00	\$76,117.00
19	\$44,330.00	\$58,485.00	\$63,064.00	\$74,281.00	\$76,117.00
20	\$44,772.00	\$59,070.00	\$63,694.00	\$74,281.00	\$76,117.00
21	\$45,221.00	\$60,120.00	\$64,332.00	\$75,045.00	\$76,881.00
22	\$45,673.00	\$60,257.00	\$64,974.00	\$75,045.00	\$76,881.00
23	\$46,130.00	\$60,860.00	\$65,625.00	\$75,045.00	\$76,881.00
24	\$46,591.00	\$61,469.00	\$66,282.00	\$75,815.00	\$77,651.00
25	\$47,057.00	\$62,083.00	\$66,944.00	\$75,815.00	\$78,042.00
26	\$47,527.00	\$62,703.00	\$67,613.00	\$75,815.00	\$78,616.00
27	\$48,003.00	\$63,331.00	\$68,291.00	\$76,593.00	\$79,403.00
28	\$48,483.00	\$63,964.00	\$68,973.00	\$76,593.00	\$80,196.00
29	\$48,968.00	\$64,604.00	\$69,662.00	\$76,593.00	\$80,999.00
30	\$49,457.00	\$65,250.00	\$70,358.00	\$76,593.00	\$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

Colbert County Board of Education

2024-2025 Salary Scale

Includes state mandated 2% raise

PARA-PROFESSIONAL/ LPN (187 days)

RANK LPN FLSA - NON-EXEMPT	YEARS OF EXPERIENCE									
	0/1/2	3/4/5	6/7/8	9/10/11	12/13/14	15/16/17	18/19/20	21/22/23	24/25/26	27 & Over
	27,233.00	27,598.00	28,108.00	28,743.00	29,097.00	29,454.00	30,098.00	30,740.00	31,355.00	31,983.00
	2,269.42	2,299.84	2,342.34	2,395.25	2,424.75	2,454.50	2,508.17	2,561.67	2,612.92	2,665.25

Colbert County Board of Education

2024-2025 Central Office Support Salary Scale

(240 days)

Includes state mandated 2% raise

ADMINISTRATIVE ASSISTANT TO SUPERINTENDENT

FLSA NON-EXEMPT

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27 & Over
55,543.00	56,674.00	57,836.00	59,032.00	60,262.00	61,531.00	62,075.00	62,621.00	63,261.00	63,909.00
4,628.59	4,722.84	4,819.67	4,919.34	5,021.84	5,127.59	5,172.92	5,218.42	5,271.75	5,325.75

PAYROLL / BENEFITS MANAGER

FLSA NON-EXEMPT

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27 & Over
60,643.00	61,774.00	62,936.00	64,132.00	65,362.00	66,631.00	67,175.00	67,721.00	68,361.00	69,009.00
5,053.59	5,147.84	5,244.67	5,344.34	5,446.84	5,552.59	5,597.92	5,643.42	5,696.75	5,750.75

ADMINISTRATIVE ASSISTANT/FEDERAL PROGRAMS BOOKKEEPER

FLSA NON-EXEMPT

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21 & over
53,342.00	54,492.00	55,674.00	56,894.00	58,149.00	59,441.00	59,994.00	60,551.00
4,445.17	4,541.00	4,639.50	4,741.17	4,845.75	4,953.42	4,999.50	5,045.92

ACCOUNTS PAYABLE OFFICER - SUPPLEMENT - BS \$3,066.60 / MBA \$4,538.56

FLSA NON-EXEMPT

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21 & over
45,815.00	49,772.00	51,078.00	52,423.00	53,810.00	55,236.00	55,849.00	56,461.00
3,817.92	4,147.67	4,256.50	4,368.59	4,484.17	4,603.00	4,654.09	4,705.09

SECRETARY and/or BOOKKEEPER (CENTRAL OFFICE)

FLSA NON-EXEMPT

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21 & over
44,514.00	45,662.00	46,845.00	48,064.00	49,320.00	50,611.00	51,166.00	51,721.00
3,709.50	3,805.17	3,903.75	4,005.34	4,110.00	4,217.59	4,263.84	4,310.09

Colbert County Board of Education

2024-2025 Secretarial Salary Scale

Includes state mandated 2% raise

ELEMENTARY SCHOOL SECRETARY / BOOKKEEPER - (192 DAYS) - BS \$3,066.60*

FLSA NON-EXEMPT

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21 & over
29,844.00	30,739.00	31,661.00	32,611.00	33,588.00	34,594.00	35,027.00	35,461.00
2,487.00	2,561.59	2,638.42	2,717.59	2,799.00	2,882.84	2,918.92	2,955.09

HIGH SCHOOL SECRETARY / BOOKKEEPER - (240 DAYS) - BS \$3,066.60*

FLSA NON-EXEMPT

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21 & over
38,273.00	39,422.00	40,606.00	41,824.00	43,080.00	44,372.00	44,925.00	45,482.00
3,189.42	3,285.17	3,383.84	3,485.34	3,590.00	3,697.67	3,743.75	3,790.17

ATTENDANCE SECRETARY - (187 DAYS)

FLSA NON-EXEMPT

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21 & over
23,761.00	24,432.00	25,117.00	25,826.00	26,556.00	27,311.00	27,633.00	27,957.00
1,980.09	2,036.00	2,093.09	2,152.17	2,213.00	2,275.92	2,302.75	2,329.75

Colbert County Board of Education

2024-2025 Child Nutrition Program Salary Scale

Includes state mandated 2% raise

CNP DIRECTOR (240 days)
FLSA EXEMPT

	YEARS OF EXPERIENCE									
	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21-23	24-26	27 & Over
RANK										
MA	76,421.00 6,368.42	78,669.00 6,555.75	80,242.00 6,686.84	81,847.00 6,820.59	83,484.00 6,957.00	85,154.00 7,096.17	86,856.00 7,238.00	88,594.00 7,382.84	90,365.00 7,530.42	92,173.00 7,681.09
BS	69,404.00 5,783.67	72,874.00 6,072.84	74,331.00 6,194.25	75,818.00 6,318.17	77,335.00 6,444.59	78,882.00 6,573.50	80,460.00 6,705.00	82,068.00 6,839.00	83,709.00 6,975.75	85,384.00 7,115.34

MANAGERS 180 days (includes 3 prep, 2 prof. dev)
FLSA NON-EXEMPT

	YEARS OF EXPERIENCE				
	0-2	3-5	6-8	9-11	12-14
7 1/2 HOURS	30,364.00 2,530.34	30,940.00 2,578.34	31,531.00 2,627.59	32,124.00 2,677.00	32,731.00 2,727.59
					33,394.00 2,782.84
					33,811.00 2,817.59
					34,229.00 2,852.42

CNP WORKERS 180 days (includes 3 prep, 2 prof. dev)
FLSA NON-EXEMPT

HRS/DAY	YEARS OF EXPERIENCE							
	0-2	3-5	6-8	9-11	12-14	15-17	18-20	21+
7 HOURS	24,549.00	25,010.00	25,480.00	25,962.00	26,453.00	26,952.00	27,272.00	27,587.00
	2,045.75	2,084.17	2,123.34	2,163.50	2,204.42	2,246.00	2,272.67	2,298.92
6 1/2 HOURS	22,900.00	23,329.00	23,765.00	24,209.00	24,665.00	25,132.00	25,427.00	25,721.00
	1,908.34	1,944.09	1,980.42	2,017.42	2,055.42	2,094.34	2,118.92	2,143.42
6 HOURS	21,251.00	21,648.00	22,052.00	22,466.00	22,884.00	23,313.00	23,584.00	23,859.00
	1,770.92	1,804.00	1,837.67	1,872.17	1,907.00	1,942.75	1,965.34	1,988.25
4 HOURS	15,018.00	15,264.00	15,515.00	15,770.00	16,032.00	16,301.00	16,471.00	16,641.00
	1,251.50	1,272.00	1,292.92	1,314.17	1,336.00	1,358.42	1,372.59	1,386.75

Colbert County Board of Education

2024-2025 Salary Scale

Includes state mandated 2% raise

SUPPORT PERSONNEL: FLSA NON-EXEMPT

DESCRIPTION	YEARS OF EXPERIENCE				
	0-3	4-8	9-14	15-20	21+
CUSTODIANS (240 days)	29,376.00	29,739.00	30,111.00	30,488.00	30,864.00
	2,448.00	2,478.25	2,509.25	2,540.67	2,572.00
BUS DRIVER BUS PARA-PROFESSIONAL (178 days)	18,895.87	19,086.74	19,279.54	19,474.29	19,671.00
	1,574.66	1,590.57	1,606.63	1,622.86	1,639.25
PARA-PROFESSIONAL SPECIAL ED. PARA-PROFESSIONAL PERSONAL CARE ASSISTANT (187 days)	22,892.00	23,155.00	23,428.00	23,704.00	23,976.00
	1,907.67	1,929.59	1,952.34	1,975.34	1,998.00

Colbert County Board of Education

2024-2025 Maintenance / Transportation Salary Scale

(240 DAYS)

Includes state mandated 2% raise

DIRECTOR OF MAINTENANCE

FLSA EXEMPT

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21& over
60,003.00	62,550.00	65,099.00	67,648.00	70,199.00	72,748.00	75,296.00	77,557.00
5,000.25	5,212.50	5,424.92	5,637.34	5,849.92	6,062.34	6,274.67	6,463.09

TRANSPORTATION & MAINTENANCE SECRETARY

FLSA NON-EXEMPT

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21& over
42,511.00	44,437.00	46,364.00	48,293.00	50,220.00	52,146.00	54,076.00	56,003.00
3,542.59	3,703.09	3,863.67	4,024.42	4,185.00	4,345.50	4,506.34	4,666.92

SHOP FOREMAN

FLSA NON-EXEMPT

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21& over
59,447.64	61,088.33	63,408.14	65,727.95	68,047.76	70,367.57	73,687.38	77,327.00
4,953.97	5,090.70	5,284.02	5,477.33	5,670.65	5,863.97	6,140.62	6,443.92

SHOP ASSISTANT

FLSA NON-EXEMPT

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21& over
36,747.00	37,711.00	38,676.00	39,641.00	40,606.00	41,572.00	42,536.00	43,501.00
3,062.25	3,142.59	3,223.00	3,303.42	3,383.84	3,464.34	3,544.67	3,625.09

CERTIFIED MECHANIC

FLSA NON-EXEMPT

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21& over
45,091.00	48,850.44	50,705.52	52,560.60	54,415.68	56,270.76	59,362.56	61,836.00
3,757.59	4,070.87	4,225.46	4,380.05	4,534.64	4,689.23	4,946.88	5,153.00

LEAD MAN / HVAC CERTIFIED TECHNICIAN

FLSA NON-EXEMPT

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21& over
45,091.00	46,445.00	47,838.00	49,272.00	50,752.00	52,275.00	52,928.00	53,582.00
3,757.59	3,870.42	3,986.50	4,106.00	4,229.34	4,356.25	4,410.67	4,465.17

MAINTENANCE HELPER / MECHANIC'S HELPER

FLSA NON-EXEMPT

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21& over
41,877.00	43,134.00	44,427.00	45,760.00	47,134.00	48,548.00	49,155.00	49,763.00
3,489.75	3,594.50	3,702.25	3,813.34	3,927.84	4,045.67	4,096.25	4,146.92

UTILITY PERSON - MAINTENANCE

FLSA NON-EXEMPT

0-2	3-5	6-8	9-11	12-14	15-17	18-20	21& over
26,903.00	27,669.00	28,457.00	29,288.00	30,168.00	31,071.00	31,460.00	31,847.00
2,241.92	2,305.75	2,371.42	2,440.67	2,514.00	2,589.25	2,621.67	2,653.92

Transportation and Maintenance Department employees will receive a \$240 supplement for State of Alabama or national certifications directly related to their position with Colbert County Schools. Certification supplements are paid only for those certificates that are applicable, utilized, and assigned as part of employment. Copy of current/valid certification(s) must be submitted to the Director of Transportation or the Director of Maintenance for approval.

Colbert County Board of Education

2024-2025 Supplement Scale

ATHLETIC SUPPLEMENT SCHEDULE:

Athletic Director	4,210.00
Head Football	14,674.58
Varsity Football Assistant	7,037.42
Varsity Football Assistant	7,037.42
Varsity Football Assistant	7,037.42
Junior High Football	1,920.00
Junior High Football Assistant	1,000.00
Head Boys Basketball	9,654.03
B-Team Boys Basketball	2,400.00
Junior High Boys Basketball	1,920.00
7th Grade Boys Basketball	1,000.00
Head Girls Basketball	9,654.03
B-Team Girls Basketball	2,400.00
Junior High Girls Basketball	1,920.00
7th Grade Girls Basketball	1,000.00
Varsity Baseball	5,000.00
JV Baseball	2,400.00
Junior High Baseball	1,920.00
7th Grade Baseball	1,000.00
Varsity Girls Softball	5,000.00
JV Girls Softball	2,400.00
Junior High Girls Softball	1,920.00
7th Grade Girls Softball	1,000.00
Head Volleyball	5,000.00
JV Volleyball	2,400.00
7th/8th Grade Volleyball	1,920.00
Track, Boys	1,920.00
Track, Girls	1,920.00
Cross Country, Boys	1,900.00
Cross Country, Girls	1,900.00
Golf Coach, Boys	1,900.00
Golf Coach, Girls	1,900.00
Varsity Cheerleaders	3,330.00
JV Cheerleaders	1,665.00

SPONSOR SCHEDULE:

ACADEMIC COMPETITION	2,500.00
E-SPORTS	2,500.00

SPONSOR SCHEDULE:

HIGH SCHOOL YEARBOOK	1,700.00
ELEMENTARY SCHOOL YEARBOOK	500.00
DRAMA (minimum of one licensed school production per year)	2,000.00

OTHER:

BAND DIRECTOR (Paid on 207 day contract)	8,816.80
BAND DIRECTOR ASSISTANT	1,800.00

MISCELLANEOUS:

SPECIAL EDUCATION COORDINATOR	7,210.00
TV JUVENILE DETENTION FACILITY LIAISON	5,000.00
504 COORD. OR SDT INSPECTOR CERTIFICATION	4,100.00
AASBO CERTIFICATION	3,600.00

SPECIAL EDUCATION SUPPLEMENT SCHEDULE:

SPECIAL EDUCATION TEACHER	1,000.00
SPEECH THERAPIST	1,000.00

Colbert County Board of Education 2024-2025 Salary Scale

SUBSTITUTES	
FOR TEACHER: W/O DEGREE	80.00
WITH DEGREE	90.00
20 or more consecutive days	125.00
(with degree/certification)	
FOR SCHOOL SECRETARY	70.00
20 or more consecutive days	90.00
FOR NURSE	90.00
20 or more consecutive days	100.00
(Funds available through the 2023/2024 contract year)	
FOR PARA-PROFESSIONAL	70.00
20 or more consecutive days	90.00
FOR JANITOR	80.00
FOR LUNCHROOM WORKER	15.00/HR
(Funds available through the 2023/2024 contract year)	
FOR BUS DRIVER	75.00
(Funds available through the 2023/2024 contract year)	

MISCELLANEOUS	
BUS DRIVERS:	
Field Trip (Day trips during school hrs)	75.00
Extra Bus Routes (round trip)	35.00
Football/band/games/extended day trips: Base rate	75.00
Base rate plus \$.45/mile for each	
mile over 100 plus \$5.00/hr. during	
activity/game time (unless	
completely released from duty), \$15 meal/trip	
**Is applicable only if before/after school hours	