



HARTSELLE

CITY SCHOOLS

**Inspiring and preparing ALL students for learning,
leadership, and life**

Salary Schedules 2025-2026

Hartselle City Board of Education 2025-2026 Salary Schedule

Guidelines – Experience Credit

Experience Credit is provided in accordance with the following guidelines:

Certified:

1. Credit shall be given for full-time teaching experience in public schools.
2. Experience shall be credited only from those public schools registers with their state's department of education.
3. The employee shall be responsible for furnishing proof to establish experience credit. Forms shall be furnished by the Human Resources Department.
4. Credit shall be granted for each year that an employee worked 75% of the full-time school calendar of the public school verifying experience.

Classified:

1. Credit shall be given for full-time satisfactory experience in the same field.
2. The employee shall be responsible for furnishing proof to establish experience credit. Forms shall be furnished by the Human Resources Department.

Tenure and Non-Probationary status with the Hartselle City Schools is granted based on Act. No. 2011-270, Students First Act of 2011.

Certified employees will be paid at the level of their highest earned degree from a regionally accredited institution upon proper documentation of that degree and verification of the degree by the Alabama State Department of Education. The date of the recognition by the State Superintendent of Education shall be used when computing pay increase associated with a higher degree and it should be noted that State Department reviews for higher degrees are only preformed for individuals with valid Alabama certification.

The employee shall be responsible for insuring the accuracy of his/her records. Errors found may be corrected in accordance with State guidelines and local board policy.

Annual salaries for the indicated contract lengths of employment are based on the following number of days per scholastic year.

Contract Length	Days Per Year	Monthly Pay Schedule
9	182/187/189	September – August
10	202	September – August
11	222	July-June
12	240	July-June

In cases of less than full-time employment, an appropriate full-time salary may be adjusted by deriving an annual salary using the ratio of number of hours per day assigned to the job.

Hartselle City Board of Education
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No classified employee shall be paid less than, \$15.00/hour as required by Act #2023-379, Acts of Alabama. If the minimum wage changes during the year the salary schedule will be evaluated to ensure compliance.

The lunch break should be scheduled so that no employee exceeds the number of hours dictated by their salary schedule/job description. Federal law requires that lunch breaks should be duty free and be at least 20 minutes in length. The employee is not compensated for the lunch break.

For payroll purposes annual salary will be divided into twelve (12) equal payments.

Hartselle City Board of Education

305 College Street NE
Hartselle, Alabama 35640
Phone: (256) 773-5419
Fax: (256) 773-5433

www.hartselletigers.org

Mission:

Inspiring and preparing ALL Students for learning, leadership, and life

Vision:

Hartselle City Schools will establish itself as a premier Alabama school district by leading the way on local, state and national levels academically, artistically, and athletically.

It is the official policy of the Hartselle City Board of Education that no person shall – on the grounds of race, color, disability, sex, religion, national origin, age, or creed – be excluded from participation in, denied the benefits of, or be subjected to discrimination under any program, activity or employment.

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Board of Education

James Joy, President

Randy Sparkman, Vice President

Sabrina Buettner

Daxton Maze

Amy Pace

Central Office

Dr. Holly Sutherland- Superintendent

Bradley Colburn - Chief School Financial Officer

Jordan Lybrand – Human Resources

Katie Black - Special Education

Rocky Smith – Director of Operations/ Transportation

Tim Southerland – Technology Director

Julie Bone - Child Nutrition Program

Elisa Harris – Federal Programs/Career Tech/Gifted

Josh Swindall – Curriculum Coordinator – Secondary

Tina Towers – Curriculum Coordinator - Elementary

Kelly Morton - Lead Nurse

**Hartselle City Board of Education
2025-2026 Salary Schedule**

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**Hartselle City Board of Education
2025-2026 Salary Schedule**

TEACHER 9 MONTHS (187 DAYS) SCHEDULE A				
DEGREE RANK	BS II	MS I	EDS IA	DR DR
STEP				
0	48,000	52,530	56,610	60,690
1	48,200	53,055	57,176	61,297
2	48,400	53,586	57,748	61,910
3	51,510	58,944	63,523	68,101
4	52,025	59,534	64,158	68,782
5	52,545	60,129	64,799	69,470
6	55,172	63,136	68,039	72,943
7	55,724	63,767	68,720	73,673
8	56,281	64,405	69,407	74,409
9	56,844	65,049	70,101	75,153
10	57,412	65,699	70,802	75,905
11	57,986	66,356	71,510	76,664
12	58,566	67,020	72,225	77,431
13	59,152	67,690	72,947	78,205
14	59,744	68,367	73,677	78,987
15	60,341	69,051	74,414	79,777
16	60,944	69,741	75,158	80,575
17	61,553	70,438	75,909	81,380
18	62,169	71,143	76,669	82,194
19	62,791	71,854	77,435	83,016
20	63,419	72,573	78,210	83,846
21	64,053	73,299	78,992	84,685
22	64,694	74,032	79,782	85,532
23	65,341	74,772	80,579	86,387
24	65,994	75,520	81,385	87,251
25	66,654	76,275	82,199	88,123
26	67,321	77,038	83,021	89,005
27	67,994	77,808	83,851	89,895
28	68,674	78,586	84,690	90,794
29	69,361	79,372	85,537	91,701
30	70,055	80,166	86,392	92,618
31	70,756	80,967	87,256	93,545
32	71,464	81,777	88,128	94,480
33	72,179	82,595	89,010	95,425
34	72,901	83,421	89,900	96,379
35+	73,630	84,255	90,799	97,343

**Hartselle City Board of Education
2025-2026 Salary Schedule**

TEACHER 10 MONTHS (202 DAYS) SCHEDULE A2				
DEGREE RANK	BS II	MS I	EDS IA	DR DR
STEP				
0	51,850	56,744	61,151	65,558
1	52,066	57,311	61,762	66,214
2	52,282	57,884	62,380	66,876
3	55,642	63,672	68,618	73,564
4	56,198	64,309	69,304	74,299
5	56,760	64,952	69,997	75,042
6	59,598	68,200	73,497	78,794
7	60,194	68,882	74,232	79,583
8	60,796	69,571	74,974	80,378
9	61,404	70,267	75,724	81,181
10	62,017	70,969	76,481	81,994
11	62,637	71,679	77,246	82,814
12	63,264	72,396	78,018	83,642
13	63,897	73,120	78,798	84,478
14	64,536	73,851	79,587	85,323
15	65,181	74,590	80,383	86,176
16	65,833	75,335	81,187	87,038
17	66,490	76,088	81,998	87,908
18	67,156	76,850	82,819	88,787
19	67,828	77,618	83,646	89,675
20	68,506	78,394	84,484	90,572
21	69,191	79,179	85,328	91,478
22	69,883	79,970	86,182	92,393
23	70,582	80,770	87,043	93,316
24	71,288	81,578	87,913	94,250
25	72,001	82,393	88,793	95,192
26	72,721	83,218	89,680	96,144
27	73,448	84,049	90,577	97,106
28	74,183	84,890	91,483	98,077
29	74,925	85,739	92,398	99,057
30	75,674	86,596	93,322	100,047
31	76,432	87,462	94,255	101,049
32	77,196	88,337	95,197	102,059
33	77,969	89,220	96,150	103,079
34	78,749	90,113	97,111	104,110
35+	79,536	91,013	98,082	105,151

**Hartselle City Board of Education
2025-2026 Salary Schedule**

TEACHER 12 MONTHS SCHEDULE A4				
DEGREE RANK	BS II	MS I	EDS IA	DR DR
STEP				
0	61,604	67,418	72,655	77,891
1	61,861	68,092	73,381	78,670
2	62,118	68,773	74,115	79,457
3	66,109	75,650	81,527	87,402
4	66,770	76,407	82,342	88,276
5	67,437	77,171	83,164	89,159
6	70,809	81,030	87,323	93,617
7	71,517	81,840	88,197	94,554
8	72,232	82,659	89,079	95,498
9	72,955	83,485	89,969	96,453
10	73,684	84,320	90,869	97,418
11	74,421	85,163	91,778	98,392
12	75,165	86,015	92,695	99,377
13	75,917	86,875	93,622	100,370
14	76,677	87,744	94,559	101,374
15	77,443	88,622	95,505	102,388
16	78,217	89,507	96,459	103,412
17	78,999	90,402	97,423	104,445
18	79,789	91,307	98,399	105,490
19	80,587	92,219	99,382	106,545
20	81,393	93,142	100,376	107,610
21	82,207	94,074	101,380	108,687
22	83,030	95,014	102,394	109,774
23	83,860	95,964	103,417	110,871
24	84,698	96,924	104,451	111,980
25	85,545	97,893	105,496	113,099
26	86,401	98,872	106,551	114,231
27	87,265	99,861	107,616	115,373
28	88,138	100,859	108,693	116,527
29	89,019	101,868	109,780	117,691
30	89,910	102,887	110,877	118,868
31	90,810	103,915	111,986	120,058
32	91,719	104,954	113,105	121,258
33	92,636	106,004	114,237	122,471
34	93,563	107,064	115,380	123,695
35+	94,498	108,135	116,533	124,932

**Hartselle City Board of Education
2025-2026 Salary Schedule**

TEACHER TEAMS (189 DAYS) SCHEDULE A5				
DEGREE RANK	BS II	MS I	EDS IA	DR DR
STEP				
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	71,540	82,271	88,731	95,148
13	71,540	82,271	88,731	95,148
14	71,540	82,271	88,731	95,148
15	72,616	83,510	90,069	96,581
16	72,616	83,510	90,096	96,581
17	72,616	83,510	90,069	96,581
18	73,717	84,774	91,432	98,043
19	73,717	84,774	91,432	98,043
20	73,717	84,774	91,432	98,043
21	74,838	86,065	92,823	99,535
22	74,838	86,065	92,823	99,535
23	74,838	86,065	92,823	99,535
24	75,981	87,378	94,241	101,056
25	75,981	87,378	94,241	101,056
26	75,981	87,378	94,241	101,056
27+	77,148	88,721	95,688	102,607

**Hartselle City Board of Education
2025-2026 Salary Schedule**

ASSISTANT PRINCIPAL ELEMENTARY 12 MONTHS SCHEDULE C1				ASSISTANT PRINCIPAL JUNIOR HIGH 12 MONTHS SCHEDULE C2				ASSISTANT PRINCIPAL HIGH 12 MONTHS SCHEDULE C3			
DEGREE RANK	MS I	EDS IA	DR DR	DEGREE RANK	MS I	EDS IA	DR DR	DEGREE RANK	MS I	EDS IA	DR DR
STEP				STEP				STEP			
0	76,500	82,500	88,500	0	80,000	85,000	90,000	0	85,000	90,000	95,000
1	77,265	83,325	89,385	1	80,800	85,850	90,900	1	85,850	90,900	95,950
2	78,038	84,158	90,279	2	81,608	86,709	91,809	2	86,709	91,809	96,910
3	78,818	85,000	91,182	3	82,424	87,576	92,727	3	87,576	92,727	97,879
4	79,606	85,850	92,094	4	83,248	88,452	93,654	4	88,452	93,654	98,858
5	80,402	86,709	93,015	5	84,080	89,337	94,591	5	89,337	94,591	99,847
6	81,206	87,576	93,945	6	84,921	90,230	95,537	6	90,230	95,537	100,845
7	82,018	88,452	94,884	7	85,770	91,132	96,492	7	91,132	96,492	101,853
8	82,838	89,337	95,833	8	86,628	92,043	97,457	8	92,043	97,457	102,872
9	83,666	90,230	96,791	9	87,494	92,963	98,432	9	92,963	98,432	103,901
10	84,503	91,132	97,759	10	88,369	93,893	99,416	10	93,893	99,416	104,940
11	85,348	92,043	98,737	11	89,253	94,832	100,410	11	94,832	100,410	105,989
12	86,201	92,963	99,724	12	90,146	95,780	101,414	12	95,780	101,414	107,049
13	87,063	93,893	100,721	13	91,047	96,738	102,428	13	96,738	102,428	108,119
14	87,934	94,832	101,728	14	91,957	97,705	103,452	14	97,705	103,452	109,200
15	88,813	95,780	102,745	15	92,877	98,682	104,487	15	98,682	104,487	110,292
16	89,701	96,738	103,772	16	93,806	99,669	105,532	16	99,669	105,532	111,395
17	90,598	97,705	104,810	17	94,744	100,666	106,587	17	100,666	106,587	112,509
18	91,504	98,682	105,858	18	95,691	101,673	107,653	18	101,673	107,653	113,634
19	92,419	99,669	106,917	19	96,648	102,690	108,730	19	102,690	108,730	114,770
20	93,343	100,666	107,986	20	97,614	103,717	109,817	20	103,717	109,817	115,918
21	94,276	101,673	109,066	21	98,590	104,754	110,915	21	104,754	110,915	117,077
22	95,219	102,690	110,157	22	99,576	105,802	112,024	22	105,802	112,024	118,248
23	96,171	103,717	111,259	23	100,572	106,860	113,144	23	106,860	113,144	119,430
24	97,133	104,754	112,372	24	101,578	107,929	114,275	24	107,929	114,275	120,624
25	98,104	105,802	113,496	25	102,594	109,008	115,418	25	109,008	115,418	121,830
26	99,085	106,860	114,631	26	103,620	110,098	116,572	26	110,098	116,572	123,048
27	100,076	107,929	115,777	27	104,656	111,199	117,738	27	111,199	117,738	124,278
28	101,077	109,008	116,935	28	105,703	112,311	118,915	28	112,311	118,915	125,521
29	102,088	110,098	118,104	29	106,760	113,434	120,104	29	113,434	120,104	126,776
30	103,109	111,199	119,285	30	107,828	114,568	121,305	30	114,568	121,305	128,044
31	104,140	112,311	120,478	31	108,906	115,714	122,518	31	115,714	122,518	129,324
32	105,181	113,434	121,683	32	109,995	116,871	123,743	32	116,871	123,743	130,617
33	106,233	114,568	122,900	33	111,095	118,040	124,980	33	118,040	124,980	131,923
34	107,295	115,714	124,129	34	112,206	119,220	126,230	34	119,220	126,230	133,242
35+	108,368	116,871	125,370	35+	113,328	120,412	127,492	35+	120,412	127,492	134,574

**Hartselle City Board of Education
2025-2026 Salary Schedule**

DIRECTOR 12 MONTHS SCHEDULE D			
DEGREE RANK	MS I	EDS IA	DR DR
STEP			
0	89,445	96,105	102,799
1	98,780	106,600	114,292
2	98,780	106,600	114,292
3	98,780	106,600	114,292
4	106,101	114,204	122,195
5	106,101	114,204	122,195
6	106,101	114,204	122,195
7	106,101	114,204	122,195
8	106,101	114,204	122,195
9	111,561	120,063	128,465
10	111,561	120,063	128,465
11	111,561	120,063	128,465
12	111,561	120,063	128,465
13	111,561	120,063	128,465
14	118,049	126,980	135,867
15	118,049	126,980	135,867
16	118,049	126,980	135,867
17	118,049	126,980	135,867
18	118,049	126,980	135,867
19	121,687	130,847	140,006
20	121,687	130,847	140,006
21	121,687	130,847	140,006
22	121,687	130,847	140,006
23	121,687	130,847	140,006
24+	125,327	134,711	144,144

**Hartselle City Board of Education
2025-2026 Salary Schedule**

COORDINATOR 12 MONTHS SCHEDULE D1				
DEGREE RANK	BS II	MS I	EDS IA	DR DR
STEP				
0	64,708	76,473	82,355	88,237
1	65,355	77,237	83,178	89,120
2	66,008	78,010	84,010	90,011
3	66,669	78,791	84,850	90,911
4	67,335	79,577	85,699	91,819
5	68,009	80,374	86,556	92,738
6	68,688	81,177	87,421	93,666
7	69,375	81,989	88,295	94,603
8	70,069	82,809	89,179	95,548
9	70,770	83,637	90,071	96,503
10	71,477	84,472	90,972	97,469
11	72,192	85,317	91,881	98,444
12	72,913	86,171	92,800	99,428
13	73,643	87,033	93,728	100,423
14	74,379	87,903	94,665	101,428
15	75,123	88,783	95,612	102,441
16	75,874	89,670	96,568	103,465
17	76,634	90,567	97,533	104,500
18	77,400	91,473	98,508	105,544
19	78,174	92,386	99,494	106,600
20	78,955	93,310	100,488	107,666
21	79,746	94,244	101,493	108,743
22	80,542	95,187	102,509	109,831
23	81,348	96,138	103,533	110,928
24	82,161	97,099	104,569	112,038
25	82,983	98,070	105,614	113,158
26	83,814	99,051	106,670	114,290
27+	84,652	100,042	107,737	115,433

**Hartselle City Board of Education
2025-2026 Salary Schedule**

CAREER COACH 10 MONTHS (202 DAYS) SCHEDULE A6				
DEGREE:	BS	MS	EDS	DR
RANK:	II	I	IA	DR
STEP				
0	51,850	56,744	61,151	65,558
1	52,066	57,311	61,762	66,214
2	52,282	57,884	62,380	66,876
3	55,642	63,672	68,618	73,564
4	56,198	64,309	69,304	74,299
5	56,760	64,952	69,997	75,042
6	59,598	68,200	73,497	78,794
7	60,194	68,882	74,232	79,583
8	60,796	69,571	74,974	80,378
9	61,404	70,267	75,724	81,181
10	62,017	70,969	76,481	81,994
11	62,637	71,679	77,246	82,814
12	63,264	72,396	78,018	83,642
13	63,897	73,120	78,798	84,478
14	64,536	73,851	79,587	85,323
15	65,181	74,590	80,383	86,176
16	65,833	75,335	81,187	87,038
17	66,490	76,088	81,998	87,908
18	67,156	76,850	82,819	88,787
19	67,828	77,618	83,646	89,675
20	68,506	78,394	84,484	90,572
21	69,191	79,179	85,328	91,478
22	69,883	79,970	86,182	92,393
23	70,582	80,770	87,043	93,316
24	71,288	81,578	87,913	94,250
25	72,001	82,393	88,793	95,192
26	72,721	83,218	89,680	96,144
27	73,448	84,049	90,577	97,106
28	74,183	84,890	91,483	98,077
29	74,925	85,739	92,398	99,057
30	75,674	86,596	93,322	100,047
31	76,432	87,462	94,255	101,049
32	77,196	88,337	95,197	102,059
33	77,969	89,220	96,150	103,079
34	78,749	90,113	97,111	104,110
35+	79,536	91,013	98,082	105,151

**Hartselle City Board of Education
2025-2026 Salary Schedule**

SOCIAL WORKER 12 MONTHS SCHEDULE S				
DEGREE RANK	BS II	MS I	EDS IA	DR DR
STEP				
0	61,604	67,418	72,655	77,891
1	61,861	68,092	73,381	78,670
2	62,118	68,773	74,115	79,457
3	66,109	75,650	81,527	87,402
4	66,770	76,407	82,342	88,276
5	67,437	77,171	83,164	89,159
6	70,809	81,030	87,323	93,617
7	71,517	81,840	88,197	94,554
8	72,232	82,659	89,079	95,498
9	72,955	83,485	89,969	96,453
10	73,684	84,320	90,869	97,418
11	74,421	85,163	91,778	98,392
12	75,165	86,015	92,695	99,377
13	75,917	86,875	93,622	100,370
14	76,677	87,744	94,559	101,374
15	77,443	88,622	95,505	102,388
16	78,217	89,507	96,459	103,412
17	78,999	90,402	97,423	104,445
18	79,789	91,307	98,399	105,490
19	80,587	92,219	99,382	106,545
20	81,393	93,142	100,376	107,610
21	82,207	94,074	101,380	108,687
22	83,030	95,014	102,394	109,774
23	83,860	95,964	103,417	110,871
24	84,698	96,924	104,451	111,980
25	85,545	97,893	105,496	113,099
26	86,401	98,872	106,551	114,231
27	87,265	99,861	107,616	115,373
28	88,138	100,859	108,693	116,527
29	89,019	101,868	109,780	117,691
30	89,910	102,887	110,877	118,868
31	90,810	103,915	111,986	120,058
32	91,719	104,954	113,105	121,258
33	92,636	106,004	114,237	122,471
34	93,563	107,064	115,380	123,695
35+	94,498	108,135	116,533	124,932

**Hartselle City Board of Education
2025-2026 Salary Schedule**

SCHOOL NURSE 187 DAYS SCHEDULE L					
DEGREE RANK	LPN LP	ASN AS	BSN RN	MSN MS	DNP NP
STEP					
0	33,930	44,764	48,269	52,049	56,124
1	34,947	46,107	49,876	53,610	57,807
2	35,996	47,490	51,483	55,218	59,541
3	37,319	49,236	53,090	57,248	61,730
4	38,140	50,319	53,866	58,507	63,087
5	38,979	51,426	54,642	59,794	64,475
6	39,000	51,500	55,418	59,800	64,500
7	39,344	51,908	55,676	60,355	65,081
8	39,738	52,427	55,700	60,959	65,732
9	40,131	55,321	57,092	61,562	66,382
10	40,532	55,687	57,662	62,177	67,045
11	40,937	56,053	58,238	62,799	67,715
12	41,347	56,423	58,822	63,427	68,394
13	41,760	56,796	59,409	64,062	69,077
14	42,179	57,170	60,004	64,702	69,768
15	42,601	57,548	60,604	65,350	70,466
16	43,026	57,928	61,210	66,003	71,170
17	43,457	58,310	61,822	66,663	71,882
18	43,891	58,695	62,440	67,329	72,601
19	44,330	59,083	63,064	68,002	73,327
20	44,772	59,473	63,694	68,682	74,060
21	45,221	59,865	64,332	69,370	74,801
22	45,673	60,260	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

**Hartselle City Board of Education
2025-2026 Salary Schedule**

INSTRUCTIONAL AIDE PRE K - 12 182 DAYS SCHEDULE H	
7.5 HRS	
RANK	0
STEP	
0	20,885
1	21,093
2	21,304
3	21,517
4	21,732
5	21,950
6	22,169
7	22,391
8	22,615
9	22,841
10	23,069
11	23,300
12	23,533
13	23,768
14	24,006
15	24,246
16	24,489
17	24,734
18	24,981
19	25,231
20	25,483
21	25,738
22	25,995
23	26,255
24	26,518
25	26,783
26	27,051
27	27,321
28	27,594
29	27,870
30+	28,149

AUXILARY TEACHER OSR PRE - K 187 DAYS SCHEDULE H	
7.5 HRS	
RANK	PS
STEP	
0	22,889
1	23,118
2	23,349
3	23,582
4	23,818
5	24,056
6	24,297
7	24,540
8	24,785
9	25,033
10	25,283
11	25,536
12	25,792
13	26,050
14	26,310
15	26,573
16	26,839
17	27,107
18	27,378
19	27,652
20	27,929
21	28,208
22	28,490
23	28,775
24	29,063
25	29,353
26	29,647
27	29,943
28	30,243
29	30,545
30+	30,851

**Hartselle City Board of Education
2025-2026 Salary Schedule**

ASSISTANT 9 MONTH (187 DAYS) SCHEDULE H3	
DEGREE	
RANK	9
STEP	
0	21,037
1	21,247
2	21,460
3	21,674
4	21,891
5	22,110
6	22,331
7	22,555
8	22,780
9	23,008
10	23,238
11	23,470
12	23,705
13	23,942
14	24,181
15	24,423
16	24,668
17	24,914
18	25,163
19	25,415
20	25,669
21	25,926
22	26,185
23	26,447
24	26,711
25	26,979
26	27,248
27	27,521
28	27,796
29	28,074
30+	28,355

ASSISTANT 10 MONTH (202 DAYS) SCHEDULE H3	
DEGREE	
RANK	10
STEP	
0	22,725
1	22,952
2	23,182
3	23,414
4	23,648
5	23,884
6	24,123
7	24,364
8	24,608
9	24,854
10	25,103
11	25,354
12	25,607
13	25,863
14	26,122
15	26,383
16	26,647
17	26,913
18	27,182
19	27,454
20	27,729
21	28,006
22	28,286
23	28,569
24	28,855
25	29,143
26	29,435
27	29,729
28	30,026
29	30,327
30+	30,630

ASSISTANT 12 MONTH SCHEDULE H3	
DEGREE	
RANK	12
STEP	
0	27,000
1	27,270
2	27,543
3	27,818
4	28,096
5	28,377
6	28,661
7	28,948
8	29,237
9	29,530
10	29,825
11	30,123
12	30,424
13	30,729
14	31,036
15	31,346
16	31,660
17	31,976
18	32,296
19	32,619
20	32,945
21	33,275
22	33,607
23	33,943
24	34,283
25	34,626
26	34,972
27	35,322
28	35,675
29	36,032
30+	36,392

**Hartselle City Board of Education
2025-2026 Salary Schedule**

SUPERINTENDENT'S SECRETARY 12 MONTHS SCHEDULE N			
DEGREE:		AS	BS
RANK:	0	A	II
STEP			
0	43,616	46,487	49,356
1	44,053	46,952	49,848
2	44,492	47,421	50,347
3	44,938	47,895	50,851
4	45,388	48,374	51,359
5	45,841	48,857	51,873
6	46,300	49,347	52,391
7	46,763	49,839	52,916
8	47,230	50,338	53,445
9	47,702	50,841	53,979
10	48,180	51,350	54,519
11	48,661	51,863	55,065
12	49,149	52,382	55,614
13	49,639	52,905	56,171
14	50,136	53,435	56,733
15	50,637	53,968	57,301
16	51,144	54,509	57,874
17	51,655	55,053	58,452
18	52,172	55,604	59,037
19	52,693	56,160	59,626
20	53,221	56,721	60,224
21	53,752	57,288	60,825
22	54,291	57,862	61,434
23	54,833	58,440	62,049
24	55,382	59,025	62,669
25	55,935	59,615	63,295
26	56,495	60,211	63,929
27	57,060	60,813	64,567
28	57,630	61,421	65,214
29	58,206	62,036	65,864
30+	58,789	62,656	66,524

**Hartselle City Board of Education
2025-2026 Salary Schedule**

CENTRAL OFFICE SECRETARY 12 MONTHS SCHEDULE O	
RANK: 0	
STEP	
0	27,540
1	28,091
2	29,776
3	31,265
4	31,890
5	32,369
6	33,016
7	33,841
8	34,518
9	35,036
10	35,737
11	35,916
12	36,095
13	36,276
14	36,457
15	37,368
16	37,555
17	37,743
18	37,932
19	38,121
20	38,312
21	38,504
22	39,659
23	39,857
24	40,056
25	40,256
26	40,458
27	41,874
28	42,083
29	42,294
30+	42,505

**Hartselle City Board of Education
2025-2026 Salary Schedule**

CLERK 12 MONTHS SCHEDULE O2			
DEGREE RANK	0	AS I	BS II
STEP			
0	32,460	35,706	38,953
1	32,785	36,063	39,341
2	33,113	36,424	39,736
3	33,444	36,788	40,132
4	33,778	37,157	40,534
5	34,117	37,528	40,940
6	34,457	37,903	41,349
7	34,802	38,283	41,763
8	35,150	38,665	42,180
9	35,501	39,052	42,602
10	35,856	39,442	43,028
11	36,215	39,837	43,458
12	36,577	40,235	43,893
13	36,943	40,637	44,331
14	37,313	41,044	44,775
15	37,685	41,454	45,223
16	38,062	41,869	45,675
17	38,443	42,287	46,132
18	38,827	42,710	46,594
19	39,216	43,137	47,060
20	39,608	43,569	47,530
21	40,004	44,005	48,005
22	40,404	44,444	48,485
23	40,807	44,889	48,969
24	41,216	45,338	49,460
25	41,628	45,791	49,953
26	42,044	46,249	50,453
27	42,465	46,712	50,958
28	42,889	47,179	51,467
29	43,319	47,650	51,982
30+	43,752	48,127	52,501

**Hartselle City Board of Education
2025-2026 Salary Schedule**

CENTRAL OFFICE BOOKKEEPER 12 MONTHS SCHEDULE P1			
DEGREE: RANK:	ND 0	AS A	BS II
STEP			
0	32,543	36,325	40,032
1	34,545	38,329	42,034
2	35,466	39,250	42,955
3	36,136	39,917	43,623
4	37,666	41,449	45,154
5	38,463	42,245	45,951
6	39,398	43,180	46,885
7	40,065	43,847	47,552
8	40,765	44,546	48,252
9	41,497	45,278	48,983
10	41,633	45,428	49,145
11	41,771	45,578	49,307
12	41,909	45,728	49,470
13	42,046	45,879	49,633
14	42,180	45,962	49,669
15	42,602	46,422	50,166
16	43,028	46,886	51,381
17	43,458	47,355	51,875
18	44,301	51,381	52,373
19	44,885	52,542	52,876
20	45,897	49,679	53,385
21	46,801	50,657	54,441
22	47,732	51,666	55,520
23	48,357	52,343	56,247
24	48,991	53,029	56,983
25	49,632	53,566	57,419
26	50,614	54,627	58,556
27	51,616	55,707	59,716
28	52,298	56,444	60,505
29	52,989	57,188	61,304
30+	53,690	57,780	61,789

**Hartselle City Board of Education
2025-2026 Salary Schedule**

SECRETARY LOCAL SCHOOL 187 DAYS SCHEDULE G		SECRETARY LOCAL SCHOOL 202 DAYS SCHEDULE G		SECRETARY LOCAL SCHOOL 12 MONTHS SCHEDULE G	
RANK: 9		RANK: 10		RANK: 12	
STEP		STEP		STEP	
0	21,458	0	23,180	0	27,540
1	21,780	1	23,527	1	27,953
2	22,107	2	23,880	2	28,372
3	22,438	3	24,238	3	28,798
4	23,448	4	25,329	4	30,094
5	24,152	5	26,089	5	30,997
6	24,514	6	26,480	6	31,462
7	25,004	7	27,010	7	32,091
8	25,379	8	27,415	8	32,572
9	25,887	9	27,963	9	33,224
10	26,405	10	28,523	10	33,888
11	26,669	11	28,808	11	34,227
12	26,935	12	29,096	12	34,569
13	27,205	13	29,387	13	34,915
14	27,477	14	29,681	14	35,264
15	27,751	15	29,977	15	35,617
16	28,029	16	30,277	16	35,973
17	28,309	17	30,580	17	36,333
18	28,592	18	30,886	18	36,696
19	28,878	19	31,195	19	37,063
20	29,167	20	31,507	20	37,434
21	29,459	21	31,822	21	37,808
22	29,753	22	32,140	22	38,186
23	30,051	23	32,461	23	38,568
24	30,351	24	32,786	24	38,954
25	30,655	25	33,114	25	39,343
26	30,961	26	33,445	26	39,737
27	31,271	27	33,779	27	40,134
28	31,584	28	34,117	28	40,535
29	31,900	29	34,458	29	40,941
30+	32,219	30+	34,803	30+	41,350

**Hartselle City Board of Education
2025-2026 Salary Schedule**

LOCAL SCHOOL BOOKKEEPER 12 MONTHS SCHEDULE G2	
BOOKKEEPER 1	
RANK:	1
STEP	
0	33,000
1	33,578
2	34,166
3	34,764
4	35,372
5	35,991
6	36,621
7	37,262
8	37,914
9	38,577
10	39,252
11	39,939
12	40,638
13	41,349
14	42,073
15	42,809
16	43,558
17	44,320
18	45,096
19	45,885
20	46,688
21	47,505
22	48,336
23	49,182
24	50,043
25	50,919
26	51,810
27	52,717
28	53,640
29	54,579
30+	55,534

**Hartselle City Board of Education
2025-2026 Salary Schedule**

ACCOUNTING SUPERVISOR 12 MONTHS SCHEDULE P2		
DEGREE RANK	BS II	MA I
STEP		
0	64,700	76,500
1	65,347	77,265
2	66,000	78,038
3	66,660	78,818
4	67,327	79,606
5	68,000	80,402
6	68,680	81,206
7	69,367	82,018
8	70,061	82,839
9	70,761	83,667
10	71,469	84,504
11	72,184	85,349
12	72,906	86,202
13	73,635	87,064
14	74,371	87,935
15	75,115	88,814
16	75,866	89,702
17	76,624	90,599
18	77,391	91,505
19	78,165	92,420
20	78,946	93,345
21	79,736	94,278
22	80,533	95,221
23	81,338	96,173
24	82,152	97,135
25	82,973	98,106
26	83,803	99,087
27	84,641	100,078
28	85,488	101,079
29	86,342	102,090
30+	87,206	103,110

**Hartselle City Board of Education
2025-2026 Salary Schedule**

PAYROLL BOOKKEEPER 12 MONTHS SCHEDULE P3		
DEGREE RANK	BS II	MS I
STEP		
0	48,960	53,040
1	49,450	53,570
2	49,944	54,106
3	50,444	54,647
4	50,949	55,193
5	51,459	55,745
6	51,974	56,303
7	52,494	56,866
8	53,020	57,435
9	53,550	58,009
10	54,086	58,590
11	54,626	59,175
12	55,173	59,767
13	55,725	60,365
14	56,282	60,968
15	56,845	61,578
16	57,413	62,195
17	57,987	62,817
18	58,567	63,445
19	59,153	64,079
20	59,744	64,720
21	60,342	65,368
22	60,946	66,022
23	61,556	66,681
24	62,171	67,349
25	62,793	68,022
26	63,422	68,702
27	64,056	69,390
28	64,697	70,083
29	65,343	70,784
30+	65,997	71,492

**Hartselle City Board of Education
2025-2026 Salary Schedule**

FINANCE BOOKKEEPER 12 MONTHS SCHEDULE P4		
DEGREE:	BS	MS
RANK:	II	I
STEP		
0	41,939	47,457
1	42,359	47,932
2	42,782	48,411
3	43,210	48,896
4	43,642	49,385
5	44,079	49,878
6	44,519	50,377
7	44,964	50,881
8	45,413	51,390
9	45,868	51,903
10	46,327	52,423
11	46,790	52,947
12	47,258	53,476
13	47,730	54,010
14	48,208	54,551
15	48,690	55,096
16	49,177	55,647
17	49,669	56,203
18	50,165	56,766
19	50,666	57,333
20	51,173	57,907
21	51,685	58,486
22	52,202	59,071
23	52,724	59,662
24	53,252	60,258
25	53,783	60,860
26	54,321	61,469
27	54,864	62,084
28	55,414	62,705
29	55,967	63,332
30+	56,527	63,965

**Hartselle City Board of Education
2025-2026 Salary Schedule**

CHILD NUTRITION MANAGER 187 DAYS SCHEDULE F	
7 HR	
RANK:	7
STEP	
0	27,392
1	27,597
2	27,804
3	28,012
4	28,222
5	28,435
6	28,648
7	28,863
8	29,079
9	29,297
10	29,517
11	29,738
12	29,961
13	30,186
14	30,412
15	30,641
16	30,870
17	31,102
18	31,335
19	31,570
20	31,807
21	32,045
22	32,286
23	32,528
24	32,772
25	33,017
26	33,265
27	33,515
28	33,766
29	34,019
30+	34,274

CHILD NUTRITION WORKER 182 DAYS SCHEDULE F4	
6 HRS	
RANK:	6
STEP	
0	16,708
1	16,875
2	17,043
3	17,214
4	17,386
5	17,560
6	17,735
7	17,913
8	18,092
9	18,273
10	18,456
11	18,640
12	18,827
13	19,015
14	19,205
15	19,397
16	19,591
17	19,787
18	19,985
19	20,185
20	20,386
21	20,590
22	20,796
23	21,004
24	21,214
25	21,426
26	21,641
27	21,857
28	22,076
29	22,296
30+	22,519

CHILD NUTRITION WORKER 182 DAYS SCHEDULE F1	
3 HRS	
RANK:	3
STEP	
0	10,497
1	11,622
2	11,622
3	11,622
4	11,622
5	11,663
6	11,663
7	11,663
8	11,663
9	11,663
10	11,709
11	11,709
12	11,709
13	11,709
14	11,709
15	11,793
16	11,793
17	11,793
18	11,793
19	11,793
20	11,880
21	11,880
22	12,357
23	12,357
24	12,357
25	12,466
26	12,466
27	12,965
28	12,965
29	12,965
30+	13,128

**Hartselle City Board of Education
2025-2026 Salary Schedule**

MAINTENANCE 12 MONTHS (8 HRS/DAY) SCHEDULE I			
SKILLED			
	WORKER	WORKER	SUPERVISOR
RANK	A	B	C
STEP			
0	41,126	48,960	64,627
1	41,538	49,450	65,273
2	41,953	49,944	65,926
3	42,373	50,444	66,585
4	42,796	50,948	67,251
5	43,224	51,457	67,924
6	43,657	51,972	68,603
7	44,093	52,492	69,289
8	44,534	53,017	69,982
9	44,979	53,547	70,682
10	45,429	54,082	71,389
11	45,883	54,623	72,103
12	46,342	55,169	72,824
13	46,806	55,721	73,552
14	47,274	56,278	74,287
15	47,746	56,841	75,030
16	48,224	57,409	75,780
17	48,706	57,984	76,538
18	49,193	58,563	77,304
19	49,685	59,149	78,077
20	50,182	59,741	78,857
21	50,684	60,338	79,646
22	51,191	60,941	80,443
23	51,703	61,551	81,247
24	52,220	62,166	82,059
25	52,742	62,788	82,880
26	53,269	63,416	83,709
27	53,802	64,050	84,546
28	54,340	64,690	85,391
29	54,883	65,337	86,245
30+	55,432	65,991	87,108

Skilled Worker (State Certified): Employees having 10 or more years of verifiable experience in a recognized trade where the state certification may not be available, may upon the recommendation of the Maintenance Supervisor apply to the Superintendent to be classified under this rank. Upon the approval of the Superintendent the employee will be reclassified as a Skilled Worker.

**Hartselle City Board of Education
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CUSTODIAN 12 MONTHS SCHEDULE E		
	CUSTODIAN 8 HR	HEAD CUSTODIAN 8 HR
RANK	8	B
STEP		
0	29,376	32,200
1	29,523	32,414
2	29,670	32,627
3	29,819	32,842
4	29,968	33,060
5	30,118	33,277
6	30,268	33,497
7	30,420	33,718
8	30,572	33,941
9	30,725	34,165
10	30,878	34,390
11	31,033	34,617
12	31,188	34,846
13	31,344	35,076
14	31,501	35,307
15	31,658	35,540
16	31,816	35,775
17	31,975	36,011
18	32,135	36,249
19	32,296	36,488
20	32,457	36,728
21	32,620	36,971
22	32,783	37,215
23	32,947	37,461
24	33,111	37,708
25	33,277	37,957
26	33,443	38,208
27	33,611	38,459
28	33,779	38,713
29	33,948	38,969
30+	34,117	39,226

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BUS DRIVER 182 DAYS SCHEDULE J1	
RANK	0
STEP	
0	17,791
1	17,880
2	17,970
3	18,059
4	18,150
5	18,241
6	18,332
7	18,423
8	18,515
9	18,608
10	18,701
11	18,794
12	18,888
13	18,983
14	19,078
15	19,173
16	19,269
17	19,365
18	19,462
19	19,560
20	19,657
21	19,755
22	19,854
23	19,954
24	20,054
25	20,154
26	20,254
27	20,355
28	20,457
29	20,559
30+	20,662

BUS AIDE 182 DAYS SCHEDULE J3	
RANK	0
STEP	
0	12,627
1	12,689
2	12,752
3	12,815
4	12,881
5	12,945
6	13,009
7	13,074
8	13,141
9	13,206
10	13,271
11	13,338
12	13,405
13	13,471
14	13,538
15	13,607
16	13,675
17	13,742
18	13,812
19	13,881
20	13,951
21	14,021
22	14,090
23	14,161
24	14,232
25	14,302
26	14,374
27+	14,446

BUS MECHANIC 12 MONTHS SCHEDULE J4		
	STATE	
	APPRENTICE	CERTIFIED
RANK	0	+
STEP		
0	36,729	53,373
1	36,914	53,906
2	37,283	54,446
3	37,655	54,990
4	38,032	55,540
5	38,412	56,095
6	38,797	56,656
7	39,184	57,223
8	39,576	57,795
9	39,972	58,373
10	40,372	58,956
11	40,776	59,547
12	41,184	60,141
13	41,596	60,744
14	42,011	61,350
15	42,431	61,964
16	42,855	62,584
17	43,284	63,209
18	43,716	63,842
19	44,154	64,480
20	44,595	65,125
21	45,041	65,776
22	45,492	66,434
23	45,946	67,099
24	46,406	67,770
25	46,870	68,447
26	47,339	69,132
27	47,813	69,822
28	48,290	70,522
29	48,773	71,226
30+	49,261	71,939

SHOP ASSISTANT 12 MONTHS SCHEDULE J5	
RANK	0
STEP	
0	33,287
1	33,619
2	33,956
3	34,294
4	34,638
5	34,985
6	35,334
7	35,688
8	36,045
9	36,405
10	36,769
11	37,136
12	37,507
13	37,883
14	38,262
15	38,645
16	39,030
17	39,421
18	39,815
19	40,214
20	40,615
21	41,022
22	41,431
23	41,846
24	42,265
25	42,688
26	43,114
27+	43,545

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TECHNOLOGY DIRECTOR 12 MONTHS SCHEDULE Q		TECHNOLOGY TECHNICIAN 12 MONTHS SCHEDULE Q1			TECHNOLOGY FACILITATOR 12 MONTHS SCHEDULE Q2		
RANK	II	RANK	1	2	RANK	II	I
Step		Step			Step		
0	82,620	0	38,628	43,860	0	58,238	62,000
1	83,446	1	39,014	44,299	1	59,110	62,775
2	84,281	2	39,404	44,742	2	59,851	63,560
3	85,123	3	39,798	45,189	3	60,597	64,355
4	85,975	4	40,197	45,641	4	61,354	65,159
5	86,834	5	40,598	46,097	5	62,121	65,973
6	87,703	6	41,004	46,558	6	62,898	66,798
7	88,580	7	41,414	47,024	7	63,683	67,633
8	89,466	8	41,828	47,494	8	64,480	68,478
9	90,360	9	42,246	47,969	9	65,286	69,334
10	91,264	10	42,669	48,449	10	66,104	70,201
11	92,177	11	43,096	48,933	11	66,928	71,079
12	93,098	12	43,527	49,423	12	67,766	71,967
13	94,029	13	43,962	49,917	13	68,612	72,867
14	94,970	14	44,402	50,416	14	69,469	73,778
15	95,919	15	44,845	50,920	15	70,338	74,700
16	96,878	16	45,294	51,429	16	71,217	75,634
17	97,847	17	45,747	51,944	17	72,107	76,579
18	98,826	18	46,205	52,463	18	73,008	77,536
19	99,814	19	46,667	52,988	19	73,921	78,505
20	100,812	20	47,133	53,518	20	74,847	79,486
21	101,820	21	47,605	54,053	21	75,782	80,480
22	102,838	22	48,081	54,593	22	76,762	81,486
23	103,867	23	48,562	55,139	23	77,687	82,505
24	104,905	24	49,048	55,691	24	78,659	83,536
25	105,955	25	49,538	56,247	25	79,642	84,580
26	107,014	26	50,033	56,810	26	80,637	85,637
27	108,084	27	50,533	57,378	27	81,646	86,707
28	109,165	28	51,039	57,952	28	82,666	87,791
29	110,257	29	51,549	58,531	29	83,700	88,888
30+	111,359	30+	52,065	59,117	30+	84,746	89,999

TECHNOLOGY TECHNICIAN - RANK 2: Employees receiving a Technology Industry Standard Certification or a Bachelor degree or higher in a related field of study, may upon the recommendation of the Technology Director apply to the Superintendent to be classified under this rank. Upon aproval of the Superintendent the employee will be reclassified as Rank 2.