



Shelby County Schools

Prepared for the Journey

Salary Schedules 2026-2027

Effective: October 1, 2026 - September 30, 2027

Board Approved September 24, 2026

Shelby County Board of Education is an Equal Opportunity Employer and prohibits discrimination and harassment of any kind. Shelby County Schools provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, gender, pregnancy, gender identity, age, disability, genetic information, sexual orientation, marital status, national origin, or veteran status. Shelby County Board of Education complies with applicable state and local laws governing non-discrimination in employment. This statement applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, benefits, and training.

Shelby County Schools expressly prohibits any form of unlawful harassment by or directed toward, any employees based on race, color, religion, gender including pregnancy and gender identity, age, disability, genetic information, sexual orientation, marital status, national origin, or veteran status. Improper interference with the ability of Shelby County Board of Education employees to perform their expected job duties is not tolerated.

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ASSUMPTIONS

In the preparation of any salary schedule, certain assumptions must be made, implicitly or explicitly. It is the opinion of the Board that maximum benefit will accrue when these assumptions are made explicit. The assumptions under which this salary schedule was prepared are as follows:

1. That any new employees would begin employment under the salary guidelines contained in this schedule,
2. That an employee who begins working after the beginning of the contract year will be paid at a prorated amount based on contract days' work and daily rate of pay,
3. That certain current employees are "grandfathered" at existing rates of pay or salary schedules until retirement, termination, or job change,
4. That salary increases or raises will be made in accordance with mandates of the State Legislature and/or guidelines established by the Superintendent and Board,
5. That wages should be increased in a step fashion based upon experience and/or certification up to a predetermined maximum to reflect an employee's increasing competence over the tenure of employment,
6. That all employees should be duly certified for their respective positions,
7. That all employees will be paid in twelve equal monthly installments.
8. That employees share in responsibility to review their placement on the salary schedule and to seek clarification or correction when hired,
9. That in the event an error is made in the calculation and/or payment of an employee's salary, the Board has the legal authority and right to make the proper adjustments and corrections during the current year.

The Effect of the Fair Labor Standards Act

The case of *Garcia v. San Antonio* reapplied the provisions of the Fair Labor Standards Act (FLSA) of 1938 and its amendments to certain employees in education, in particular the provision dealing with additional compensation for overtime work. The Superintendent or his designee must give prior approval for all overtime worked. Routinely, employees will be given time off within the work week (Tuesday through Monday) so as not to exceed 40 hours. Additional compensation for hours worked over 40 is provided by giving the employee compensatory time or pay for overtime hours worked at the rate of 1.5 to 1. Should an employee accumulate more than 40 hours of compensatory time, the employee shall be paid for overtime worked at the rate of 1.5 to 1.

In accordance with Title 29, Part 541 of **The Code of Federal Regulations**, Revised June 1983, most positions listed in this proposal are subject to the provisions of the FLSA, i.e., are "nonexempt." "Exempt" positions are not entitled to overtime pay or compensatory time. As outlined in the Code, exempt employees are those that meet one or more of the following criteria:

1. Executive, administrative, and professional (certified) employees (including teachers and academic administrative positions; e.g., "director," "supervisor").
2. Noncertified employees (a) whose primary duties consist of the management of the enterprise in which they are employed, (b) who customarily direct the work of two or more employees, (c) who have the authority to hire or fire or whose suggestions and recommendations as to the hiring, firing, or other change of status decisions for other employees will be given particular weight, and (d) who customarily and regularly exercise discretionary powers.

Employees not meeting one of the above criteria are subject to the provisions of the FLSA and are eligible for additional compensation for work performed in excess of forty hours per week.

Years of Experience

Experience is defined as the number of years of service in a full-time employment in a particular position, job, or classification within the Shelby County School System, not the total years of service. All employees may be eligible for up to four years' experience for active, full-time military service.

For employment outside the System that is substantially analogous in required work skills, knowledge, etc., to a position within the System, some credit for experience may be given.

The Shelby County School System, through the Superintendent, Assistant Superintendent of Human Resources, and immediate supervisor, shall have the responsibility for determination of exactly what skills are analogous and the amount of experience to be credited.

Teacher placement on the salary schedule shall be determined by the number of years teaching experience in public education including public post-secondary institutions or at accredited private schools.

Level of Certification

Professional employees shall be paid at the level of the highest degree earned, in keeping with ALSDE policies and procedures. Should an employee earn an advanced degree after his/her initial employment, the employee will be paid for the advanced degree as soon as the degree is recognized by the State Department of Education. It is the employee's responsibility to notify the Human Resources Department upon meeting the qualifications for an advanced degree.

Each teacher who holds valid certification from the National Board for Professional Teaching Standards will be given an annual lump sum of \$5,000.00 upon receipt of funds from the Alabama State Department of Education. It is the employee's responsibility to notify the Human Resources Department of initial National Board certification.

Employee Benefits

Each full-time employee receives a monthly allocation which may be applied toward the cost of any of the health care plans listed below. The amount of the allocation will vary from year to year based on funding by the Legislature and the Retirement System. The premium cost will also vary based on the adjusted rates each year. Eligible Shelby County Schools' employees may select basic hospital/medical coverage through the following Public Education Employees' Health Insurance Plan (PEEHIP) options:

- Blue Cross and Blue Shield
- VIVA

Optional supplemental coverage is available through PEEHIP: Cancer, Dental, Hospital Indemnity, and Vision. Single or Family Coverage actual cost is \$38.00 per month per policy, except in the dental plan, which offers single coverage for \$38.00 and family coverage for \$50.00 per month.

Additional information is available on the web at

https://www.rsa-al.gov/uploads/files/PEEHIP_Handbook_2025-2026.pdf

Any changes in hospital/medical or supplemental insurance coverage must be approved by the State before any changes can be made in the Payroll Department.

Teacher Retirement

All full-time employees are **required** to participate in the Alabama **Teachers' Retirement System**. Once enrolled, members must continue participation until employment is terminated.

Tier 1 members are those who had creditable service prior to January 1, 2013. The contribution rate for Tier 1 members is 7.50% of their earnable compensation. New employees hired on or after January 1, 2013 with no previous creditable service will participate in Tier 2, a new defined benefit plan which was adopted by the Alabama Legislature in 2012. Tier 2 members will contribute 6.2% of their earnable compensation.

Supplemental Retirement Savings Plan

All new Tier 2 employees are automatically enrolled in the Shelby County Supplemental Retirement Savings Plan with Lincoln Financial Group. The default enrollment withholds 1.5% of your salary each payday which is invested in target-date funds.

If you wish to decline participation in the plan, you must complete a decline form, sign and submit it to the Shelby County payroll supervisor. If you would like to make changes to this plan or save more than 1.5% of your compensation, please visit Lincoln Financial Services <http://www.LFG.com>

Leave Days and Vacation

Each employee will accrue sick leave at the rate of one day per scheduled work month (the twelve-month employee will earn twelve sick leave days per year, the nine-month employee will earn nine days, etc.). The sick leave days may be accumulated to an unlimited maximum. Accumulated sick leave days may be converted for retirement credit for tier 1 employees. Sick leave days are earned by payroll periods, not calendar months.

Employee Benefits (Continued)

Each employee (professional and classified) will accrue five personal leave days per year that are non-cumulative from year to year. Two days will cost the employee the current in-system pay rate for a non-professional certified substitute teacher. All unused personal leave days will be converted to sick leave on July 1 unless written authorization is received by the payroll department for reimbursement of any unused portion of the three funded personal leave days. Reimbursement will be \$66 per day, unless the employee's daily rate of pay is less. In such cases the employee will be paid his/her regular daily rate.

The Board shall allow all twelve-month professional/classified employees vacation days per year (July 1 - June 30) as follows:

- A. *Eligible Employees* – Twelve-month full-time employees are eligible for paid vacation.
- B. *Vacation Benefits* – Eligible employees will earn one vacation leave day per month for each month in which the employee works a minimum of half the applicable work days of said month.
- C. *Accrual and Accumulation* – Vacation leave shall be earned monthly and must be earned before it can be used. Vacation leave days may not be bought, sold, or donated. Up to fifteen (15) days of vacation may be accumulated. Accumulated unused vacation leave will be paid at the employee's daily rate of pay upon resignation, retirement, or death. Accumulated vacation days in excess of 15 must be used by the end of the contract year (June 30) or they will be forfeited.
- D. *Scheduling* – Vacation leave must be scheduled with the knowledge and approval of employee's supervisor or department head.

Other Benefits Provided by System

On-the-Job Injury Benefits	\$10,000 Term Life Insurance
Bonding	Liability Insurance
Mileage reimbursement for employees traveling on authorized school system business.	

PLACEMENT ON SALARY SCHEDULE

Professional and Administrative Positions

All professional and administrative employees shall be paid on the appropriate salary schedule for their job classification. Years of experience based on employment in a full time position shall be determined by the number of years at that job classification in Shelby County. However, the Assistant Superintendent of Human Resources, with the approval of the Superintendent, shall be authorized to allow for work experience in the same position in another school system or comparable experience in the private sector at the time of initial employment. The Assistant Superintendent of Human Resources, with the approval of the Superintendent, shall also have the authority to place an individual who is being promoted at a step on the salary schedule that will prevent a reduction in pay as a result of promotion.

Teacher.....	9 month (187 days)
	9 month TEAMS Teacher (189 days)
	9.5 month (197 days)
	10 month (207 days)
	10.5 month (212 days)
	11 month (222 days)
	12 month (240 days)
Career Coach	9 month (187 days)
	9.5 month (197 days)
	10 month (207 days)
	10.5 month (212 days)
	11 month (222 days)
	12 month (240 days)
Media Specialist	9.5 month (197 days)
High School Band Director	9.5 month (197 days)
Educational Diagnostician	9 month (187 days)
	10 month (207 days)
Psychometrist.....	9 month (187 days)
	10 month (207 days)
Counselor	Elementary School..... 9.5 month (197 days)
	Middle School..... 9.5 month (197 days)
	10.5 month (212 days)
	11 month (222 days)
	High School..... 10 month (207 days)
	12 month (240 days)
Registered Nurse.....	9 month (187 days)
	12 month (240 days)
Registered Occupational Therapist	9 month (187 days)
Registered Physical Therapist	9 month (187 days)

PLACEMENT ON SALARY SCHEDULE
Professional and Administrative Positions (continued)

Assistant Principal Elementary School.....	10.5 month (212 days)
	11 month (222 days)
Assistant Principal Middle School	10.5 month (212 days)
.....	11 month (222 days)
.....	12 month (240 days)
Assistant Principal High School	10.5 month (212 days)
.....	12 month (240 days)
Principal.....	12 month (240 days)
Contract Principal.....	One, two or three-year contract (240 days yearly)
Assistant Superintendent.....	Annual
Coordinator, Technology Director	Annual
Supervisor	Annual
Program/subject Area Specialist.....	10 month (207 days)
.....	12 month (240 days)
Construction/Maintenance Supervisor... ..	Annual
Transportation Supervisor/Shop Foreman	Annual

PLACEMENT ON SALARY SCHEDULE

Classified Positions

All classified employees shall be paid on the appropriate salary schedule for their job classification. Years of experience shall be determined by the number of years in a full-time employment at that job classification in Shelby County. Placement on the salary schedule at the time of employment for related job experience in the private sector is 1 year for every 2 years of experience up to a maximum of 10 years. However, the Assistant Superintendent of Human Resources, with the approval of the Superintendent, shall be authorized to allow for work experience in the same position in another school system or comparable experience in the private sector at the time of initial employment. The Assistant Superintendent of Human Resources, with the approval of the Superintendent, shall also have the authority to place an individual who is being promoted at a step on the salary schedule that will prevent a reduction in pay as a result of promotion.

Annual employees work a designated schedule of 240 days.

Building Custodian	Days/Hours as approved
Bus Aides	182 days
Bus Drivers	184 days
Central Office Classified Positions	Annual
Child Nutrition Area Manager	202 days
Child Nutrition Assistant Manager	187 days
Child Nutrition Employee	185 days
Child Nutrition Manager	190 days
Local School Office Manager/Bookkeeper	Annual
Maintenance Positions	Annual
Paraeducator/Instructional Aide	187 days
Physical Therapy Assistant/Certified Occupational Assistant	187 days
Registrar/Data Manager	Annual
School Secretary	Days/Hours as approved
Sign Language Interpreter	187 days
Transportation/Mechanic Positions	Annual

COMMUNITY EDUCATION PROGRAM POSITIONS

Counselor	Hours as approved
In-charge Teacher	Hours as approved
Program/Field/Activities Manager	Annual
Site Secretary	Hours as approved
Substitute	Hours as approved

WORK SCHEDULES 2026-2027

12-Month Contract	July 1, 2026 - June 30, 2027 240 days (Additional days to work: 10/12, 10/13, 11/23, 11/24, & 11/25, 12/21, 12/22)
11-Month Contract	July 9, 2026 - June 22, 2027 222 days
10.5-Month Contract	July 16, 2026 - June 14, 2027 212 days
10-Month Contract	July 23, 2026 – June 14, 2027 207 days (Contract periods for local clerical employees will be scheduled on an individual basis by principal and human resources.)
9.5-Month Contract	July 23, 2026 – June 7, 2027 197 days (Contract periods for local clerical employees will be scheduled on an individual basis by principal and human resources.)
9-Month TEAMS	August 6, 2026 – June 2, 2027 189 days
9-Month Contract	August 6, 2026 – May 28, 2027 187 days (Contract periods for local clerical employees will be scheduled on an individual basis by principal and human resources.)

Transportation

Bus Drivers	August 6, 2026 – May 28, 2027 184 days
Bus Aides	August 6, 2026– May 27, 2027 182 days

CNP

Employees	August 7, 2026 - May 28, 2027 185 days
Assistant Managers	August 5, 2026 - May 28, 2027 187 days
Managers	July 31, 2026 - May 28, 2027 190 days
Area Managers	July 21, 2026 - June 4, 2027 202 days

SHELBY COUNTY SCHOOLS
2026-2027

G	TEACHER, CAREER COACH, MS BAND DIRECTOR, INSTRUCTIONAL COACH, PSYCHOMETRIST											
	SALARY SCHEDULE											
	9 MONTH (187-DAY)											
RANK	BACHELOR'S - II			MASTER'S - I			EdS - AA			DOCTORATE - DC		
EXP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	48,552.00	4,046.00	259.64	52,915.02	4,409.59	282.97	57,057.09	4,754.76	305.12	61,197.22	5,099.77	327.26
1	48,773.71	4,064.48	260.82	53,236.04	4,436.34	284.68	57,269.16	4,772.43	306.25	63,238.10	5,269.84	338.17
2	49,003.63	4,083.64	262.05	53,341.10	4,445.09	285.25	57,479.28	4,789.94	307.38	65,271.19	5,439.27	349.04
3	51,173.75	4,264.48	273.66	58,687.46	4,890.62	313.84	63,045.49	5,253.79	337.14	67,321.80	5,610.15	360.01
4	51,409.17	4,284.10	274.92	58,918.98	4,909.92	315.07	63,275.06	5,272.92	338.37	67,627.25	5,635.60	361.64
5	51,638.74	4,303.23	276.14	59,148.55	4,929.05	316.30	63,510.48	5,292.54	339.63	67,938.54	5,661.55	363.31
6	53,409.18	4,450.77	285.61	61,146.63	5,095.55	326.99	65,633.07	5,469.42	350.98	70,263.47	5,855.29	375.74
7	53,646.55	4,470.55	286.88	61,383.99	5,115.33	328.26	65,864.59	5,488.72	352.22	70,572.82	5,881.07	377.39
8	53,880.02	4,490.00	288.13	61,617.46	5,134.79	329.51	66,107.78	5,508.98	353.52	70,889.93	5,907.49	379.09
9	55,018.15	4,584.85	294.21	62,880.12	5,240.01	336.26	67,502.74	5,625.23	360.98	72,384.12	6,032.01	387.08
10	56,247.74	4,687.31	300.79	64,181.69	5,348.47	343.22	68,378.23	5,698.19	365.66	73,432.77	6,119.40	392.69
11	57,055.14	4,754.60	305.11	65,072.75	5,422.73	347.98	69,310.16	5,775.85	370.64	74,493.09	6,207.76	398.36
12	58,012.35	4,834.36	310.23	66,008.56	5,500.71	352.99	70,228.45	5,852.37	375.55	74,574.81	6,214.57	398.80
13	58,592.13	4,882.68	313.33	66,668.10	5,555.68	356.51	70,930.79	5,910.90	379.31	75,319.95	6,276.66	402.78
14	59,181.63	4,931.80	316.48	67,333.48	5,611.12	360.07	71,638.97	5,969.91	383.10	76,074.82	6,339.57	406.82
15	59,636.89	4,969.74	318.91	68,407.42	5,700.62	365.82	73,261.56	6,105.13	391.77	77,829.71	6,485.81	416.20
16	60,238.06	5,019.84	322.13	69,090.31	5,757.53	369.47	73,993.09	6,166.09	395.68	78,605.98	6,550.50	420.35
17	60,839.24	5,069.94	325.34	69,786.81	5,815.57	373.19	74,738.23	6,228.19	399.67	79,397.81	6,616.48	424.59
18	61,574.65	5,131.22	329.28	70,506.67	5,875.56	377.04	75,495.05	6,291.25	403.72	80,168.25	6,680.69	428.71
19	62,189.45	5,182.45	332.56	71,209.01	5,934.08	380.80	76,255.76	6,354.65	407.78	80,977.60	6,748.13	433.04
20	62,808.13	5,234.01	335.87	71,919.13	5,993.26	384.59	77,014.52	6,417.88	411.84	81,785.00	6,815.42	437.35
21	63,401.52	5,283.46	339.05	72,485.28	6,040.44	387.62	77,574.84	6,464.57	414.84	82,331.70	6,860.98	440.28
22	64,033.83	5,336.15	342.43	73,209.03	6,100.75	391.49	78,349.17	6,529.10	418.98	83,150.78	6,929.23	444.66
23	64,675.86	5,389.66	345.86	73,936.66	6,161.39	395.38	79,129.33	6,594.11	423.15	83,979.58	6,998.30	449.09
24	65,329.56	5,444.13	349.36	74,693.48	6,224.46	399.43	79,944.51	6,662.04	427.51	84,855.08	7,071.26	453.77
25	65,987.16	5,498.93	352.87	75,444.47	6,287.04	403.45	80,748.03	6,729.00	431.81	85,707.23	7,142.27	458.33
26	66,642.81	5,553.57	356.38	76,193.51	6,349.46	407.45	81,549.60	6,795.80	436.09	86,559.38	7,213.28	462.88
27	68,668.12	5,722.34	367.21	76,973.66	6,414.47	411.62	82,392.01	6,866.00	440.60	87,458.22	7,288.19	467.69
28	69,354.90	5,779.58	370.88	77,740.21	6,478.35	415.72	83,211.09	6,934.26	444.98	88,329.83	7,360.82	472.35
29	70,049.46	5,837.46	374.60	78,520.38	6,543.37	419.90	84,045.73	7,003.81	449.44	89,215.05	7,434.59	477.09
30	70,749.86	5,895.82	378.34	79,306.38	6,608.87	424.10	84,886.21	7,073.85	453.94	90,108.06	7,509.01	481.86
31	71,456.09	5,954.67	382.12	80,100.17	6,675.01	428.34	85,736.41	7,144.70	458.48	91,008.85	7,584.07	486.68
32	72,174.00	6,014.50	385.96	80,899.79	6,741.65	432.62	86,592.46	7,216.04	463.06	91,919.37	7,659.95	491.55
33	72,891.91	6,074.33	389.80	81,707.19	6,808.93	436.94	87,456.27	7,288.02	467.68	92,835.72	7,736.31	496.45
34	73,621.48	6,135.12	393.70	82,520.42	6,876.70	441.29	88,327.88	7,360.66	472.34	93,761.80	7,813.48	501.40
35	74,358.85	6,196.57	397.64	83,349.22	6,945.77	445.72	89,215.05	7,434.59	477.09	94,701.50	7,891.79	506.43

*Earned doctorate from an accredited college or university

SHELBY COUNTY SCHOOLS
2026-2027

G1 TEACHER, MEDIA SPECIALIST, HIGH SCHOOL BAND DIRECTOR, COUNSELOR SALARY SCHEDULE 9.5 MONTH (197-DAY)												
RANK	BACHELOR'S - II			MASTER'S - I			EdS - AA			DOCTORATE - DC		
EXP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	51,149.28	4,262.44	259.64	55,744.70	4,645.39	282.97	60,108.27	5,009.02	305.12	64,469.80	5,372.48	327.26
1	51,382.37	4,281.86	260.82	56,082.88	4,673.57	284.68	60,331.68	5,027.64	306.25	66,619.82	5,551.65	338.17
2	51,623.50	4,301.96	262.05	56,193.56	4,682.80	285.25	60,553.03	5,046.09	307.38	68,761.63	5,730.14	349.04
3	53,910.32	4,492.53	273.66	61,825.83	5,152.15	313.84	66,416.91	5,534.74	337.14	70,921.90	5,910.16	360.01
4	54,158.32	4,513.19	274.92	62,069.73	5,172.48	315.07	66,658.76	5,554.90	338.37	71,243.68	5,936.97	361.64
5	54,400.16	4,533.35	276.14	62,311.58	5,192.63	316.30	66,906.75	5,575.56	339.63	71,571.62	5,964.30	363.31
6	56,265.30	4,688.78	285.61	64,416.50	5,368.04	326.99	69,142.86	5,761.91	350.98	74,020.87	6,168.41	375.74
7	56,515.35	4,709.61	286.88	64,666.56	5,388.88	328.26	69,386.76	5,782.23	352.22	74,346.76	6,195.56	377.39
8	56,761.29	4,730.11	288.13	64,912.51	5,409.38	329.51	69,642.95	5,803.58	353.52	74,680.85	6,223.40	379.09
9	57,960.30	4,830.03	294.21	66,242.69	5,520.22	336.26	71,112.51	5,926.04	360.98	76,254.93	6,354.58	387.08
10	59,255.64	4,937.97	300.79	67,613.87	5,634.49	343.22	72,034.82	6,002.90	365.66	77,359.65	6,446.64	392.69
11	60,106.22	5,008.85	305.11	68,552.57	5,712.71	347.98	73,016.58	6,084.72	370.64	78,476.68	6,539.72	398.36
12	61,114.62	5,092.89	310.23	69,538.42	5,794.87	352.99	73,983.98	6,165.33	375.55	78,562.76	6,546.90	398.80
13	61,725.40	5,143.78	313.33	70,233.24	5,852.77	356.51	74,723.89	6,226.99	379.31	79,347.75	6,612.31	402.78
14	62,346.42	5,195.54	316.48	70,934.19	5,911.18	360.07	75,469.94	6,289.16	383.10	80,143.00	6,678.58	406.82
15	62,826.03	5,235.50	318.91	72,065.57	6,005.46	365.82	77,179.29	6,431.61	391.77	81,991.73	6,832.64	416.20
16	63,459.35	5,288.28	322.13	72,784.97	6,065.41	369.47	77,949.93	6,495.83	395.68	82,809.51	6,900.79	420.35
17	64,092.67	5,341.06	325.34	73,518.73	6,126.56	373.19	78,734.93	6,561.24	399.67	83,643.69	6,970.31	424.59
18	64,867.41	5,405.62	329.28	74,277.08	6,189.76	377.04	79,532.22	6,627.69	403.72	84,455.33	7,037.94	428.71
19	65,515.08	5,459.59	332.56	75,016.98	6,251.42	380.80	80,333.60	6,694.47	407.78	85,307.96	7,109.00	433.04
20	66,166.85	5,513.90	335.87	75,765.07	6,313.76	384.59	81,132.95	6,761.08	411.84	86,158.54	7,179.88	437.35
21	66,791.98	5,566.00	339.05	76,361.51	6,363.46	387.62	81,723.23	6,810.27	414.84	86,734.47	7,227.87	440.28
22	67,458.09	5,621.51	342.43	77,123.95	6,427.00	391.49	82,538.97	6,878.25	418.98	87,597.35	7,299.78	444.66
23	68,134.45	5,677.87	345.86	77,890.50	6,490.88	395.38	83,360.85	6,946.74	423.15	88,470.47	7,372.54	449.09
24	68,823.12	5,735.26	349.36	78,687.78	6,557.32	399.43	84,219.63	7,018.30	427.51	89,392.78	7,449.40	453.77
25	69,515.88	5,792.99	352.87	79,478.93	6,623.24	403.45	85,066.11	7,088.84	431.81	90,290.51	7,524.21	458.33
26	70,206.59	5,850.55	356.38	80,268.02	6,689.00	407.45	85,910.54	7,159.21	436.09	91,188.23	7,599.02	462.88
27	72,340.21	6,028.35	367.21	81,089.90	6,757.49	411.62	86,798.01	7,233.17	440.60	92,135.14	7,677.93	467.69
28	73,063.72	6,088.64	370.88	81,897.45	6,824.79	415.72	87,660.89	7,305.07	444.98	93,053.35	7,754.45	472.35
29	73,795.42	6,149.62	374.60	82,719.32	6,893.28	419.90	88,540.16	7,378.35	449.44	93,985.92	7,832.16	477.09
30	74,533.27	6,211.11	378.34	83,547.36	6,962.28	424.10	89,425.58	7,452.13	453.94	94,926.67	7,910.56	481.86
31	75,277.27	6,273.11	382.12	84,383.60	7,031.97	428.34	90,321.25	7,526.77	458.48	95,875.63	7,989.64	486.68
32	76,033.57	6,336.13	385.96	85,225.97	7,102.16	432.62	91,223.07	7,601.92	463.06	96,834.84	8,069.57	491.55
33	76,789.87	6,399.16	389.80	86,076.55	7,173.05	436.94	92,133.09	7,677.76	467.68	97,800.20	8,150.02	496.45
34	77,558.47	6,463.21	393.70	86,933.28	7,244.44	441.29	93,051.30	7,754.28	472.34	98,775.80	8,231.32	501.40
35	78,335.26	6,527.94	397.64	87,806.41	7,317.20	445.72	93,985.92	7,832.16	477.09	99,765.75	8,313.81	506.43

*Earned doctorate from an accredited college or university

SHELBY COUNTY SCHOOLS
2026-2027

G2		TEACHER, PSYCHOMETRIST, JOB INSTRUCTOR, COUNSELOR SALARY SCHEDULE										
		10 MONTH (207-DAY)										
RANK	BACHELOR'S - II			MASTER'S - I			EdS - AA			DOCTORATE - DC		
EXP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	53,745.69	4,478.81	259.64	58,574.38	4,881.20	282.97	63,159.46	5,263.29	305.12	67,742.38	5,645.20	327.26
1	53,990.61	4,499.22	260.82	58,929.73	4,910.81	284.68	63,394.20	5,282.85	306.25	70,001.53	5,833.46	338.17
2	54,243.98	4,520.33	262.05	59,046.02	4,920.50	285.25	63,626.79	5,302.23	307.38	72,252.07	6,021.01	349.04
3	56,646.88	4,720.57	273.66	64,964.19	5,413.68	313.84	69,788.32	5,815.69	337.14	74,521.99	6,210.17	360.01
4	56,907.47	4,742.29	274.92	65,220.48	5,435.04	315.07	70,042.45	5,836.87	338.37	74,860.11	6,238.34	361.64
5	57,161.60	4,763.47	276.14	65,474.60	5,456.22	316.30	70,303.04	5,858.59	339.63	75,204.70	6,267.06	363.31
6	59,121.40	4,926.78	285.61	67,686.38	5,640.53	326.99	72,652.65	6,054.39	350.98	77,778.28	6,481.52	375.74
7	59,384.14	4,948.68	286.88	67,949.12	5,662.43	328.26	72,908.93	6,075.74	352.22	78,120.70	6,510.06	377.39
8	59,642.58	4,970.22	288.13	68,207.56	5,683.96	329.51	73,178.13	6,098.18	353.52	78,471.75	6,539.31	379.09
9	60,902.45	5,075.20	294.21	69,605.26	5,800.44	336.26	74,722.28	6,226.86	360.98	80,125.74	6,677.15	387.08
10	62,263.55	5,188.63	300.79	71,046.03	5,920.50	343.22	75,691.41	6,307.62	365.66	81,286.54	6,773.88	392.69
11	63,157.30	5,263.11	305.11	72,032.40	6,002.70	347.98	76,723.01	6,393.58	370.64	82,460.26	6,871.69	398.36
12	64,216.89	5,351.41	310.23	73,068.30	6,089.03	352.99	77,739.52	6,478.29	375.55	82,550.72	6,879.23	398.80
13	64,858.66	5,404.89	313.33	73,798.37	6,149.86	356.51	78,516.97	6,543.08	379.31	83,375.56	6,947.96	402.78
14	65,511.22	5,459.27	316.48	74,534.91	6,211.24	360.07	79,300.89	6,608.41	383.10	84,211.16	7,017.60	406.82
15	66,015.16	5,501.26	318.91	75,723.72	6,310.31	365.82	81,097.02	6,758.09	391.77	86,153.74	7,179.48	416.20
16	66,680.64	5,556.72	322.13	76,479.65	6,373.30	369.47	81,906.78	6,825.57	395.68	87,013.03	7,251.09	420.35
17	67,346.11	5,612.18	325.34	77,250.64	6,437.55	373.19	82,731.62	6,894.30	399.67	87,889.56	7,324.13	424.59
18	68,160.18	5,680.02	329.28	78,047.49	6,503.96	377.04	83,569.39	6,964.12	403.72	88,742.40	7,395.20	428.71
19	68,840.72	5,736.73	332.56	78,824.94	6,568.75	380.80	84,411.45	7,034.29	407.78	89,638.31	7,469.86	433.04
20	69,525.58	5,793.80	335.87	79,611.02	6,634.25	384.59	85,251.37	7,104.28	411.84	90,532.06	7,544.34	437.35
21	70,182.43	5,848.54	339.05	80,237.72	6,686.48	387.62	85,871.61	7,155.97	414.84	91,137.24	7,594.77	440.28
22	70,882.37	5,906.86	342.43	81,038.87	6,753.24	391.49	86,728.76	7,227.40	418.98	92,043.91	7,670.33	444.66
23	71,593.06	5,966.09	345.86	81,844.33	6,820.36	395.38	87,592.36	7,299.36	423.15	92,961.36	7,746.78	449.09
24	72,316.68	6,026.39	349.36	82,682.09	6,890.17	399.43	88,494.74	7,374.56	427.51	93,930.49	7,827.54	453.77
25	73,044.60	6,087.05	352.87	83,513.39	6,959.45	403.45	89,384.19	7,448.68	431.81	94,873.77	7,906.15	458.33
26	73,770.38	6,147.53	356.38	84,342.54	7,028.55	407.45	90,271.47	7,522.62	436.09	95,817.07	7,984.76	462.88
27	76,012.30	6,334.36	367.21	85,206.14	7,100.51	411.62	91,204.00	7,600.33	440.60	96,812.04	8,067.67	467.69
28	76,772.54	6,397.71	370.88	86,054.67	7,171.22	415.72	92,110.68	7,675.89	444.98	97,776.87	8,148.07	472.35
29	77,541.38	6,461.78	374.60	86,918.27	7,243.19	419.90	93,034.58	7,752.88	449.44	98,756.77	8,229.73	477.09
30	78,316.69	6,526.39	378.34	87,788.34	7,315.70	424.10	93,964.94	7,830.41	453.94	99,745.28	8,312.11	481.86
31	79,098.45	6,591.54	382.12	88,667.02	7,388.92	428.34	94,906.09	7,908.84	458.48	100,742.42	8,395.20	486.68
32	79,893.15	6,657.76	385.96	89,552.16	7,462.68	432.62	95,853.68	7,987.81	463.06	101,750.31	8,479.19	491.55
33	80,687.83	6,723.99	389.80	90,445.92	7,537.16	436.94	96,809.89	8,067.49	467.68	102,764.67	8,563.72	496.45
34	81,495.44	6,791.29	393.70	91,346.14	7,612.18	441.29	97,774.72	8,147.89	472.34	103,789.80	8,649.15	501.40
35	82,311.67	6,859.31	397.64	92,263.58	7,688.63	445.72	98,756.77	8,229.73	477.09	104,830.01	8,735.83	506.43

*Earned doctorate from an accredited college or university

SHELBY COUNTY SCHOOLS
2026-2027

G5		TEACHER, COUNSELOR SALARY SCHEDULE										
		10.5 MONTH (212-DAY)										
RANK	BACHELOR'S - II			MASTER'S - I			EdS - AA			DOCTORATE - DC		
EXP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	55,043.90	4,586.99	259.64	59,989.22	4,999.10	282.97	64,685.04	5,390.42	305.12	69,378.66	5,781.56	327.26
1	55,294.74	4,607.90	260.82	60,353.15	5,029.43	284.68	64,925.46	5,410.46	306.25	71,692.39	5,974.37	338.17
2	55,554.22	4,629.52	262.05	60,472.26	5,039.36	285.25	65,163.67	5,430.31	307.38	73,997.29	6,166.44	349.04
3	58,015.17	4,834.60	273.66	66,533.38	5,544.45	313.84	71,474.03	5,956.17	337.14	76,322.05	6,360.17	360.01
4	58,282.05	4,856.84	274.92	66,795.85	5,566.32	315.07	71,734.30	5,977.86	338.37	76,668.33	6,389.03	361.64
5	58,542.31	4,878.53	276.14	67,056.11	5,588.01	316.30	72,001.18	6,000.10	339.63	77,021.24	6,418.44	363.31
6	60,549.45	5,045.79	285.61	69,321.32	5,776.78	326.99	74,407.54	6,200.63	350.98	79,656.99	6,638.08	375.74
7	60,818.55	5,068.21	286.88	69,590.40	5,799.20	328.26	74,670.01	6,222.50	352.22	80,007.68	6,667.31	377.39
8	61,083.23	5,090.27	288.13	69,855.08	5,821.26	329.51	74,945.72	6,245.48	353.52	80,367.20	6,697.27	379.09
9	62,373.53	5,197.79	294.21	71,286.55	5,940.55	336.26	76,527.17	6,377.26	360.98	82,061.14	6,838.43	387.08
10	63,767.50	5,313.96	300.79	72,762.12	6,063.51	343.22	77,519.71	6,459.98	365.66	83,249.99	6,937.50	392.69
11	64,682.84	5,390.24	305.11	73,772.31	6,147.69	347.98	78,576.21	6,548.02	370.64	84,452.06	7,037.67	398.36
12	65,768.01	5,480.67	310.23	74,833.23	6,236.10	352.99	79,617.28	6,634.77	375.55	84,544.69	7,045.39	398.80
13	66,425.30	5,535.44	313.33	75,580.94	6,298.41	356.51	80,413.52	6,701.13	379.31	85,389.46	7,115.79	402.78
14	67,093.62	5,591.14	316.48	76,335.27	6,361.27	360.07	81,216.37	6,768.03	383.10	86,245.25	7,187.10	406.82
15	67,609.74	5,634.15	318.91	77,552.80	6,462.73	365.82	83,055.88	6,921.32	391.77	88,234.75	7,352.90	416.20
16	68,291.28	5,690.94	322.13	78,326.98	6,527.25	369.47	83,885.21	6,990.43	395.68	89,114.80	7,426.23	420.35
17	68,972.82	5,747.74	325.34	79,116.60	6,593.05	373.19	84,729.98	7,060.83	399.67	90,012.50	7,501.04	424.59
18	69,806.56	5,817.21	329.28	79,932.69	6,661.06	377.04	85,587.97	7,132.33	403.72	90,885.93	7,573.83	428.71
19	70,503.55	5,875.30	332.56	80,728.92	6,727.41	380.80	86,450.38	7,204.20	407.78	91,803.48	7,650.29	433.04
20	71,204.94	5,933.75	335.87	81,533.99	6,794.50	384.59	87,310.58	7,275.88	411.84	92,718.83	7,726.57	437.35
21	71,877.66	5,989.81	339.05	82,175.84	6,847.99	387.62	87,945.81	7,328.82	414.84	93,338.61	7,778.22	440.28
22	72,594.50	6,049.54	342.43	82,996.33	6,916.36	391.49	88,823.66	7,401.97	418.98	94,267.19	7,855.60	444.66
23	73,322.36	6,110.20	345.86	83,821.25	6,985.10	395.38	89,708.12	7,475.68	423.15	95,206.80	7,933.90	449.09
24	74,063.46	6,171.96	349.36	84,679.24	7,056.60	399.43	90,632.29	7,552.69	427.51	96,199.35	8,016.61	453.77
25	74,808.97	6,234.08	352.87	85,530.63	7,127.55	403.45	91,543.22	7,628.60	431.81	97,165.42	8,097.12	458.33
26	75,552.27	6,296.02	356.38	86,379.80	7,198.32	407.45	92,451.95	7,704.33	436.09	98,131.49	8,177.62	462.88
27	77,848.35	6,487.36	367.21	87,264.26	7,272.02	411.62	93,406.99	7,783.92	440.60	99,150.50	8,262.54	467.69
28	78,626.95	6,552.25	370.88	88,133.29	7,344.44	415.72	94,335.57	7,861.30	444.98	100,138.63	8,344.89	472.35
29	79,414.36	6,617.86	374.60	89,017.75	7,418.15	419.90	95,281.80	7,940.15	449.44	101,142.20	8,428.52	477.09
30	80,208.40	6,684.03	378.34	89,908.83	7,492.40	424.10	96,234.63	8,019.55	453.94	102,154.60	8,512.88	481.86
31	81,009.05	6,750.75	382.12	90,808.74	7,567.40	428.34	97,198.50	8,099.88	458.48	103,175.81	8,597.98	486.68
32	81,822.93	6,818.58	385.96	91,715.26	7,642.94	432.62	98,168.99	8,180.75	463.06	104,208.05	8,684.00	491.55
33	82,636.81	6,886.40	389.80	92,630.60	7,719.22	436.94	99,148.29	8,262.36	467.68	105,246.91	8,770.58	496.45
34	83,463.93	6,955.33	393.70	93,552.57	7,796.05	441.29	100,136.42	8,344.70	472.34	106,296.80	8,858.07	501.40
35	84,299.87	7,024.99	397.64	94,492.17	7,874.35	445.72	101,142.20	8,428.52	477.09	107,362.12	8,946.84	506.43

*Earned doctorate from an accredited college or university

SHELBY COUNTY SCHOOLS
2026-2027

G3		TEACHER, COUNSELOR SALARY SCHEDULE										
		11 MONTH (222-DAY)										
RANK	BACHELOR'S - II			MASTER'S - I			EdS - AA			DOCTORATE - DC		
EXP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	57,640.31	4,803.36	259.64	62,818.90	5,234.91	282.97	67,736.23	5,644.69	305.12	72,651.24	6,054.27	327.26
1	57,902.98	4,825.25	260.82	63,200.00	5,266.67	284.68	67,987.98	5,665.67	306.25	75,074.11	6,256.18	338.17
2	58,174.71	4,847.89	262.05	63,324.72	5,277.06	285.25	68,237.42	5,686.45	307.38	77,487.73	6,457.31	349.04
3	60,751.73	5,062.64	273.66	69,671.75	5,805.98	313.84	74,845.44	6,237.12	337.14	79,922.14	6,660.18	360.01
4	61,031.21	5,085.93	274.92	69,946.60	5,828.88	315.07	75,117.99	6,259.83	338.37	80,284.76	6,690.40	361.64
5	61,303.74	5,108.65	276.14	70,219.14	5,851.60	316.30	75,397.46	6,283.12	339.63	80,654.31	6,721.19	363.31
6	63,405.56	5,283.80	285.61	72,591.19	6,049.27	326.99	77,917.33	6,493.11	350.98	83,414.39	6,951.20	375.74
7	63,687.35	5,307.28	286.88	72,872.97	6,072.75	328.26	78,192.18	6,516.02	352.22	83,781.63	6,981.80	377.39
8	63,964.50	5,330.38	288.13	73,150.13	6,095.84	329.51	78,480.90	6,540.08	353.52	84,158.10	7,013.18	379.09
9	65,315.67	5,442.97	294.21	74,649.12	6,220.76	336.26	80,136.94	6,678.08	360.98	85,931.94	7,161.00	387.08
10	66,775.40	5,564.62	300.79	76,194.30	6,349.53	343.22	81,176.30	6,764.69	365.66	87,176.87	7,264.74	392.69
11	67,733.91	5,644.49	305.11	77,252.14	6,437.68	347.98	82,282.64	6,856.89	370.64	88,435.65	7,369.64	398.36
12	68,870.28	5,739.19	310.23	78,363.10	6,530.26	352.99	83,372.82	6,947.74	375.55	88,532.66	7,377.72	398.80
13	69,558.57	5,796.55	313.33	79,146.08	6,595.51	356.51	84,206.61	7,017.22	379.31	89,417.26	7,451.44	402.78
14	70,258.40	5,854.87	316.48	79,936.00	6,661.33	360.07	85,047.34	7,087.28	383.10	90,313.43	7,526.12	406.82
15	70,798.87	5,899.91	318.91	81,210.95	6,767.58	365.82	86,973.62	7,247.80	391.77	92,396.77	7,699.73	416.20
16	71,512.56	5,959.38	322.13	82,021.64	6,835.14	369.47	87,842.06	7,320.17	395.68	93,318.33	7,776.53	420.35
17	72,226.26	6,018.86	325.34	82,848.52	6,904.04	373.19	88,726.67	7,393.89	399.67	94,258.37	7,854.86	424.59
18	73,099.32	6,091.61	329.28	83,703.10	6,975.26	377.04	89,625.14	7,468.76	403.72	95,173.01	7,931.08	428.71
19	73,829.19	6,152.43	332.56	84,536.89	7,044.74	380.80	90,528.23	7,544.02	407.78	96,133.84	8,011.15	433.04
20	74,563.67	6,213.64	335.87	85,379.93	7,114.99	384.59	91,429.00	7,619.08	411.84	97,092.36	8,091.03	437.35
21	75,268.12	6,272.34	339.05	86,052.05	7,171.00	387.62	92,094.19	7,674.52	414.84	97,741.38	8,145.12	440.28
22	76,018.77	6,334.90	342.43	86,911.26	7,242.61	391.49	93,013.45	7,751.12	418.98	98,713.76	8,226.15	444.66
23	76,780.96	6,398.41	345.86	87,775.07	7,314.59	395.38	93,939.64	7,828.30	423.15	99,697.69	8,308.14	449.09
24	77,557.02	6,463.09	349.36	88,673.54	7,389.46	399.43	94,907.39	7,908.95	427.51	100,737.05	8,394.75	453.77
25	78,337.69	6,528.14	352.87	89,565.08	7,463.76	403.45	95,861.30	7,988.44	431.81	101,748.69	8,479.06	458.33
26	79,116.06	6,593.01	356.38	90,454.32	7,537.86	407.45	96,812.89	8,067.74	436.09	102,760.33	8,563.36	462.88
27	81,520.44	6,793.37	367.21	91,380.50	7,615.04	411.62	97,812.99	8,151.08	440.60	103,827.41	8,652.28	467.69
28	82,335.76	6,861.31	370.88	92,290.52	7,690.88	415.72	98,785.36	8,232.11	444.98	104,862.15	8,738.51	472.35
29	83,160.32	6,930.03	374.60	93,216.70	7,768.06	419.90	99,776.22	8,314.69	449.44	105,913.06	8,826.09	477.09
30	83,991.81	6,999.32	378.34	94,149.82	7,845.82	424.10	100,774.01	8,397.83	453.94	106,973.21	8,914.43	481.86
31	84,830.22	7,069.19	382.12	95,092.17	7,924.35	428.34	101,783.34	8,481.95	458.48	108,042.59	9,003.55	486.68
32	85,682.50	7,140.21	385.96	96,041.45	8,003.45	432.62	102,799.60	8,566.63	463.06	109,123.52	9,093.63	491.55
33	86,534.78	7,211.23	389.80	96,999.98	8,083.33	436.94	103,825.10	8,652.09	467.68	110,211.38	9,184.28	496.45
34	87,400.91	7,283.41	393.70	97,965.43	8,163.79	441.29	104,859.84	8,738.32	472.34	111,310.80	9,275.90	501.40
35	88,276.28	7,356.36	397.64	98,949.35	8,245.78	445.72	105,913.06	8,826.09	477.09	112,426.37	9,368.86	506.43

*Earned doctorate from an accredited college or university

SHELBY COUNTY SCHOOLS
2026-2027

G4		TEACHER, COUNSELOR SALARY SCHEDULE										
		12 MONTH (240-DAY)										
RANK	BACHELOR'S - II			MASTER'S - I			EdS - AA			DOCTORATE - DC		
EXP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	62,313.84	5,192.82	259.64	67,912.32	5,659.36	282.97	73,228.35	6,102.36	305.12	78,541.88	6,545.16	327.26
1	62,597.81	5,216.48	260.82	68,324.32	5,693.69	284.68	73,500.52	6,125.04	306.25	81,161.19	6,763.43	338.17
2	62,891.57	5,240.96	262.05	68,459.16	5,704.93	285.25	73,770.19	6,147.52	307.38	83,770.51	6,980.88	349.04
3	65,677.54	5,473.13	273.66	75,320.80	6,276.73	313.84	80,913.99	6,742.83	337.14	86,402.31	7,200.19	360.01
4	65,979.67	5,498.31	274.92	75,617.94	6,301.50	315.07	81,208.63	6,767.39	338.37	86,794.33	7,232.86	361.64
5	66,274.32	5,522.86	276.14	75,912.59	6,326.05	316.30	81,510.77	6,792.56	339.63	87,193.85	7,266.15	363.31
6	68,546.55	5,712.21	285.61	78,476.96	6,539.75	326.99	84,234.95	7,019.58	350.98	90,177.72	7,514.81	375.74
7	68,851.18	5,737.60	286.88	78,781.59	6,565.13	328.26	84,532.09	7,044.34	352.22	90,574.73	7,547.89	377.39
8	69,150.81	5,762.57	288.13	79,081.23	6,590.10	329.51	84,844.21	7,070.35	353.52	90,981.74	7,581.81	379.09
9	70,611.53	5,884.29	294.21	80,701.75	6,725.15	336.26	86,634.53	7,219.54	360.98	92,899.40	7,741.62	387.08
10	72,189.62	6,015.80	300.79	82,372.22	6,864.35	343.22	87,758.16	7,313.18	365.66	94,245.26	7,853.77	392.69
11	73,225.86	6,102.16	305.11	83,515.83	6,959.65	347.98	88,954.20	7,412.85	370.64	95,606.10	7,967.18	398.36
12	74,454.35	6,204.53	310.23	84,716.86	7,059.74	352.99	90,132.77	7,511.06	375.55	95,710.98	7,975.92	398.80
13	75,198.45	6,266.54	313.33	85,563.34	7,130.28	356.51	91,034.17	7,586.18	379.31	96,667.31	8,055.61	402.78
14	75,955.03	6,329.59	316.48	86,417.29	7,201.44	360.07	91,943.07	7,661.92	383.10	97,636.14	8,136.35	406.82
15	76,539.32	6,378.28	318.91	87,795.62	7,316.30	365.82	94,025.53	7,835.46	391.77	99,888.39	8,324.03	416.20
16	77,310.88	6,442.57	322.13	88,672.05	7,389.34	369.47	94,964.39	7,913.70	395.68	100,884.68	8,407.06	420.35
17	78,082.44	6,506.87	325.34	89,565.96	7,463.83	373.19	95,920.72	7,993.39	399.67	101,900.94	8,491.75	424.59
18	79,026.29	6,585.52	329.28	90,489.84	7,540.82	377.04	96,892.04	8,074.34	403.72	102,889.74	8,574.15	428.71
19	79,815.33	6,651.28	332.56	91,391.24	7,615.94	380.80	97,868.35	8,155.70	407.78	103,928.48	8,660.71	433.04
20	80,609.36	6,717.45	335.87	92,302.63	7,691.89	384.59	98,842.17	8,236.85	411.84	104,964.72	8,747.06	437.35
21	81,370.93	6,780.91	339.05	93,029.25	7,752.44	387.62	99,561.29	8,296.77	414.84	105,666.35	8,805.53	440.28
22	82,182.45	6,848.54	342.43	93,958.11	7,829.84	391.49	100,555.08	8,379.59	418.98	106,717.58	8,893.13	444.66
23	83,006.44	6,917.20	345.86	94,891.97	7,907.66	395.38	101,556.37	8,463.03	423.15	107,781.28	8,981.77	449.09
24	83,845.42	6,987.12	349.36	95,863.30	7,988.61	399.43	102,602.59	8,550.22	427.51	108,904.92	9,075.41	453.77
25	84,689.40	7,057.45	352.87	96,827.12	8,068.93	403.45	103,633.83	8,636.15	431.81	109,998.58	9,166.55	458.33
26	85,530.87	7,127.57	356.38	97,788.45	8,149.04	407.45	104,662.58	8,721.88	436.09	111,092.25	9,257.69	462.88
27	88,130.21	7,344.18	367.21	98,789.73	8,232.48	411.62	105,743.76	8,811.98	440.60	112,245.84	9,353.82	467.69
28	89,011.63	7,417.64	370.88	99,773.53	8,314.46	415.72	106,794.98	8,899.58	444.98	113,364.49	9,447.04	472.35
29	89,903.05	7,491.92	374.60	100,774.81	8,397.90	419.90	107,866.18	8,988.85	449.44	114,500.60	9,541.72	477.09
30	90,801.96	7,566.83	378.34	101,783.58	8,481.97	424.10	108,944.87	9,078.74	453.94	115,646.71	9,637.23	481.86
31	91,708.35	7,642.36	382.12	102,802.35	8,566.86	428.34	110,036.03	9,169.67	458.48	116,802.80	9,733.57	486.68
32	92,629.73	7,719.14	385.96	103,828.60	8,652.38	432.62	111,134.70	9,261.23	463.06	117,971.38	9,830.95	491.55
33	93,551.11	7,795.93	389.80	104,864.84	8,738.74	436.94	112,243.35	9,353.61	467.68	119,147.45	9,928.95	496.45
34	94,487.47	7,873.96	393.70	105,908.56	8,825.71	441.29	113,361.99	9,446.83	472.34	120,335.99	10,028.00	501.40
35	95,433.82	7,952.82	397.64	106,972.27	8,914.36	445.72	114,500.60	9,541.72	477.09	121,542.03	10,128.50	506.43

*Earned doctorate from an accredited college or university

SHELBY COUNTY SCHOOLS
2026-2027

G7		TEAMS TEACHER SUPPLEMENT SALARY SCHEDULE										
		9 MONTH (189-DAY)										
RANK	BACHELORS - II			MASTERS - I			EdS - AA			DOCTORATE - DC		
EXP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	51,532.00	4,294.33	272.66	58,431.00	4,869.25	309.16	62,573.00	5,214.42	331.07	66,714.00	5,559.50	352.98
1	55,164.00	4,597.00	291.87	63,438.00	5,286.50	335.65	68,403.00	5,700.25	361.92	73,371.00	6,114.25	388.21
2	58,112.00	4,842.67	307.47	66,825.00	5,568.75	353.57	72,075.00	6,006.25	381.35	77,285.00	6,440.42	408.92
3	59,811.00	4,984.25	316.46	68,782.00	5,731.83	363.93	74,185.00	6,182.08	392.51	79,548.00	6,629.00	420.89
4	61,557.00	5,129.75	325.70	70,790.00	5,899.17	374.55	76,349.00	6,362.42	403.96	81,869.00	6,822.42	433.17
5	63,348.00	5,279.00	335.17	72,849.00	6,070.75	385.44	78,571.00	6,547.58	415.72	84,252.00	7,021.00	445.78
6	65,188.00	5,432.33	344.91	74,963.00	6,246.92	396.63	80,853.00	6,737.75	427.79	86,697.00	7,224.75	458.71
7	67,075.00	5,589.58	354.89	77,135.00	6,427.92	408.12	83,193.00	6,932.75	440.17	89,208.00	7,434.00	472.00
8	68,416.00	5,701.33	361.99	78,675.00	6,556.25	416.27	84,857.00	7,071.42	448.98	90,993.00	7,582.75	481.44
9	69,784.00	5,815.33	369.23	80,250.00	6,687.50	424.60	86,554.00	7,212.83	457.96	92,813.00	7,734.42	491.07
10	70,829.00	5,902.42	374.76	81,455.00	6,787.92	430.98	87,851.00	7,320.92	464.82	94,204.00	7,850.33	498.43
11	71,892.00	5,991.00	380.38	82,677.00	6,889.75	437.44	89,170.00	7,430.83	471.80	95,616.00	7,968.00	505.90
12	72,971.00	6,080.92	386.09	83,917.00	6,993.08	444.01	90,506.00	7,542.17	478.87	97,051.00	8,087.58	513.50
13	72,971.00	6,080.92	386.09	83,917.00	6,993.08	444.01	90,506.00	7,542.17	478.87	97,051.00	8,087.58	513.50
14	72,971.00	6,080.92	386.09	83,917.00	6,993.08	444.01	90,506.00	7,542.17	478.87	97,051.00	8,087.58	513.50
15	74,069.00	6,172.42	391.90	85,181.00	7,098.42	450.69	91,871.00	7,655.92	486.09	98,513.00	8,209.42	521.23
16	74,069.00	6,172.42	391.90	85,181.00	7,098.42	450.69	91,871.00	7,655.92	486.09	98,513.00	8,209.42	521.23
17	74,069.00	6,172.42	391.90	85,181.00	7,098.42	450.69	91,871.00	7,655.92	486.09	98,513.00	8,209.42	521.23
18	75,192.00	6,266.00	397.84	86,470.00	7,205.83	457.51	93,261.00	7,771.75	493.44	100,004.00	8,333.67	529.12
19	75,192.00	6,266.00	397.84	86,470.00	7,205.83	457.51	93,261.00	7,771.75	493.44	100,004.00	8,333.67	529.12
20	75,192.00	6,266.00	397.84	86,470.00	7,205.83	457.51	93,261.00	7,771.75	493.44	100,004.00	8,333.67	529.12
21	76,335.00	6,361.25	403.89	87,787.00	7,315.58	464.48	94,680.00	7,890.00	500.95	101,526.00	8,460.50	537.17
22	76,335.00	6,361.25	403.89	87,787.00	7,315.58	464.48	94,680.00	7,890.00	500.95	101,526.00	8,460.50	537.17
23	76,335.00	6,361.25	403.89	87,787.00	7,315.58	464.48	94,680.00	7,890.00	500.95	101,526.00	8,460.50	537.17
24	77,501.00	6,458.42	410.06	89,126.00	7,427.17	471.57	96,126.00	8,010.50	508.60	103,078.00	8,589.83	545.39
25	77,501.00	6,458.42	410.06	89,126.00	7,427.17	471.57	96,126.00	8,010.50	508.60	103,078.00	8,589.83	545.39
26	77,501.00	6,458.42	410.06	89,126.00	7,427.17	471.57	96,126.00	8,010.50	508.60	103,078.00	8,589.83	545.39
27	78,691.00	6,557.58	416.35	90,496.00	7,541.33	478.81	97,602.00	8,133.50	516.41	104,660.00	8,721.67	553.76
28	78,691.00	6,557.58	416.35	90,496.00	7,541.33	478.81	97,602.00	8,133.50	516.41	104,660.00	8,721.67	553.76
29	78,691.00	6,557.58	416.35	90,496.00	7,541.33	478.81	97,602.00	8,133.50	516.41	104,660.00	8,721.67	553.76
30	78,691.00	6,557.58	416.35	90,496.00	7,541.33	478.81	97,602.00	8,133.50	516.41	104,660.00	8,721.67	553.76
31	78,691.00	6,557.58	416.35	90,496.00	7,541.33	478.81	97,602.00	8,133.50	516.41	104,660.00	8,721.67	553.76
32	78,691.00	6,557.58	416.35	90,496.00	7,541.33	478.81	97,602.00	8,133.50	516.41	104,660.00	8,721.67	553.76
33	78,691.00	6,557.58	416.35	90,496.00	7,541.33	478.81	97,602.00	8,133.50	516.41	104,660.00	8,721.67	553.76
34	78,691.00	6,557.58	416.35	90,496.00	7,541.33	478.81	97,602.00	8,133.50	516.41	104,660.00	8,721.67	553.76
35	78,691.00	6,557.58	416.35	90,496.00	7,541.33	478.81	97,602.00	8,133.50	516.41	104,660.00	8,721.67	553.76

SHELBY COUNTY SCHOOLS
2026-2027

H1		PROGRAM/SUBJECT AREA SPECIALIST SALARY SCHEDULE							
		12 MONTH (240-DAY)							
RANK	MASTER'S - I			EdS - AA			DOCTORATE - DC		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	72,433.88	6,036.16	301.81	77,083.27	6,423.61	321.18	80,774.17	6,731.18	336.56
1	72,590.34	6,049.20	302.46	77,239.02	6,436.59	321.83	80,930.88	6,744.24	337.21
2	72,734.14	6,061.18	303.06	77,388.77	6,449.06	322.45	81,080.21	6,756.68	337.83
3	80,461.91	6,705.16	335.26	86,057.09	7,171.42	358.57	89,748.24	7,479.02	373.95
4	80,730.15	6,727.51	336.38	86,323.66	7,193.64	359.68	90,015.41	7,501.28	375.06
5	81,002.40	6,750.20	337.51	86,596.25	7,216.35	360.82	90,287.59	7,523.97	376.20
6	83,671.20	6,972.60	348.63	89,432.76	7,452.73	372.64	93,124.13	7,760.34	388.02
7	83,951.41	6,995.95	349.80	89,708.31	7,475.69	373.78	93,398.79	7,783.23	389.16
8	84,229.98	7,019.17	350.96	89,989.87	7,499.16	374.96	93,680.96	7,806.75	390.34
9	85,041.60	7,086.80	354.34	90,867.02	7,572.25	378.61	94,558.90	7,879.91	394.00
10	85,812.02	7,151.00	357.55	91,642.01	7,636.83	381.84	95,335.20	7,944.60	397.23
11	86,089.37	7,174.11	358.71	91,910.37	7,659.20	382.96	95,601.12	7,966.76	398.34
12	87,964.19	7,330.35	366.52	93,826.64	7,818.89	390.94	97,518.78	8,126.57	406.33
15	89,511.17	7,459.26	372.96	95,475.16	7,956.26	397.81	99,166.77	8,263.90	413.19
18	91,502.40	7,625.20	381.26	97,586.23	8,132.19	406.61	101,276.70	8,439.73	421.99
21	92,992.18	7,749.35	387.47	99,131.61	8,260.97	413.05	102,822.33	8,568.53	428.43
24	94,730.02	7,894.17	394.71	101,006.12	8,417.18	420.86	104,697.54	8,724.80	436.24
27	96,503.52	8,041.96	402.10	102,917.38	8,576.45	428.82	106,607.71	8,883.98	444.20

H		PROGRAM/SUBJECT AREA SPECIALIST SALARY SCHEDULE							
		10 MONTH (207-DAY)							
RANK	MASTER'S - I			EdS - AA			DOCTORATE - DC		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	62,473.24	5,206.10	301.80	66,484.31	5,540.36	321.18	69,667.93	5,805.66	336.56
1	62,609.36	5,217.45	302.46	66,618.65	5,551.55	321.83	69,802.28	5,816.86	337.21
2	62,733.69	5,227.81	303.06	66,747.82	5,562.32	322.45	69,931.44	5,827.62	337.83
3	69,397.68	5,783.14	335.25	74,224.24	6,185.35	358.57	77,407.87	6,450.66	373.95
4	69,630.66	5,802.56	336.38	74,454.17	6,204.51	359.68	77,637.79	6,469.82	375.06
5	69,864.12	5,822.01	337.51	74,689.25	6,224.10	360.82	77,872.87	6,489.41	376.20
6	72,165.92	6,013.83	348.63	77,135.74	6,427.98	372.64	80,319.36	6,693.28	388.02
7	72,408.70	6,034.06	349.80	77,373.42	6,447.79	373.78	80,557.04	6,713.09	389.16
8	72,648.30	6,054.03	350.96	77,616.27	6,468.02	374.96	80,799.90	6,733.33	390.34
9	73,347.96	6,112.33	354.34	78,372.81	6,531.07	378.61	81,558.00	6,796.50	394.00
10	74,012.39	6,167.70	357.55	79,041.22	6,586.77	381.84	82,226.37	6,852.20	397.23
11	74,252.97	6,187.75	358.71	79,272.70	6,606.06	382.96	82,456.33	6,871.36	398.34
12	75,868.93	6,322.41	366.52	80,925.50	6,743.79	390.94	84,110.31	7,009.19	406.33
15	77,202.73	6,433.56	372.96	82,347.32	6,862.28	397.81	85,530.94	7,127.58	413.19
18	78,919.91	6,576.66	381.26	84,168.14	7,014.01	406.61	87,351.76	7,279.31	421.99
21	80,205.53	6,683.79	387.47	85,501.02	7,125.09	413.05	88,684.64	7,390.39	428.43
24	81,705.10	6,808.76	394.71	87,117.77	7,259.81	420.86	90,302.47	7,525.21	436.24
27	83,234.25	6,936.19	402.10	88,766.25	7,397.19	428.82	91,949.87	7,662.49	444.20

SHELBY COUNTY SCHOOLS
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D2		ELEMENTARY SCHOOL ASSISTANT PRINCIPAL SALARY SCHEDULE							
		10.5 MONTH (212-DAY)							
EXP	MASTER'S - I			EdS - AA			DOCTORATE - DC		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	77,464.35	6,455.36	365.40	82,512.57	6,876.05	389.21	85,633.77	7,136.15	403.93
1	77,734.23	6,477.85	366.67	82,785.11	6,898.76	390.50	85,906.31	7,158.86	405.22
2	78,014.68	6,501.22	367.99	83,062.91	6,921.91	391.81	86,184.11	7,182.01	406.53
3	78,279.27	6,523.27	369.24	83,335.43	6,944.62	393.09	86,457.84	7,204.82	407.82
4	78,557.09	6,546.42	370.55	83,607.96	6,967.33	394.38	86,729.16	7,227.43	409.10
5	78,829.60	6,569.13	371.84	83,888.41	6,990.70	395.70	87,011.16	7,250.93	410.43
6	79,102.11	6,591.84	373.12	84,155.64	7,012.97	396.96	87,276.84	7,273.07	411.68
7	79,379.92	6,614.99	374.43	84,433.45	7,036.12	398.27	87,556.00	7,296.33	413.00
8	79,649.81	6,637.48	375.71	84,711.26	7,059.27	399.58	87,832.46	7,319.37	414.30
9	80,442.13	6,703.51	379.44	85,556.00	7,129.67	403.57	88,677.20	7,389.77	418.29
10	80,719.08	6,726.59	380.75	85,835.72	7,152.98	404.89	88,956.92	7,413.08	419.61
11	81,067.92	6,755.66	382.40	86,203.29	7,183.61	406.62	89,324.49	7,443.71	421.34
12	82,850.68	6,904.22	390.81	88,100.09	7,341.67	415.57	91,221.29	7,601.77	430.29
15	83,505.65	6,958.80	393.89	88,796.43	7,399.70	418.85	91,917.63	7,659.80	433.57
18	85,361.96	7,113.50	402.65	90,767.57	7,563.96	428.15	93,888.77	7,824.06	442.87
21	86,712.66	7,226.06	409.02	92,169.12	7,680.76	434.76	95,289.25	7,940.77	449.48
24	88,292.46	7,357.71	416.47	93,873.91	7,822.83	442.80	96,995.11	8,082.93	457.52
27	89,903.45	7,491.95	424.07	95,613.17	7,967.76	451.01	98,734.37	8,227.86	465.73

D1		ELEMENTARY SCHOOL ASSISTANT PRINCIPAL SALARY SCHEDULE							
		11 MONTH (222-DAY)							
EXP	MASTER'S - I			EdS - AA			DOCTORATE - DC		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	81,118.34	6,759.86	365.40	86,404.68	7,200.39	389.21	89,672.51	7,472.71	403.93
1	81,400.93	6,783.41	366.67	86,690.12	7,224.18	390.50	89,957.82	7,496.49	405.22
2	81,694.62	6,807.89	367.99	86,980.97	7,248.41	391.81	90,249.93	7,520.83	406.53
3	81,971.67	6,830.97	369.24	87,266.42	7,272.20	393.09	90,535.25	7,544.60	407.82
4	82,262.68	6,855.22	370.55	87,551.72	7,295.98	394.38	90,820.56	7,568.38	409.10
5	82,547.98	6,879.00	371.84	87,845.41	7,320.45	395.70	91,114.93	7,592.91	410.43
6	82,833.44	6,902.79	373.12	88,125.31	7,343.78	396.96	91,393.45	7,616.12	411.68
7	83,124.27	6,927.02	374.43	88,416.17	7,368.01	398.27	91,685.56	7,640.46	413.00
8	83,406.87	6,950.57	375.71	88,707.15	7,392.26	399.58	91,975.40	7,664.62	414.30
9	84,236.57	7,019.71	379.44	89,591.75	7,465.98	403.57	92,860.78	7,738.40	418.29
10	84,526.59	7,043.88	380.75	89,884.55	7,490.38	404.89	93,152.89	7,762.74	419.61
11	84,891.94	7,074.33	382.40	90,269.48	7,522.46	406.62	93,537.84	7,794.82	421.34
12	86,758.83	7,229.90	390.81	92,255.80	7,687.98	415.57	95,523.72	7,960.31	430.29
15	87,444.67	7,287.06	393.89	92,984.95	7,748.75	418.85	96,252.86	8,021.07	433.57
18	89,388.46	7,449.04	402.65	95,049.14	7,920.76	428.15	98,317.99	8,193.17	442.87
21	90,802.97	7,566.91	409.02	96,515.67	8,042.97	434.76	99,784.56	8,315.38	449.48
24	92,457.20	7,704.77	416.47	98,301.99	8,191.83	442.80	101,569.67	8,464.14	457.52
27	94,144.26	7,845.36	424.07	100,123.33	8,343.61	451.01	103,392.51	8,616.04	465.73

SHELBY COUNTY SCHOOLS
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E2		MIDDLE SCHOOL ASSISTANT PRINCIPAL SALARY SCHEDULE							
		10.5 MONTH (212-DAY)							
EXP	MASTER'S - I			EdS - AA			DOCTORATE - DC		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	78,615.29	6,551.27	370.83	83,256.06	6,938.01	392.72	86,377.26	7,198.11	407.44
1	78,885.15	6,573.76	372.10	83,530.12	6,960.84	394.01	86,649.80	7,220.82	408.73
2	79,160.33	6,596.69	373.40	83,806.40	6,983.87	395.31	86,927.60	7,243.97	410.04
3	79,430.20	6,619.18	374.67	84,081.56	7,006.80	396.61	87,204.08	7,267.01	411.34
4	79,702.72	6,641.89	375.96	84,351.41	7,029.28	397.88	87,472.61	7,289.38	412.61
5	79,983.18	6,665.27	377.28	84,623.95	7,052.00	399.17	87,746.80	7,312.23	413.90
6	80,247.75	6,687.31	378.53	84,893.82	7,074.49	400.44	88,015.02	7,334.59	415.17
7	80,528.22	6,710.69	379.85	85,168.97	7,097.41	401.74	88,291.64	7,357.64	416.47
8	80,795.46	6,732.96	381.11	85,446.79	7,120.57	403.05	88,567.99	7,380.67	417.77
9	81,596.68	6,799.72	384.89	86,296.53	7,191.38	407.06	89,417.73	7,451.48	421.78
10	81,872.12	6,822.68	386.19	86,573.55	7,214.46	408.37	89,694.75	7,474.56	423.09
11	82,223.63	6,851.97	387.85	86,946.46	7,245.54	410.12	90,067.66	7,505.64	424.85
12	84,032.57	7,002.71	396.38	88,855.31	7,404.61	419.13	91,976.51	7,664.71	433.85
15	84,702.81	7,058.57	399.54	89,562.83	7,463.57	422.47	92,684.03	7,723.67	437.19
18	86,582.70	7,215.23	408.41	91,547.39	7,628.95	431.83	94,668.59	7,889.05	446.55
21	87,940.36	7,328.36	414.81	92,949.28	7,745.77	438.44	96,069.25	8,005.77	453.16
24	89,531.84	7,460.99	422.32	94,659.20	7,888.27	446.51	97,780.40	8,148.37	461.23
27	91,154.74	7,596.23	429.98	96,403.87	8,033.66	454.74	99,525.07	8,293.76	469.46

E3		MIDDLE SCHOOL ASSISTANT PRINCIPAL SALARY SCHEDULE							
		12 MONTH (240-DAY)							
EXP	MASTER'S - I			EdS - AA			DOCTORATE - DC		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	88,999.49	7,416.62	370.83	94,252.90	7,854.41	392.72	97,785.36	8,148.78	407.44
1	89,303.04	7,441.92	372.10	94,561.35	7,880.11	394.01	98,095.20	8,174.60	408.73
2	89,616.39	7,468.03	373.40	94,874.69	7,906.22	395.31	98,409.60	8,200.80	410.04
3	89,919.94	7,493.33	374.67	95,185.59	7,932.13	396.61	98,720.50	8,226.71	411.34
4	90,230.40	7,519.20	375.96	95,491.59	7,957.63	397.88	99,026.50	8,252.21	412.61
5	90,546.63	7,545.55	377.28	95,800.04	7,983.34	399.17	99,334.95	8,277.91	413.90
6	90,847.73	7,570.64	378.53	96,106.04	8,008.84	400.44	99,640.80	8,303.40	415.17
7	91,163.52	7,596.96	379.85	96,416.93	8,034.74	401.74	99,951.84	8,329.32	416.47
8	91,467.08	7,622.26	381.11	96,732.72	8,061.06	403.05	100,265.19	8,355.43	417.77
9	92,372.84	7,697.74	384.89	97,694.79	8,141.23	407.06	101,227.25	8,435.60	421.78
10	92,686.18	7,723.85	386.19	98,008.13	8,167.34	408.37	101,540.60	8,461.72	423.09
11	93,081.60	7,756.80	387.84	98,428.80	8,202.40	410.12	101,964.10	8,497.01	424.85
12	95,131.73	7,927.64	396.38	100,590.77	8,382.56	419.13	104,123.24	8,676.94	433.85
15	95,890.61	7,990.88	399.54	101,392.80	8,449.40	422.47	104,926.18	8,743.85	437.19
18	98,017.92	8,168.16	408.41	103,638.53	8,636.54	431.83	107,171.00	8,930.92	446.55
21	99,555.57	8,296.30	414.81	105,224.84	8,768.74	438.44	108,757.30	9,063.11	453.16
24	101,357.00	8,446.42	422.32	107,161.20	8,930.10	446.51	110,695.20	9,224.60	461.23
27	103,195.20	8,599.60	429.98	109,136.74	9,094.73	454.74	112,669.20	9,389.10	469.46

SHELBY COUNTY SCHOOLS
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F		HIGH SCHOOL ASSISTANT PRINCIPAL SALARY SCHEDULE							
		10.5 MONTH (212-DAY)							
EXP	MASTER'S - I			EdS - AA			DOCTORATE - DC		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	80,669.35	6,722.45	380.52	85,354.26	7,112.86	402.61	88,474.24	7,372.85	417.33
1	80,933.12	6,744.43	381.76	85,617.98	7,134.83	403.86	88,739.18	7,394.93	418.58
2	81,193.37	6,766.11	382.99	85,868.37	7,155.70	405.04	88,989.57	7,415.80	419.76
3	81,455.02	6,787.92	384.22	86,135.42	7,177.95	406.30	89,258.36	7,438.20	421.03
4	81,713.79	6,809.48	385.44	86,397.21	7,199.77	407.53	89,518.41	7,459.87	422.26
5	81,967.35	6,830.61	386.64	86,654.19	7,221.18	408.75	89,775.64	7,481.30	423.47
6	82,234.21	6,852.85	387.90	86,916.14	7,243.01	409.98	90,038.52	7,503.11	424.71
7	82,491.06	6,874.26	389.11	87,172.84	7,264.40	411.19	90,292.83	7,524.40	425.91
8	82,749.87	6,895.82	390.33	87,433.42	7,286.12	412.42	90,555.80	7,546.32	427.15
9	83,550.82	6,962.57	394.11	88,289.52	7,357.46	416.46	91,409.63	7,617.47	431.18
10	83,809.24	6,984.10	395.33	88,550.28	7,379.19	417.69	91,670.15	7,639.18	432.41
11	84,172.48	7,014.37	397.04	88,931.88	7,410.99	419.49	92,051.80	7,670.98	434.21
12	86,020.97	7,168.41	405.76	90,884.52	7,573.71	428.70	94,005.72	7,833.81	443.42
15	86,703.93	7,225.33	408.98	91,607.92	7,633.99	432.11	94,728.63	7,894.05	446.83
18	88,632.64	7,386.05	418.08	93,633.44	7,802.79	441.67	96,754.64	8,062.89	456.39
21	89,986.46	7,498.87	424.46	95,035.32	7,919.61	448.28	98,156.00	8,179.67	463.00
24	91,579.13	7,631.59	431.98	96,747.89	8,062.32	456.36	99,869.09	8,322.42	471.08
27	93,203.27	7,766.94	439.64	98,495.71	8,207.98	464.60	101,616.91	8,468.08	479.33

F1		HIGH SCHOOL ASSISTANT PRINCIPAL SALARY SCHEDULE							
		12 MONTH (240-DAY)							
EXP	MASTER'S - I			EdS - AA			DOCTORATE - DC		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	91,324.80	7,610.40	380.52	96,627.38	8,052.28	402.61	100,159.92	8,346.66	417.33
1	91,621.30	7,635.11	381.76	96,926.91	8,077.24	403.86	100,458.58	8,371.55	418.58
2	91,917.51	7,659.79	382.99	97,210.08	8,100.84	405.04	100,742.55	8,395.21	419.76
3	92,213.72	7,684.48	384.22	97,511.01	8,125.92	406.30	101,046.10	8,420.51	421.03
4	92,505.90	7,708.83	385.44	97,807.52	8,150.63	407.53	101,342.31	8,445.19	422.26
5	92,793.45	7,732.79	386.64	98,100.00	8,175.00	408.75	101,633.62	8,469.47	423.47
6	93,095.97	7,758.00	387.90	98,394.60	8,199.55	409.98	101,929.83	8,494.15	424.71
7	93,386.50	7,782.21	389.11	98,685.13	8,223.76	411.19	102,218.69	8,518.22	425.91
8	93,680.05	7,806.67	390.33	98,981.68	8,248.47	412.42	102,514.90	8,542.91	427.15
9	94,586.40	7,882.20	394.11	99,949.80	8,329.15	416.46	103,483.20	8,623.60	431.18
10	94,879.59	7,906.63	395.33	100,245.32	8,353.78	417.69	103,778.07	8,648.17	432.41
11	95,288.40	7,940.70	397.04	100,676.55	8,389.71	419.49	104,210.40	8,684.20	434.21
12	97,381.27	8,115.11	405.76	102,886.95	8,573.91	428.70	106,421.91	8,868.49	443.42
15	98,154.78	8,179.57	408.98	103,707.08	8,642.26	432.11	107,239.54	8,936.63	446.83
18	100,338.57	8,361.55	418.08	106,000.85	8,833.40	441.67	109,533.32	9,127.78	456.39
21	101,870.50	8,489.21	424.46	107,586.13	8,965.51	448.28	111,119.62	9,259.97	463.00
24	103,675.71	8,639.64	431.98	109,525.90	9,127.16	456.36	113,058.44	9,421.54	471.08
27	105,513.47	8,792.79	439.64	111,503.68	9,291.97	464.60	115,038.87	9,586.57	479.33

SHELBY COUNTY SCHOOLS
2026-2027

C		ELEMENTARY SCHOOL PRINCIPAL SALARY SCHEDULE							
		12 MONTH (240-DAY)							
EXP	MASTER'S - I			EdS - AA			DOCTORATE - DC		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	98,187.34	8,182.28	409.11	103,440.88	8,620.07	431.00	106,562.08	8,880.17	444.01
1	98,439.37	8,203.28	410.16	103,698.02	8,641.50	432.08	106,819.22	8,901.60	445.08
2	98,701.32	8,225.11	411.26	103,959.66	8,663.31	433.17	107,080.86	8,923.41	446.17
3	98,961.46	8,246.79	412.34	104,219.95	8,685.00	434.25	107,341.15	8,945.10	447.25
4	99,215.14	8,267.93	413.40	104,473.79	8,706.15	435.31	107,594.99	8,966.25	448.31
5	99,472.30	8,289.36	414.47	104,733.93	8,727.83	436.39	107,855.13	8,987.93	449.40
6	99,729.30	8,310.78	415.54	104,987.62	8,748.97	437.45	108,108.82	9,009.07	450.45
7	99,989.58	8,332.47	416.62	105,248.07	8,770.67	438.53	108,369.27	9,030.77	451.54
8	100,246.71	8,353.89	417.69	105,505.06	8,792.09	439.60	108,626.26	9,052.19	452.61
9	101,153.59	8,429.47	421.47	106,477.38	8,873.12	443.66	109,598.58	9,133.22	456.66
10	101,415.87	8,451.32	422.57	106,736.20	8,894.68	444.73	109,857.40	9,154.78	457.74
11	101,851.92	8,487.66	424.38	107,195.49	8,932.96	446.65	110,316.69	9,193.06	459.65
12	104,091.79	8,674.32	433.72	109,552.54	9,129.38	456.47	112,673.74	9,389.48	469.47
15	104,919.68	8,743.31	437.17	110,423.05	9,201.92	460.10	113,544.25	9,462.02	473.10
18	107,251.42	8,937.62	446.88	112,866.70	9,405.56	470.28	115,987.90	9,665.66	483.28
21	108,738.71	9,061.56	453.08	114,404.50	9,533.71	476.69	117,525.70	9,793.81	489.69
24	110,509.86	9,209.16	460.46	116,317.96	9,693.16	484.66	119,439.16	9,953.26	497.66
27	112,316.04	9,359.67	467.98	118,268.67	9,855.72	492.79	121,389.87	10,115.82	505.79

B		MIDDLE SCHOOL, NEW DIRECTION, CAREER TECH EDUCATION CENTER							
		PRINCIPAL SALARY SCHEDULE							
		12 MONTH (240-DAY)							
EXP	MASTER'S - I			EdS - AA			DOCTORATE - DC		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	104,590.74	8,715.90	435.79	109,845.75	9,153.81	457.69	112,966.95	9,413.91	470.70
1	104,849.56	8,737.46	436.87	110,106.08	9,175.51	458.78	113,227.28	9,435.61	471.78
2	105,104.90	8,758.74	437.94	110,364.69	9,197.06	459.85	113,485.89	9,457.16	472.86
3	105,365.05	8,780.42	439.02	110,623.51	9,218.63	460.93	113,744.71	9,478.73	473.94
4	105,620.24	8,801.69	440.08	110,878.64	9,239.89	461.99	113,999.84	9,499.99	475.00
5	105,879.17	8,823.26	441.16	111,139.05	9,261.59	463.08	114,260.25	9,521.69	476.08
6	106,135.85	8,844.65	442.23	111,394.38	9,282.87	464.14	114,515.58	9,542.97	477.15
7	106,394.66	8,866.22	443.31	111,651.40	9,304.28	465.21	114,772.60	9,564.38	478.22
8	106,653.15	8,887.76	444.39	111,910.13	9,325.84	466.29	115,031.33	9,585.94	479.30
9	107,598.75	8,966.56	448.33	112,925.81	9,410.48	470.52	116,047.01	9,670.58	483.53
10	107,860.71	8,988.39	449.42	113,184.32	9,432.03	471.60	116,305.52	9,692.13	484.61
11	108,324.83	9,027.07	451.35	113,672.16	9,472.68	473.63	116,793.36	9,732.78	486.64
12	110,706.39	9,225.53	461.28	116,170.45	9,680.87	484.04	119,291.65	9,940.97	497.05
15	111,587.02	9,298.92	464.95	117,094.13	9,757.84	487.89	120,215.33	10,017.94	500.90
18	114,067.69	9,505.64	475.28	119,686.28	9,973.86	498.69	122,807.48	10,233.96	511.70
21	115,603.09	9,633.59	481.68	121,273.13	10,106.09	505.30	124,394.33	10,366.19	518.31
24	117,439.61	9,786.63	489.33	123,257.07	10,271.42	513.57	126,378.27	10,531.52	526.58
27	119,312.28	9,942.69	497.13	125,279.70	10,439.98	522.00	128,400.90	10,700.08	535.00

SHELBY COUNTY SCHOOLS
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A		HIGH SCHOOL PRINCIPAL SALARY SCHEDULE							
		12 MONTH (240-DAY)							
EXP	MASTER'S - I			EdS - AA			DOCTORATE - DC		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	110,992.39	9,249.37	462.47	116,250.68	9,687.56	484.38	119,371.88	9,947.66	497.38
1	111,257.59	9,271.47	463.57	116,513.01	9,709.42	485.47	119,634.21	9,969.52	498.48
2	111,506.44	9,292.20	464.61	116,769.71	9,730.81	486.54	119,890.91	9,990.91	499.55
3	111,768.35	9,314.03	465.70	117,026.74	9,752.23	487.61	120,147.94	10,012.33	500.62
4	112,025.17	9,335.43	466.77	117,283.65	9,773.64	488.68	120,404.85	10,033.74	501.69
5	112,285.57	9,357.13	467.86	117,543.98	9,795.33	489.77	120,665.18	10,055.43	502.77
6	112,542.71	9,378.56	468.93	117,801.10	9,816.76	490.84	120,922.30	10,076.86	503.84
7	112,799.52	9,399.96	470.00	118,054.73	9,837.89	491.89	121,175.93	10,097.99	504.90
8	113,060.05	9,421.67	471.08	118,315.15	9,859.60	492.98	121,436.35	10,119.70	505.98
9	114,043.58	9,503.63	475.18	119,373.81	9,947.82	497.39	122,495.01	10,207.92	510.40
10	114,305.38	9,525.45	476.27	119,632.85	9,969.40	498.47	122,754.05	10,229.50	511.48
11	114,796.08	9,566.34	478.32	120,147.01	10,012.25	500.61	123,268.21	10,272.35	513.62
12	117,321.12	9,776.76	488.84	122,788.68	10,232.39	511.62	125,909.88	10,492.49	524.62
15	118,253.92	9,854.49	492.72	123,764.66	10,313.72	515.69	126,885.86	10,573.82	528.69
18	120,882.42	10,073.54	503.68	126,503.54	10,541.96	527.10	129,624.74	10,802.06	540.10
21	122,465.96	10,205.50	510.27	128,139.18	10,678.27	533.91	131,260.38	10,938.37	546.92
24	124,367.85	10,363.99	518.20	130,193.89	10,849.49	542.47	133,315.09	11,109.59	555.48
27	126,307.32	10,525.61	526.28	132,288.51	11,024.04	551.20	135,409.71	11,284.14	564.21

AC		CENTRAL OFFICE SUPERVISOR SALARY SCHEDULE							
		12 MONTH (240-DAY)							
EXP	MASTER'S - I			EdS - AA			DOCTORATE - DC		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	99,269.81	8,272.48	413.62	104,528.31	8,710.69	435.53	107,649.51	8,970.79	448.54
1	99,523.22	8,293.60	414.68	104,781.87	8,731.82	436.59	107,903.07	8,991.92	449.60
2	99,783.80	8,315.32	415.77	105,042.46	8,753.54	437.68	108,163.66	9,013.64	450.68
3	100,045.44	8,337.12	416.86	105,304.07	8,775.34	438.77	108,425.27	9,035.44	451.77
4	100,297.93	8,358.16	417.91	105,556.28	8,796.36	439.82	108,677.48	9,056.46	452.82
5	100,559.58	8,379.97	419.00	105,813.13	8,817.76	440.89	108,934.33	9,077.86	453.89
6	100,811.78	8,400.98	420.05	106,070.42	8,839.20	441.96	109,191.62	9,099.30	454.97
7	101,073.57	8,422.80	421.14	106,327.11	8,860.59	443.03	109,448.31	9,120.69	456.03
8	101,330.56	8,444.21	422.21	106,592.09	8,882.67	444.13	109,713.29	9,142.77	457.14
9	102,244.90	8,520.41	426.02	107,568.73	8,964.06	448.20	110,689.93	9,224.16	461.21
10	102,506.72	8,542.23	427.11	107,830.74	8,985.90	449.29	110,951.94	9,246.00	462.30
11	102,947.89	8,578.99	428.95	108,295.12	9,024.59	451.23	111,416.32	9,284.69	464.23
12	105,211.53	8,767.63	438.38	110,675.51	9,222.96	461.15	113,796.71	9,483.06	474.15
15	106,047.86	8,837.32	441.87	111,555.05	9,296.25	464.81	114,676.25	9,556.35	477.82
18	108,404.21	9,033.68	451.68	114,023.20	9,501.93	475.10	117,144.40	9,762.03	488.10
21	109,899.67	9,158.31	457.92	115,569.38	9,630.78	481.54	118,690.58	9,890.88	494.54
24	111,681.74	9,306.81	465.34	117,494.84	9,791.24	489.56	120,616.04	10,051.34	502.57
27	113,499.28	9,458.27	472.91	119,457.77	9,954.81	497.74	122,578.97	10,214.91	510.75

Seated internal principals who are selected to become a supervisor or coordinator and whose principal's salary is higher than the salary of the new position will have the option to maintain their current salary in the new position

SHELBY COUNTY SCHOOLS
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AB COORDINATOR SALARY SCHEDULE 12 MONTH (240-DAY)									
EXP	MASTER'S - I			EdS - AA			DOCTORATE - DC		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	113,716.61	9,476.38	473.82	118,975.02	9,914.59	495.73	122,096.22	10,174.69	508.73
1	113,981.81	9,498.48	474.92	119,237.13	9,936.43	496.82	122,358.33	10,196.53	509.83
2	114,230.56	9,519.21	475.96	119,493.83	9,957.82	497.89	122,615.03	10,217.92	510.90
3	114,492.58	9,541.05	477.05	119,750.86	9,979.24	498.96	122,872.06	10,239.34	511.97
4	114,749.39	9,562.45	478.12	120,007.98	10,000.67	500.03	123,129.18	10,260.77	513.04
5	115,009.81	9,584.15	479.21	120,268.20	10,022.35	501.12	123,389.40	10,282.45	514.12
6	115,266.93	9,605.58	480.28	120,525.22	10,043.77	502.19	123,646.42	10,303.87	515.19
7	115,523.85	9,626.99	481.35	120,778.95	10,064.91	503.25	123,900.15	10,325.01	516.25
8	115,784.17	9,648.68	482.43	121,039.48	10,086.62	504.33	124,160.68	10,346.72	517.34
9	116,785.41	9,732.12	486.61	122,116.51	10,176.38	508.82	125,237.71	10,436.48	521.82
10	117,047.12	9,753.93	487.70	122,375.43	10,197.95	509.90	125,496.63	10,458.05	522.90
11	117,537.92	9,794.83	489.74	122,889.70	10,240.81	512.04	126,010.90	10,500.91	525.05
12	120,068.06	10,005.67	500.28	125,536.35	10,461.36	523.07	128,657.55	10,721.46	536.07
15	120,993.01	10,082.75	504.14	126,504.70	10,542.06	527.10	129,625.90	10,802.16	540.11
18	123,641.14	10,303.43	515.17	129,262.68	10,771.89	538.59	132,383.88	11,031.99	551.60
21	125,244.20	10,437.02	521.85	130,918.06	10,909.84	545.49	134,039.26	11,169.94	558.50
24	127,172.32	10,597.69	529.88	133,001.42	11,083.45	554.17	136,122.62	11,343.55	567.18
27	129,138.74	10,761.56	538.08	135,125.22	11,260.44	563.02	138,246.42	11,520.54	576.03

AA ASSISTANT SUPERINTENDENT SALARY SCHEDULE 12 MONTH (240-DAY)									
EXP	MASTER'S - I			EdS - AA			DOCTORATE - DC		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	119,982.31	9,998.53	499.93	125,240.69	10,436.72	521.84	128,361.89	10,696.82	534.84
1	120,247.51	10,020.63	501.03	125,502.81	10,458.57	522.93	128,624.01	10,718.67	535.93
2	120,496.26	10,041.36	502.07	125,759.53	10,479.96	524.00	128,880.73	10,740.06	537.00
3	120,758.15	10,063.18	503.16	126,016.55	10,501.38	525.07	129,137.75	10,761.48	538.07
4	121,015.07	10,084.59	504.23	126,273.48	10,522.79	526.14	129,394.68	10,782.89	539.14
5	121,275.39	10,106.28	505.31	126,533.78	10,544.48	527.22	129,654.98	10,804.58	540.23
6	121,532.63	10,127.72	506.39	126,790.91	10,565.91	528.30	129,912.11	10,826.01	541.30
7	121,789.55	10,149.13	507.46	127,044.65	10,587.05	529.35	130,165.85	10,847.15	542.36
8	122,049.75	10,170.81	508.54	127,305.17	10,608.76	530.44	130,426.37	10,868.86	543.44
9	123,091.65	10,257.64	512.88	128,424.65	10,702.05	535.10	131,545.85	10,962.15	548.11
10	123,353.34	10,279.45	513.97	128,683.36	10,723.61	536.18	131,804.56	10,983.71	549.19
11	123,844.05	10,320.34	516.02	129,197.73	10,766.48	538.32	132,318.93	11,026.58	551.33
12	126,385.96	10,532.16	526.61	131,856.06	10,988.01	549.40	134,977.26	11,248.11	562.41
15	127,292.98	10,607.75	530.39	132,806.69	11,067.22	553.36	135,927.89	11,327.32	566.37
18	129,985.99	10,832.17	541.61	135,608.80	11,300.73	565.04	138,730.00	11,560.83	578.04
21	131,633.94	10,969.50	548.47	137,309.71	11,442.48	572.12	140,430.91	11,702.58	585.13
24	133,622.97	11,135.25	556.76	139,458.76	11,621.56	581.08	142,579.96	11,881.66	594.08
27	135,651.37	11,304.28	565.21	141,649.41	11,804.12	590.21	144,770.61	12,064.22	603.21

Seated internal principals who are selected to become a supervisor or coordinator and whose principal's salary is higher than the salary of the new position will have the option to maintain their current salary in the new position

SHELBY COUNTY SCHOOLS
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DD		DIGITAL MEDIA SPECIALIST, SOCIAL WORKER, COMMUNITY ED FACILITATOR, MENTAL HEALTH FACILITATOR, DEVELOPMENT DIRECTOR, SALARY SCHEDULE 12 MONTH (240 DAY) (1)		
EXP	ANNUAL	MONTHLY	DAILY	
0	65,976.80	5,498.07	274.90	
1	68,181.32	5,681.78	284.09	
2	68,456.89	5,704.74	285.24	
3	75,319.05	6,276.59	313.83	
4	75,615.57	6,301.30	315.06	
5	75,909.12	6,325.76	316.29	
6	78,473.06	6,539.42	326.97	
7	78,778.60	6,564.88	328.24	
8	79,078.11	6,589.84	329.49	
9	79,900.30	6,658.36	332.92	
10	80,747.41	6,728.95	336.45	
11	81,057.93	6,754.83	337.74	
12	83,038.22	6,919.85	345.99	
15	85,195.37	7,099.61	354.98	
18	86,927.07	7,243.92	362.20	
21	88,476.12	7,373.01	368.65	
24	90,261.78	7,521.82	376.09	
27	92,085.73	7,673.81	383.69	

ED		COMMUNITY EDUCATION PROGRAM MANAGER, SALARY SCHEDULE 12 MONTH (240 DAY) (2)		
EXP	ANNUAL	MONTHLY	DAILY	
0	59,051.74	4,920.98	246.05	
1	59,324.32	4,943.69	247.18	
2	59,602.86	4,966.91	248.35	
3	65,674.29	5,472.86	273.64	
4	65,976.80	5,498.07	274.90	
5	66,270.33	5,522.53	276.13	
6	68,543.75	5,711.98	285.60	
7	68,849.28	5,737.44	286.87	
8	69,148.80	5,762.40	288.12	
9	69,910.54	5,825.88	291.29	
10	70,766.76	5,897.23	294.86	
11	71,071.29	5,922.61	296.13	
12	72,977.81	6,081.48	304.07	
15	74,273.08	6,189.42	309.47	
18	75,913.70	6,326.14	316.31	
21	77,387.97	6,449.00	322.45	
24	78,947.64	6,578.97	328.95	
27	80,537.44	6,711.45	335.57	

SHELBY COUNTY SCHOOLS
2026-2027

AL	FIELD AUDITOR AND STAFF ACCOUNTANT SALARY SCHEDULE		
	12 MONTH (240-DAY) (U)		
STEP	ANNUAL	MONTHLY	DAILY
0	55,871.98	4,656.00	232.80
1	57,721.35	4,810.11	240.51
2	58,350.51	4,862.54	243.13
3	58,992.37	4,916.03	245.80
4	59,629.48	4,969.12	248.46
5	60,762.45	5,063.54	253.18
6	61,916.94	5,159.75	257.99
7	63,093.36	5,257.78	262.89
8	64,292.13	5,357.68	267.88
9	65,378.67	5,448.22	272.41
10	66,039.00	5,503.25	275.16
11	67,293.74	5,607.81	280.39
12	68,572.32	5,714.36	285.72
15	69,875.19	5,822.93	291.15
18	71,622.07	5,968.51	298.43
21	72,696.39	6,058.03	302.90
24	74,513.81	6,209.48	310.47
27	76,376.66	6,364.72	318.24

*Add \$1,302.00 per year for CPA certification

SHELBY COUNTY SCHOOLS
2026-2027

T		REGISTERED OCCUPATIONAL THERAPIST, REGISTERED PHYSICAL THERAPIST, CERTIFIED OCCUPATIONAL THERAPY ASSISTANT SALARY SCHEDULE							
		9 MONTH (187-DAY)							
RANK	REGISTERED OCCUPATIONAL THERAPIST (2)			REGISTERED PHYSICAL THERAPIST (3)			CERTIFIED OCCUPATIONAL THERAPY ASSISTANT (1)		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	67,474.74	5,622.90	360.83	71,390.14	5,949.18	381.77	44,270.98	3,689.25	236.74
1	66,280.18	5,523.35	354.44	71,523.90	5,960.33	382.48	44,394.09	3,699.51	237.40
2	66,413.92	5,534.49	355.15	71,657.64	5,971.47	383.20	44,517.06	3,709.76	238.06
3	70,299.85	5,858.32	375.94	75,616.02	6,301.34	404.36	49,475.42	4,122.95	264.57
4	70,525.38	5,877.12	377.14	75,854.01	6,321.17	405.64	49,697.51	4,141.46	265.76
5	70,758.68	5,896.56	378.39	76,094.53	6,341.21	406.92	49,919.47	4,159.96	266.95
6	70,997.29	5,916.44	379.66	76,329.95	6,360.83	408.18	50,144.11	4,178.68	268.15
7	71,225.44	5,935.45	380.88	76,567.77	6,380.65	409.45	50,368.75	4,197.40	269.35
8	71,453.46	5,954.46	382.10	76,805.90	6,400.49	410.73	50,590.56	4,215.88	270.54
9	72,165.49	6,013.79	385.91	77,552.95	6,462.75	414.72	51,149.28	4,262.44	273.53
10	72,397.82	6,033.15	387.15	77,792.36	6,482.70	416.00	51,770.97	4,314.25	276.85
11	72,632.67	6,052.72	388.41	78,029.31	6,502.44	417.27	51,994.37	4,332.86	278.04
12	73,854.70	6,154.56	394.94	78,408.64	6,534.05	419.30	53,137.31	4,428.11	284.16
15	74,447.07	6,203.92	398.11	79,039.76	6,586.65	422.67	53,565.54	4,463.80	286.45
18	76,095.80	6,341.32	406.93	80,789.04	6,732.42	432.03	54,748.52	4,562.38	292.77
21	77,348.45	6,445.70	413.63	82,089.15	6,840.76	438.98	55,864.89	4,655.41	298.74
24	78,686.32	6,557.19	420.78	83,479.40	6,956.62	446.41	57,045.61	4,753.80	305.06
27	80,050.89	6,670.91	428.08	84,897.21	7,074.77	454.00	58,249.12	4,854.09	311.49

LI		SIGN LANGUAGE INTERPRETER SALARY SCHEDULE							
		9 MONTH (187-DAY)							
RANK	PROVISIONAL PERMIT (1)			STATE PERMIT (2)			LICENSURE (3)		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	35,062.65	2,921.89	187.50	39,248.23	3,270.69	209.88	46,012.11	3,834.34	246.05
1	35,720.52	2,976.71	191.02	39,908.97	3,325.75	213.42	46,223.29	3,851.94	247.18
2	36,378.61	3,031.55	194.54	40,569.59	3,380.80	216.95	46,440.01	3,870.00	248.34
3	37,036.36	3,086.36	198.06	41,232.74	3,436.06	220.50	51,171.03	4,264.25	273.64
4	37,697.11	3,141.43	201.59	41,890.79	3,490.90	224.01	51,406.46	4,283.87	274.90
5	38,357.41	3,196.45	205.12	42,551.24	3,545.94	227.55	51,636.34	4,303.03	276.13
6	39,021.03	3,251.75	208.67	43,209.17	3,600.76	231.07	53,407.14	4,450.60	285.60
7	39,678.65	3,306.55	212.19	43,872.33	3,656.03	234.61	53,644.99	4,470.42	286.87
8	40,341.94	3,361.83	215.73	44,527.70	3,710.64	238.12	53,877.55	4,489.80	288.12
9	41,266.61	3,438.88	220.68	45,487.82	3,790.65	243.25	54,471.16	4,539.26	291.29
10	41,934.42	3,494.54	224.25	46,150.05	3,845.84	246.79	55,138.68	4,594.89	294.86
11	42,111.99	3,509.33	225.20	46,343.77	3,861.98	247.83	55,375.63	4,614.64	296.13
12	43,035.11	3,586.26	230.13	47,325.80	3,943.82	253.08	56,861.72	4,738.48	304.07
15	43,380.59	3,615.05	231.98	47,689.26	3,974.11	255.02	57,868.81	4,822.40	309.46
18	44,340.57	3,695.05	237.12	48,720.13	4,060.01	260.54	59,149.48	4,929.12	316.31
21	45,383.23	3,781.94	242.69	49,793.60	4,149.47	266.28	60,296.95	5,024.75	322.44
24	46,480.47	3,873.37	248.56	50,926.01	4,243.83	272.33	61,513.02	5,126.09	328.95
27	47,598.18	3,966.52	254.54	52,079.79	4,339.98	278.50	62,752.76	5,229.40	335.58

SHELBY COUNTY SCHOOLS
2026-2027

NN		REGISTERED NURSE SALARY SCHEDULE 9 MONTH (187-DAY)										
RANK	ASSOCIATE'S-AS			BACHELOR'S - II			MASTER'S - I			DOCTORATE NURSE PRACTITIONER (DC)		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	45,659.00	3,804.92	244.17	49,233.81	4,102.82	263.28	53,984.64	4,498.72	288.69	57,245.93	4,770.49	306.13
3	50,220.11	4,185.01	268.56	54,153.00	4,512.75	289.59	60,430.92	5,035.91	323.16	62,963.97	5,247.00	336.71
6	52,421.60	4,368.47	280.33	56,525.98	4,710.50	302.28	61,145.53	5,095.46	326.98	65,725.19	5,477.10	351.47
9	54,004.05	4,500.34	288.79	58,234.83	4,852.90	311.42	62,793.52	5,232.79	335.79	67,709.24	5,642.44	362.08
10	54,544.02	4,545.34	291.68	58,814.86	4,901.24	314.52	63,419.67	5,284.97	339.14	68,385.50	5,698.79	365.70
11	55,090.20	4,590.85	294.60	59,404.07	4,950.34	317.67	64,054.31	5,337.86	342.54	69,069.04	5,755.75	369.35
12	55,640.60	4,636.72	297.54	59,999.18	4,999.93	320.85	64,695.20	5,391.27	345.96	69,762.22	5,813.52	373.06
13	56,197.21	4,683.10	300.52	60,598.10	5,049.84	324.05	65,343.71	5,445.31	349.43	70,457.97	5,871.50	376.78
14	56,760.11	4,730.01	303.53	61,203.62	5,100.30	327.29	66,007.49	5,500.62	352.98	71,165.10	5,930.43	380.56
15	57,327.09	4,777.26	306.56	61,816.59	5,151.38	330.57	66,656.35	5,554.70	356.45	71,875.00	5,989.58	384.36
16	57,899.31	4,824.94	309.62	62,433.37	5,202.78	333.87	67,322.21	5,610.18	360.01	72,592.87	6,049.41	388.20
17	58,478.81	4,873.23	312.72	63,057.61	5,254.80	337.21	67,995.35	5,666.28	363.61	73,320.46	6,110.04	392.09
18	59,063.51	4,921.96	315.85	63,688.09	5,307.34	340.58	68,674.73	5,722.89	367.24	74,053.87	6,171.16	396.01
19	59,654.46	4,971.21	319.01	64,326.13	5,360.51	343.99	69,361.39	5,780.12	370.92	74,793.32	6,232.78	399.96
20	60,250.61	5,020.88	322.20	64,967.78	5,413.98	347.42	70,055.34	5,837.95	374.63	75,540.33	6,295.03	403.96
21	60,855.60	5,071.30	325.43	65,618.03	5,468.17	350.90	70,756.57	5,896.38	378.38	76,296.70	6,358.06	408.00
22	61,461.63	5,121.80	328.67	66,273.48	5,522.79	354.40	71,464.56	5,955.38	382.16	77,058.27	6,421.52	412.08
23	62,076.51	5,173.04	331.96	66,937.26	5,578.11	357.95	72,177.75	6,014.81	385.98	77,829.21	6,485.77	416.20
24	62,697.63	5,224.80	335.28	67,607.28	5,633.94	361.54	72,901.95	6,075.16	389.85	78,608.47	6,550.71	420.37
25	63,323.95	5,277.00	338.63	68,282.50	5,690.21	365.15	73,629.11	6,135.76	393.74	79,393.97	6,616.16	424.57
26	63,957.74	5,329.81	342.02	68,965.00	5,747.08	368.80	74,364.68	6,197.06	397.67	80,187.79	6,682.32	428.81
27	64,597.40	5,383.12	345.44	69,655.83	5,804.65	372.49	75,109.60	6,259.13	401.66	80,992.02	6,749.34	433.11
28	65,242.45	5,436.87	348.89	70,353.14	5,862.76	376.22	75,859.73	6,321.64	405.67	81,810.82	6,817.57	437.49
29	65,895.82	5,491.32	352.38	71,055.16	5,921.26	379.97	76,620.26	6,385.02	409.73	82,618.17	6,884.85	441.81
30	66,554.39	5,546.20	355.91	71,765.93	5,980.49	383.78	77,385.13	6,448.76	413.82	83,443.21	6,953.60	446.22
31	67,219.21	5,601.60	359.46	72,482.59	6,040.22	387.61	78,157.97	6,513.16	417.96	84,279.03	7,023.25	450.69
32	67,892.35	5,657.70	363.06	73,209.83	6,100.82	391.50	78,941.57	6,578.46	422.15	85,122.40	7,093.53	455.20
33	68,570.69	5,714.22	366.69	73,939.15	6,161.60	395.40	79,728.98	6,644.08	426.36	85,972.42	7,164.37	459.75
34	69,256.31	5,771.36	370.35	74,678.88	6,223.24	399.35	80,525.92	6,710.49	430.62	86,831.79	7,235.98	464.34
35	69,949.22	5,829.10	374.06	75,425.88	6,285.49	403.35	81,332.23	6,777.69	434.93	87,702.26	7,308.52	469.00

SHELBY COUNTY SCHOOLS
2026-2027

NN		REGISTERED NURSE SALARY SCHEDULE										
		12 MONTH (240-DAY) 8 HOUR DAY										
RANK	ASSOCIATE'S-AS (AO)			BACHELOR'S - II (BS)			MASTER'S - I (MA)			DOCTORATE NURSE PRACTITIONER (DT)		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	58,600.23	4,883.35	244.17	63,188.08	5,265.67	263.28	69,285.65	5,773.80	288.69	73,471.83	6,122.65	306.13
3	64,454.03	5,371.17	268.56	69,500.39	5,791.70	289.58	77,558.08	6,463.17	323.16	80,810.40	6,734.20	336.71
6	67,278.09	5,606.51	280.33	72,546.68	6,045.56	302.28	78,474.46	6,539.54	326.98	84,352.31	7,029.36	351.47
9	69,310.62	5,775.89	288.79	74,740.80	6,228.40	311.42	80,589.39	6,715.78	335.79	86,899.21	7,241.60	362.08
10	70,002.28	5,833.52	291.68	75,484.80	6,290.40	314.52	81,393.41	6,782.78	339.14	87,768.15	7,314.01	365.70
11	70,703.93	5,891.99	294.60	76,239.68	6,353.31	317.67	82,209.91	6,850.83	342.54	88,644.58	7,387.05	369.35
12	71,410.56	5,950.88	297.54	77,003.75	6,416.98	320.85	83,031.41	6,919.28	345.96	89,533.50	7,461.13	373.06
13	72,124.69	6,010.39	300.52	77,772.82	6,481.07	324.05	83,862.91	6,988.58	349.43	90,427.41	7,535.62	376.78
14	72,846.31	6,070.53	303.53	78,549.37	6,545.78	327.29	84,714.37	7,059.53	352.98	91,333.80	7,611.15	380.56
15	73,575.43	6,131.29	306.56	79,335.91	6,611.33	330.57	85,548.35	7,129.03	356.45	92,246.40	7,687.20	384.36
16	74,309.53	6,192.46	309.62	80,128.80	6,677.40	333.87	86,402.31	7,200.19	360.01	93,168.44	7,764.04	388.20
17	75,053.62	6,254.47	312.72	80,930.40	6,744.20	337.21	87,266.26	7,272.19	363.61	94,100.44	7,841.70	392.09
18	75,804.00	6,317.00	315.85	81,739.20	6,811.60	340.58	88,137.69	7,344.81	367.24	95,041.79	7,920.15	396.01
19	76,561.80	6,380.15	319.01	82,556.99	6,879.75	343.99	89,020.80	7,418.40	370.92	95,990.63	7,999.22	399.96
20	77,327.43	6,443.95	322.20	83,380.99	6,948.42	347.42	89,910.54	7,492.55	374.63	96,949.47	8,079.12	403.96
21	78,102.41	6,508.53	325.43	84,214.98	7,017.92	350.90	90,811.01	7,567.58	378.38	97,920.79	8,160.07	408.00
22	78,881.47	6,573.46	328.67	85,056.45	7,088.04	354.40	91,718.34	7,643.20	382.16	98,899.20	8,241.60	412.08
23	79,670.51	6,639.21	331.96	85,907.91	7,158.99	357.95	92,634.72	7,719.56	385.98	99,888.39	8,324.03	416.20
24	80,467.04	6,705.59	335.28	86,769.36	7,230.78	361.54	93,563.60	7,796.97	389.85	100,888.80	8,407.40	420.37
25	81,271.05	6,772.59	338.63	87,635.81	7,302.98	365.15	94,497.46	7,874.79	393.74	101,895.94	8,491.33	424.57
26	82,083.89	6,840.32	342.02	88,512.24	7,376.02	368.80	95,441.30	7,953.44	397.67	102,914.71	8,576.23	428.81
27	82,906.56	6,908.88	345.44	89,398.66	7,449.89	372.49	96,397.64	8,033.14	401.66	103,945.95	8,662.16	433.11
28	83,733.06	6,977.76	348.89	90,292.04	7,524.34	376.22	97,360.80	8,113.40	405.67	104,997.17	8,749.76	437.49
29	84,572.04	7,047.67	352.38	91,193.98	7,599.50	379.97	98,335.29	8,194.61	409.73	106,035.12	8,836.26	441.81
30	85,418.51	7,118.21	355.91	92,107.20	7,675.60	383.78	99,316.59	8,276.38	413.82	107,092.12	8,924.34	446.22
31	86,269.97	7,189.16	359.46	93,026.75	7,752.23	387.61	100,310.37	8,359.20	417.96	108,164.88	9,013.74	450.69
32	87,133.92	7,261.16	363.06	93,958.11	7,829.84	391.50	101,316.00	8,443.00	422.15	109,247.00	9,103.92	455.20
33	88,005.36	7,333.78	366.69	94,896.00	7,908.00	395.40	102,325.43	8,527.12	426.36	110,340.00	9,195.00	459.75
34	88,884.29	7,407.02	370.35	95,844.00	7,987.00	399.35	103,349.18	8,612.43	430.62	111,441.83	9,286.82	464.34
35	89,775.51	7,481.29	374.06	96,803.72	8,066.98	403.35	104,382.92	8,698.58	434.93	112,560.00	9,380.00	469.00

SHELBY COUNTY SCHOOLS
2026-2027

NM		NURSE MANAGER SALARY SCHEDULE										
		12 MONTH (240-DAY) 8 HOUR DAY										
RANK	ASSOCIATE'S-AS (AO)			BACHELOR'S - II (BS)			MASTER'S - I (MA)			DOCTORATE NURSE PRACTITIONER (DT)		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	69,596.86	5,799.74	289.99	75,045.64	6,253.80	312.69	82,287.44	6,857.29	342.86	87,259.18	7,271.60	363.58
1	70,240.45	5,853.37	292.67	75,739.62	6,311.64	315.58	83,048.39	6,920.70	346.03	88,066.11	7,338.84	366.94
2	70,889.92	5,907.49	295.37	76,439.94	6,370.00	318.50	83,816.29	6,984.69	349.23	88,880.41	7,406.70	370.34
3	71,598.82	5,966.57	298.33	77,204.34	6,433.70	321.68	84,591.42	7,049.29	352.46	89,769.22	7,480.77	374.04
4	72,314.81	6,026.23	301.31	77,976.38	6,498.03	324.90	85,373.33	7,114.44	355.72	90,666.91	7,555.58	377.78
5	73,037.96	6,086.50	304.32	78,756.14	6,563.01	328.15	86,162.83	7,180.24	359.01	91,573.58	7,631.13	381.56
6	74,552.69	6,212.72	310.64	80,390.96	6,699.25	334.96	86,959.70	7,246.64	362.33	93,473.10	7,789.43	389.47
7	75,241.99	6,270.17	313.51	81,134.23	6,761.19	338.06	87,763.70	7,313.64	365.68	94,337.34	7,861.45	393.07
8	75,937.74	6,328.15	316.41	81,884.47	6,823.71	341.19	88,575.24	7,381.27	369.06	95,209.66	7,934.14	396.71
9	77,388.05	6,449.00	322.45	83,449.07	6,954.09	347.70	89,981.24	7,498.44	374.92	97,026.41	8,085.53	404.28
10	78,103.99	6,508.67	325.43	84,219.14	7,018.26	350.91	90,813.48	7,567.79	378.39	97,925.99	8,160.50	408.02
11	78,825.52	6,568.79	328.44	84,997.16	7,083.10	354.15	91,653.18	7,637.77	381.89	98,826.98	8,235.58	411.78
12	79,693.84	6,641.15	332.06	85,935.81	7,161.32	358.07	92,662.65	7,721.89	386.09	99,918.95	8,326.58	416.33
15	81,037.30	6,753.11	337.66	87,382.00	7,281.83	364.09	94,224.49	7,852.04	392.60	101,600.51	8,466.71	423.34
18	85,625.19	7,135.43	356.77	92,329.56	7,694.13	384.71	99,558.53	8,296.54	414.83	107,357.26	8,946.44	447.32
21	86,876.83	7,239.74	361.99	93,676.11	7,806.34	390.32	101,013.18	8,417.77	420.89	108,921.70	9,076.81	453.84
24	88,218.22	7,351.52	367.58	95,127.63	7,927.30	396.37	102,576.34	8,548.03	427.40	110,605.38	9,217.12	460.86
27	89,592.19	7,466.02	373.30	96,607.82	8,050.65	402.53	104,171.20	8,680.93	434.05	112,328.20	9,360.68	468.03
28	90,488.11	7,540.68	377.03	97,573.90	8,131.16	406.56	105,212.91	8,767.74	438.39	113,451.48	9,454.29	472.71
29	91,392.99	7,616.08	380.80	98,549.64	8,212.47	410.62	106,265.04	8,855.42	442.77	114,586.00	9,548.83	477.44
30	92,306.92	7,692.24	384.61	99,535.13	8,294.59	414.73	107,327.69	8,943.97	447.20	115,731.86	9,644.32	482.22
31	93,229.99	7,769.17	388.46	100,530.48	8,377.54	418.88	108,400.96	9,033.41	451.67	116,889.18	9,740.77	487.04
32	94,162.29	7,846.86	392.34	101,535.78	8,461.32	423.07	109,484.97	9,123.75	456.19	118,058.07	9,838.17	491.91
33	95,103.92	7,925.33	396.27	102,551.14	8,545.93	427.30	110,579.82	9,214.99	460.75	119,238.65	9,936.55	496.83
34	96,054.96	8,004.58	400.23	103,576.65	8,631.39	431.57	111,685.62	9,307.14	465.36	120,431.04	10,035.92	501.80
35	97,015.51	8,084.63	404.23	104,612.42	8,717.70	435.89	112,802.48	9,400.21	470.01	121,635.35	10,136.28	506.81

SHELBY COUNTY SCHOOLS
2026-2027

R		REGISTERED NURSE BUS AIDE SALARY SCHEDULE										
		9 MONTH (182-DAY) 4 HOUR DAY										
RANK	ASSOCIATE'S-AS			BACHELOR'S - II (BN)			MASTER'S - I (BM)			DOCTORATE NURSE PRACTITIONER (DC)		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	22,218.66	1,851.56	122.08	23,958.82	1,996.57	131.64	26,270.81	2,189.23	144.35	27,857.59	2,321.47	153.06
3	24,437.88	2,036.49	134.27	26,352.24	2,196.02	144.79	29,406.49	2,450.54	161.57	30,641.07	2,553.42	168.36
6	25,509.61	2,125.80	140.16	27,507.28	2,292.27	151.14	29,754.90	2,479.58	163.49	31,983.58	2,665.30	175.73
9	26,280.28	2,190.02	144.40	28,338.54	2,361.55	155.71	30,555.87	2,546.32	167.89	32,949.29	2,745.77	181.04
10	26,543.49	2,211.96	145.84	28,620.68	2,385.06	157.26	30,862.61	2,571.88	169.57	33,278.76	2,773.23	182.85
11	26,808.57	2,234.05	147.30	28,906.60	2,408.88	158.83	31,171.27	2,597.61	171.27	33,612.02	2,801.00	184.68
12	27,075.56	2,256.30	148.77	29,196.31	2,433.03	160.42	31,481.81	2,623.48	172.98	33,947.18	2,828.93	186.52
13	27,348.23	2,279.02	150.27	29,487.92	2,457.33	162.02	31,798.03	2,649.84	174.71	34,286.11	2,857.18	188.39
14	27,620.90	2,301.74	151.76	29,783.31	2,481.94	163.64	32,119.92	2,676.66	176.48	34,630.74	2,885.90	190.28
15	27,897.35	2,324.78	153.28	30,080.59	2,506.72	165.28	32,436.14	2,703.01	178.22	34,977.25	2,914.77	192.18
16	28,175.70	2,347.98	154.81	30,381.66	2,531.81	166.93	32,761.82	2,730.15	180.01	35,325.66	2,943.81	194.10
17	28,457.84	2,371.49	156.36	30,686.52	2,557.21	168.61	33,089.41	2,757.45	181.81	35,679.76	2,973.31	196.04
18	28,741.87	2,395.16	157.92	30,993.28	2,582.77	170.29	33,418.88	2,784.91	183.62	36,035.74	3,002.98	198.00
19	29,029.68	2,419.14	159.50	31,301.92	2,608.49	171.99	33,754.04	2,812.84	185.46	36,397.40	3,033.12	199.99
20	29,319.39	2,443.28	161.10	31,616.24	2,634.69	173.72	34,091.09	2,840.92	187.31	36,760.96	3,063.41	201.98
21	29,612.89	2,467.74	162.71	31,932.46	2,661.04	175.45	34,431.92	2,869.33	189.19	37,128.30	3,094.03	204.00
22	29,908.28	2,492.36	164.33	32,250.57	2,687.55	177.20	34,776.54	2,898.05	191.08	37,499.44	3,124.95	206.04
23	30,207.46	2,517.29	165.98	32,574.37	2,714.53	178.98	35,123.05	2,926.92	192.98	37,874.35	3,156.20	208.10
24	30,510.42	2,542.54	167.64	32,900.05	2,741.67	180.77	35,475.25	2,956.27	194.92	38,253.05	3,187.75	210.18
25	30,815.28	2,567.94	169.31	33,227.64	2,768.97	182.57	35,829.34	2,985.78	196.86	38,635.55	3,219.63	212.28
26	31,123.93	2,593.66	171.01	33,560.89	2,796.74	184.40	36,187.22	3,015.60	198.83	39,021.83	3,251.82	214.41
27	31,434.47	2,619.54	172.72	33,896.05	2,824.67	186.24	36,550.78	3,045.90	200.83	39,411.90	3,284.33	216.55
28	31,748.79	2,645.73	174.44	34,234.99	2,852.92	188.10	36,916.22	3,076.35	202.84	39,811.43	3,317.62	218.74
29	32,066.90	2,672.24	176.19	34,577.72	2,881.48	189.99	37,285.46	3,107.12	204.87	40,205.28	3,350.44	220.91
30	32,386.91	2,698.91	177.95	34,922.35	2,910.20	191.88	37,656.60	3,138.05	206.90	40,606.71	3,383.89	223.11
31	32,710.70	2,725.89	179.73	35,272.65	2,939.39	193.81	38,033.41	3,169.45	208.97	41,011.93	3,417.66	225.34
32	33,038.28	2,753.19	181.53	35,624.84	2,968.74	195.74	38,414.01	3,201.17	211.07	41,422.83	3,451.90	227.60
33	33,367.75	2,780.65	183.34	35,980.82	2,998.40	197.70	38,798.40	3,233.20	213.18	41,837.51	3,486.46	229.88
34	33,702.91	2,808.58	185.18	36,340.60	3,028.38	199.67	39,186.57	3,265.55	215.31	42,255.97	3,521.33	232.18
35	34,039.95	2,836.66	187.03	36,704.15	3,058.68	201.67	39,578.52	3,298.21	217.46	42,678.23	3,556.52	234.50

SHELBY COUNTY SCHOOLS
2026-2027

N	LICENSED PRACTICAL NURSE		
	SALARY SCHEDULE		
	9 MONTH (187-DAY) (L)		
	STEP	ANNUAL	MONTHLY
	0	34,607.87	2,883.99
	3	38,065.12	3,172.09
	6	39,733.92	3,311.16
	9	40,933.50	3,411.13
	10	41,342.38	3,445.20
	11	41,755.42	3,479.62
	12	42,173.66	3,514.47
	13	42,595.02	3,549.59
	14	43,021.59	3,585.13
	15	43,452.31	3,621.03
	16	43,886.16	3,657.18
	17	44,325.21	3,693.77
	18	44,768.42	3,730.70
	19	45,215.79	3,767.98
	20	45,667.32	3,805.61
	21	46,125.10	3,843.76
	22	46,586.00	3,882.17
	23	47,052.09	3,921.01
	24	47,522.36	3,960.20
	25	47,997.82	3,999.82
	26	48,477.44	4,039.79
	27	48,962.27	4,080.19
	28	49,452.30	4,121.03
	29	49,946.49	4,162.21
	30	50,445.88	4,203.82
	31	50,950.47	4,245.87
	32	51,460.27	4,288.36
	33	51,974.23	4,331.19
	34	52,493.39	4,374.45
	35	53,018.79	4,418.23

SHELBY COUNTY SCHOOLS
2026-2027

R	LICENSED PRACTICAL NURSE BUS AIDE		
	SALARY SCHEDULE		
	9 MONTH (182-DAY) 4 HOUR DAY (C)		
	STEP	ANNUAL	MONTHLY
	0	16,841.04	1,403.42
	3	18,524.39	1,543.70
	6	19,334.82	1,611.24
	9	19,919.92	1,659.99
	10	20,118.74	1,676.56
	11	20,319.46	1,693.29
	12	20,523.96	1,710.33
	13	20,728.46	1,727.37
	14	20,934.85	1,744.57
	15	21,145.03	1,762.09
	16	21,357.11	1,779.76
	17	21,569.18	1,797.43
	18	21,785.04	1,815.42
	19	22,002.80	1,833.57
	20	22,222.45	1,851.87
	21	22,445.89	1,870.49
	22	22,669.32	1,889.11
	23	22,896.55	1,908.05
	24	23,125.66	1,927.14
	25	23,356.67	1,946.39
	26	23,591.47	1,965.96
	27	23,826.27	1,985.52
	28	24,064.85	2,005.40
	29	24,305.33	2,025.44
	30	24,547.70	2,045.64
	31	24,793.86	2,066.16
	32	25,041.91	2,086.83
	33	25,291.85	2,107.65
	34	25,545.59	2,128.80
	35	25,801.22	2,150.10

SHELBY COUNTY SCHOOLS
2026-2027

N	PARAEDUCATOR/INSTRUCTIONAL/BILINGUAL/INTERVENTION AIDE SALARY SCHEDULE 9 MONTH (187-DAY)					
RANK	NO DEGREE (I)			BACHELOR'S DEGREE (1D)		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	25,315.97	2,109.66	135.38	26,581.77	2,215.15	142.15
1	25,581.79	2,131.82	136.80	26,860.88	2,238.41	143.64
2	25,847.85	2,153.99	138.22	27,140.24	2,261.69	145.13
3	26,119.24	2,176.60	139.68	27,425.19	2,285.43	146.66
4	26,409.17	2,200.76	141.23	27,729.63	2,310.80	148.29
5	26,681.19	2,223.43	142.68	28,015.24	2,334.60	149.81
6	26,953.33	2,246.11	144.14	28,301.00	2,358.42	151.34
7	27,066.53	2,255.54	144.74	28,419.86	2,368.32	151.98
8	27,180.22	2,265.02	145.35	28,539.23	2,378.27	152.62
9	27,473.77	2,289.48	146.92	28,847.45	2,403.95	154.26
10	27,789.72	2,315.81	148.61	29,179.21	2,431.60	156.04
11	27,900.87	2,325.07	149.20	29,295.91	2,441.33	156.66
12	28,481.21	2,373.43	152.31	29,905.27	2,492.11	159.92
15	28,709.06	2,392.42	153.52	30,144.51	2,512.04	161.20
18	29,306.21	2,442.18	156.72	30,771.52	2,564.29	164.55
21	30,285.04	2,523.75	161.95	31,799.29	2,649.94	170.05
24	35,709.08	2,975.76	190.96	37,494.54	3,124.55	200.51
27	36,823.21	3,068.60	196.92	38,664.37	3,222.03	206.76

N	BEHAVIOR AIDE SALARY SCHEDULE 9 MONTH (187-DAY)					
RANK	NO DEGREE (BA)			BACHELOR'S DEGREE (B1)		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	37,634.69	3,136.22	201.26	39,516.43	3,293.04	211.32
1	38,970.72	3,247.56	208.40	40,919.25	3,409.94	218.82

SHELBY COUNTY SCHOOLS
2026-2027

P		ELEMENTARY SCHOOL OFFICE MANAGER/BOOKKEEPER SALARY SCHEDULE 12 MONTH (240-DAY)				
RANK	NO DEGREE (1)			BACHELOR'S DEGREE (1D)		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	44,325.62	3,693.80	184.69	45,359.46	3,779.96	189.00
1	49,458.53	4,121.54	206.08	50,612.08	4,217.67	210.88
2	50,195.47	4,182.96	209.15	51,366.21	4,280.52	214.03
3	50,963.46	4,246.96	212.35	52,152.11	4,346.01	217.30
4	51,727.92	4,310.66	215.53	52,934.38	4,411.20	220.56
5	52,524.53	4,377.04	218.85	53,749.57	4,479.13	223.96
6	53,259.88	4,438.32	221.92	54,502.06	4,541.84	227.09
7	54,058.78	4,504.90	225.24	55,319.59	4,609.97	230.50
8	54,826.41	4,568.87	228.44	56,105.13	4,675.43	233.77
9	55,928.43	4,660.70	233.04	57,232.84	4,769.40	238.47
10	56,728.20	4,727.35	236.37	58,051.28	4,837.61	241.88
11	56,972.14	4,747.68	237.38	58,300.89	4,858.41	242.92
12	58,219.83	4,851.65	242.58	59,577.68	4,964.81	248.24
15	58,691.41	4,890.95	244.55	60,060.27	5,005.02	250.25
18	59,988.49	4,999.04	249.95	61,387.59	5,115.63	255.78
21	62,064.09	5,172.01	258.60	63,511.60	5,292.63	264.63
24	63,801.87	5,316.82	265.84	65,289.93	5,440.83	272.04
27	68,906.02	5,742.17	287.11	70,513.11	5,876.09	293.80

P		MIDDLE SCHOOL/COMMUNITY ED OFFICE MANAGER/BOOKKEEPER SALARY SCHEDULE 12 MONTH (240-DAY)				
RANK	NO DEGREE (3)			BACHELOR'S DEGREE (3D)		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	46,634.63	3,886.22	194.31	47,737.74	3,978.15	198.91
1	51,675.84	4,306.32	215.32	52,898.18	4,408.18	220.41
2	52,414.80	4,367.90	218.40	53,654.63	4,471.22	223.56
3	53,169.57	4,430.80	221.54	54,427.25	4,535.60	226.78
4	53,924.58	4,493.72	224.69	55,200.12	4,600.01	230.00
5	54,695.70	4,557.98	227.90	55,989.48	4,665.79	233.29
6	55,439.57	4,619.96	231.00	56,745.34	4,728.78	236.44
7	56,226.80	4,685.57	234.28	57,551.12	4,795.93	239.80
8	56,968.99	4,747.42	237.37	58,310.80	4,859.23	242.96
9	58,091.29	4,840.94	242.05	59,459.53	4,954.96	247.75
10	58,881.32	4,906.78	245.34	60,268.17	5,022.35	251.12
11	59,134.52	4,927.88	246.39	60,527.33	5,043.94	252.20
12	60,429.56	5,035.80	251.79	61,852.89	5,154.41	257.72
15	60,919.04	5,076.59	253.83	62,353.89	5,196.16	259.81
18	62,265.34	5,188.78	259.44	63,731.91	5,310.99	265.55
21	63,610.29	5,300.86	265.04	65,108.51	5,425.71	271.29
24	65,391.38	5,449.28	272.46	66,931.56	5,577.63	278.88
27	70,622.68	5,885.22	294.26	72,286.08	6,023.84	301.19

SHELBY COUNTY SCHOOLS
2026-2027

P		HIGH SCHOOL OFFICE MANAGER/BOOKKEEPER SALARY SCHEDULE				
		12 MONTH (240-DAY)				
RANK	NO DEGREE (2)			BACHELOR'S DEGREE (2D)		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	48,943.63	4,078.64	203.93	50,116.03	4,176.34	208.82
1	53,901.62	4,491.80	224.59	55,192.80	4,599.40	229.97
2	54,645.45	4,553.79	227.69	55,954.45	4,662.87	233.14
3	55,394.10	4,616.18	230.81	56,721.02	4,726.75	236.34
4	56,141.92	4,678.49	233.92	57,486.76	4,790.56	239.53
5	56,888.61	4,740.72	237.04	58,251.33	4,854.28	242.71
6	57,633.84	4,802.82	240.14	59,014.42	4,917.87	245.89
7	58,411.90	4,867.66	243.38	59,811.12	4,984.26	249.21
8	59,130.36	4,927.53	246.38	60,546.80	5,045.57	252.28
9	60,271.58	5,022.63	251.13	61,715.35	5,142.95	257.15
10	61,055.10	5,087.93	254.40	62,517.66	5,209.81	260.49
11	61,317.64	5,109.80	255.49	62,786.48	5,232.21	261.61
12	62,660.49	5,221.71	261.09	64,161.51	5,346.79	267.34
15	63,168.04	5,264.00	263.20	64,681.22	5,390.10	269.51
18	64,564.05	5,380.34	269.02	66,110.68	5,509.22	275.46
21	65,913.44	5,492.79	274.64	67,492.40	5,624.37	281.22
24	67,343.76	5,611.98	280.60	68,956.97	5,746.41	287.32
27	72,731.27	6,060.94	303.05	74,473.53	6,206.13	310.31

RE		REGISTRAR/DATA MANAGER SALARY SCHEDULE				
		12 MONTH (240 DAY)				
RANK	NO DEGREE (1)			BACHELOR'S DEGREE (1D)		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	36,304.48	3,025.37	151.27	37,097.58	3,091.47	154.57
1	37,782.07	3,148.51	157.43	38,607.44	3,217.29	160.86
2	39,149.79	3,262.48	163.12	40,005.04	3,333.75	166.69
3	40,664.88	3,388.74	169.44	41,553.23	3,462.77	173.14
4	42,181.68	3,515.14	175.76	43,103.16	3,591.93	179.60
5	43,624.28	3,635.36	181.77	44,577.30	3,714.78	185.74
6	45,103.15	3,758.60	187.93	46,088.47	3,840.71	192.04
7	46,618.62	3,884.89	194.24	47,637.04	3,969.75	198.49
8	48,059.13	4,004.93	200.25	49,109.04	4,092.42	204.62
9	49,861.35	4,155.11	207.76	50,950.63	4,245.89	212.29
10	51,312.31	4,276.03	213.80	52,433.29	4,369.44	218.47
11	52,836.29	4,403.02	220.15	53,990.56	4,499.21	224.96
12	54,421.38	4,535.12	226.76	55,610.27	4,634.19	231.71
15	56,206.40	4,683.87	234.19	57,434.30	4,786.19	239.31
18	59,820.48	4,985.04	249.25	61,127.32	5,093.94	254.70
21	62,063.74	5,171.98	258.60	63,419.59	5,284.97	264.25
24	63,801.53	5,316.79	265.84	65,195.33	5,432.94	271.65
27	68,905.64	5,742.14	287.11	70,410.96	5,867.58	293.38

SHELBY COUNTY SCHOOLS
2026-2027

W	SCHOOL SECRETARY SALARY SCHEDULE			
	9 MONTH (187-DAY) (9)			
STEP	ANNUAL	MONTHLY	DAILY	HOURLY
0	23,346.58	1,945.55	124.85	15.61
1	24,467.22	2,038.94	130.84	16.36
2	25,558.45	2,129.87	136.68	17.09
3	26,706.02	2,225.50	142.81	17.85
4	27,798.30	2,316.53	148.65	18.58
5	28,918.58	2,409.88	154.64	19.33
6	30,066.65	2,505.55	160.78	20.10
7	31,269.31	2,605.78	167.22	20.90
8	32,526.33	2,710.53	173.94	21.74
9	33,866.41	2,822.20	181.10	22.64
10	35,102.53	2,925.21	187.71	23.46
11	36,313.57	3,026.13	194.19	24.27
12	37,562.76	3,130.23	200.87	25.11
13	38,776.03	3,231.34	207.36	25.92
14	40,018.00	3,334.83	214.00	26.75
15	41,061.30	3,421.78	219.58	27.45
16	42,268.50	3,522.38	226.03	28.25
17	43,422.42	3,618.54	232.21	29.03
18	45,029.06	3,752.42	240.80	30.10
19	46,304.94	3,858.75	247.62	30.95
20	46,993.29	3,916.11	251.30	31.41
21	48,356.10	4,029.68	258.59	32.32
24	49,695.57	4,141.30	265.75	33.22
27	53,691.09	4,474.26	287.12	35.89

W	SCHOOL SECRETARY SALARY SCHEDULE			
	9.5 MONTH (197-DAY) (95)			
STEP	ANNUAL	MONTHLY	DAILY	HOURLY
0	24,595.06	2,049.59	124.85	15.61
1	25,775.63	2,147.97	130.84	16.36
2	26,925.22	2,243.77	136.68	17.09
3	28,134.17	2,344.51	142.81	17.85
4	29,284.85	2,440.40	148.65	18.58
5	30,465.03	2,538.75	154.64	19.33
6	31,674.49	2,639.54	160.78	20.10
7	32,941.47	2,745.12	167.22	20.90
8	34,265.71	2,855.48	173.94	21.74
9	35,677.46	2,973.12	181.10	22.64
10	36,979.69	3,081.64	187.71	23.46
11	38,255.48	3,187.96	194.19	24.27
12	39,571.48	3,297.62	200.87	25.11
13	40,849.64	3,404.14	207.36	25.92
14	42,158.00	3,513.17	214.00	26.75
15	43,257.12	3,604.76	219.58	27.45
16	44,528.89	3,710.74	226.03	28.25
17	45,744.53	3,812.04	232.21	29.03
18	47,437.07	3,953.09	240.80	30.10
19	48,781.14	4,065.10	247.62	30.95
20	49,506.35	4,125.53	251.30	31.41
21	50,942.03	4,245.17	258.59	32.32
24	52,353.13	4,362.76	265.75	33.22
27	56,562.31	4,713.53	287.12	35.89

SHELBY COUNTY SCHOOLS
2026-2027

W	SCHOOL SECRETARY SALARY SCHEDULE			
	10 MONTH (207-DAY) (10)			
STEP	ANNUAL	MONTHLY	DAILY	HOURLY
0	25,843.54	2,153.63	124.85	15.61
1	27,084.03	2,257.00	130.84	16.36
2	28,291.98	2,357.67	136.68	17.09
3	29,562.29	2,463.52	142.81	17.85
4	30,771.39	2,564.28	148.65	18.58
5	32,011.47	2,667.62	154.64	19.33
6	33,282.33	2,773.53	160.78	20.10
7	34,613.63	2,884.47	167.22	20.90
8	36,005.10	3,000.43	173.94	21.74
9	37,488.51	3,124.04	181.10	22.64
10	38,856.84	3,238.07	187.71	23.46
11	40,197.41	3,349.78	194.19	24.27
12	41,580.21	3,465.02	200.87	25.11
13	42,922.66	3,576.89	207.36	25.92
14	44,297.18	3,691.43	214.00	26.75
15	45,453.06	3,787.76	219.58	27.45
16	46,788.63	3,899.05	226.03	28.25
17	48,067.47	4,005.62	232.21	29.03
18	49,845.94	4,153.83	240.80	30.10
19	51,256.35	4,271.36	247.62	30.95
20	52,018.57	4,334.88	251.30	31.41
21	53,528.22	4,460.69	258.59	32.32
24	55,010.42	4,584.20	265.75	33.22
27	59,433.80	4,952.82	287.12	35.89

W	SCHOOL SECRETARY SALARY SCHEDULE			
	12 MONTH (240-DAY) (12)			
STEP	ANNUAL	MONTHLY	DAILY	HOURLY
0	29,963.52	2,496.96	124.85	15.61
1	31,401.78	2,616.82	130.84	16.36
2	32,802.31	2,733.53	136.68	17.09
3	34,275.13	2,856.26	142.81	17.85
4	35,676.98	2,973.08	148.65	18.58
5	37,114.77	3,092.90	154.64	19.33
6	38,588.22	3,215.69	160.78	20.10
7	40,131.74	3,344.31	167.22	20.90
8	41,745.05	3,478.75	173.94	21.74
9	43,464.94	3,622.08	181.10	22.64
10	45,051.41	3,754.28	187.71	23.46
11	46,605.68	3,883.81	194.19	24.27
12	48,208.92	4,017.41	200.87	25.11
13	49,765.40	4,147.12	207.36	25.92
14	51,359.04	4,279.92	214.00	26.75
15	52,699.20	4,391.60	219.58	27.45
16	54,247.68	4,520.64	226.03	28.25
17	55,730.40	4,644.20	232.21	29.03
18	57,792.39	4,816.03	240.80	30.10
19	59,427.65	4,952.30	247.62	30.95
20	60,311.38	5,025.95	251.30	31.41
21	62,061.70	5,171.81	258.59	32.32
24	63,780.20	5,315.02	265.75	33.22
27	68,908.76	5,742.40	287.12	35.89

SHELBY COUNTY SCHOOLS
2026-2027

W	SCHOOL SECRETARY SALARY SCHEDULE			
	10.5 MONTH (212-DAY) (05)			
STEP	ANNUAL	MONTHLY	DAILY	HOURLY
0	26,467.78	2,205.65	124.85	15.61
1	27,738.24	2,311.52	130.84	16.36
2	28,975.37	2,414.61	136.68	17.09
3	30,276.36	2,523.03	142.81	17.85
4	31,514.66	2,626.22	148.65	18.58
5	32,784.70	2,732.06	154.64	19.33
6	34,086.25	2,840.52	160.78	20.10
7	35,449.71	2,954.14	167.22	20.90
8	36,874.78	3,072.90	173.94	21.74
9	38,394.03	3,199.50	181.10	22.64
10	39,795.41	3,316.28	187.71	23.46
11	41,168.35	3,430.70	194.19	24.27
12	42,584.54	3,548.71	200.87	25.11
13	43,959.43	3,663.29	207.36	25.92
14	45,367.16	3,780.60	214.00	26.75
15	46,550.96	3,879.25	219.58	27.45
16	47,918.79	3,993.23	226.03	28.25
17	49,228.52	4,102.38	232.21	29.03
18	51,049.94	4,254.16	240.80	30.10
19	52,494.43	4,374.54	247.62	30.95
20	53,275.05	4,439.59	251.30	31.41
21	54,821.17	4,568.43	258.59	32.32
24	56,339.17	4,694.93	265.75	33.22
27	60,869.40	5,072.45	287.12	35.89

SHELBY COUNTY SCHOOLS
2026-2027

U	BUILDING CUSTODIAN SALARY SCHEDULE			
	9.5 MONTH (197-DAY) (95)			
STEP	ANNUAL	MONTHLY	DAILY	HOURLY
0	25,077.56	2,089.80	127.30	15.91
1	25,843.76	2,153.65	131.19	16.40
2	26,619.36	2,218.28	135.12	16.89
3	27,417.96	2,284.83	139.18	17.40
4	28,241.64	2,353.47	143.36	17.92
5	29,090.43	2,424.20	147.67	18.46
6	29,964.29	2,497.02	152.10	19.01
7	30,863.24	2,571.94	156.67	19.58
8	31,789.37	2,649.11	161.37	20.17
9	32,744.76	2,728.73	166.22	20.78
10	33,727.34	2,810.61	171.20	21.40
11	34,739.18	2,894.93	176.34	22.04
12	35,782.37	2,981.86	181.64	22.71
15	36,856.93	3,071.41	187.09	23.39
18	37,962.84	3,163.57	192.70	24.09
21	39,102.21	3,258.52	198.49	24.81
24	40,277.12	3,356.43	204.45	25.56
27	41,485.48	3,457.12	210.59	26.32

U	BUILDING CUSTODIAN SALARY SCHEDULE			
	12 MONTH (240-DAY) (12)			
STEP	ANNUAL	MONTHLY	DAILY	HOURLY
0	30,551.33	2,545.94	127.30	15.91
1	31,484.78	2,623.73	131.19	16.40
2	32,429.67	2,702.47	135.12	16.89
3	33,402.60	2,783.55	139.18	17.40
4	34,406.07	2,867.17	143.36	17.92
5	35,440.11	2,953.34	147.67	18.46
6	36,504.71	3,042.06	152.10	19.01
7	37,599.88	3,133.32	156.67	19.58
8	38,728.16	3,227.35	161.37	20.17
9	39,892.09	3,324.34	166.22	20.78
10	41,089.13	3,424.09	171.20	21.40
11	42,321.83	3,526.82	176.34	22.04
12	43,592.73	3,632.73	181.64	22.71
15	44,901.84	3,741.82	187.09	23.39
18	46,249.15	3,854.10	192.70	24.09
21	47,637.21	3,969.77	198.49	24.81
24	49,068.57	4,089.05	204.45	25.56
27	50,540.68	4,211.72	210.59	26.32

SHELBY COUNTY SCHOOLS
2026-2027

L		CENTRAL OFFICE SECRETARY, INTERNAL MAIL ASSISTANT, REGISTRAR/DATA MANAGER SALARY SCHEDULE				
		12 MONTH (240-DAY)				
RANK	NO DEGREE (3)			BACHELOR'S DEGREE (3D)		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	40,570.62	3,380.89	169.04	41,569.40	3,464.12	173.21
1	45,390.40	3,782.53	189.13	46,507.84	3,875.65	193.78
2	46,275.52	3,856.29	192.81	47,414.76	3,951.23	197.56
3	47,094.59	3,924.55	196.23	48,253.99	4,021.17	201.06
4	47,947.00	3,995.58	199.78	49,127.39	4,093.95	204.70
5	48,800.46	4,066.71	203.34	50,001.85	4,166.82	208.34
6	49,683.75	4,140.31	207.02	50,906.89	4,242.24	212.11
7	50,563.15	4,213.60	210.68	51,807.94	4,317.33	215.87
8	51,458.11	4,288.18	214.41	52,724.94	4,393.75	219.69
9	52,657.09	4,388.09	219.40	53,953.43	4,496.12	224.81
10	53,494.34	4,457.86	222.89	54,811.29	4,567.61	228.38
11	54,344.90	4,528.74	226.44	55,682.79	4,640.23	232.01
12	55,535.06	4,627.92	231.40	56,902.25	4,741.85	237.09
15	56,751.27	4,729.27	236.46	58,148.40	4,845.70	242.29
18	59,832.86	4,986.07	249.30	61,305.86	5,108.82	255.44
21	62,076.60	5,173.05	258.65	63,604.83	5,300.40	265.02
24	63,814.74	5,317.90	265.89	65,385.77	5,448.81	272.44
27	68,919.93	5,743.33	287.17	70,616.62	5,884.72	294.24

L		CENTRAL OFFICE ACCOUNTING/DIVISION ASSISTANT SALARY SCHEDULE				
		12 MONTH (240-DAY)				
RANK	NO DEGREE (6)			BACHELOR'S DEGREE (6D)		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	48,946.04	4,078.84	203.94	50,084.66	4,173.72	208.69
1	54,085.38	4,507.12	225.36	55,343.54	4,611.96	230.60
2	55,140.04	4,595.00	229.75	56,422.74	4,701.90	235.09
3	56,116.02	4,676.34	233.82	57,421.43	4,785.12	239.26
4	57,131.72	4,760.98	238.05	58,460.75	4,871.73	243.59
5	58,148.67	4,845.72	242.29	59,501.35	4,958.45	247.92
6	59,201.16	4,933.43	246.67	60,578.31	5,048.19	252.41
7	60,249.02	5,020.75	251.04	61,650.56	5,137.55	256.88
8	61,315.43	5,109.62	255.48	62,741.77	5,228.48	261.42
9	62,400.72	5,200.06	260.00	63,852.30	5,321.03	266.05
10	63,392.88	5,282.74	264.14	64,867.56	5,405.63	270.28
11	64,400.84	5,366.74	268.34	65,898.94	5,491.58	274.58
12	65,811.21	5,484.27	274.21	67,342.14	5,611.85	280.59
15	67,252.47	5,604.37	280.22	68,816.93	5,734.74	286.74
18	68,738.76	5,728.23	286.41	70,337.78	5,861.48	293.07
21	69,769.84	5,814.15	290.71	71,392.85	5,949.40	297.47
24	71,569.90	5,964.16	298.21	73,234.78	6,102.90	305.14
27	73,402.08	6,116.84	305.84	75,109.59	6,259.13	312.96

SHELBY COUNTY SCHOOLS
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L		CENTRAL OFFICE CHIEF CLERK SALARY SCHEDULE				
		12 MONTH (240-DAY)				
RANK	NO DEGREE (7)			BACHELOR'S DEGREE (7D)		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	49,125.83	4,093.82	204.69	50,444.22	4,203.69	210.18
1	54,961.97	4,580.16	229.01	56,436.99	4,703.08	235.15
2	56,033.73	4,669.48	233.47	57,537.52	4,794.79	239.74
3	57,025.52	4,752.13	237.61	58,555.94	4,879.66	243.98
4	58,057.68	4,838.14	241.91	59,615.80	4,967.98	248.40
5	59,091.11	4,924.26	246.21	60,676.96	5,056.41	252.82
6	60,160.67	5,013.39	250.67	61,775.21	5,147.93	257.40
7	61,225.50	5,102.13	255.11	62,868.63	5,239.05	261.95
8	62,309.19	5,192.43	259.62	63,981.40	5,331.78	266.59
9	63,761.00	5,313.42	265.67	65,472.17	5,456.01	272.80
10	64,774.79	5,397.90	269.89	66,513.17	5,542.76	277.14
11	65,804.71	5,483.73	274.19	67,570.73	5,630.89	281.54
12	67,245.84	5,603.82	280.19	69,050.54	5,754.21	287.71
15	68,718.53	5,726.54	286.33	70,562.75	5,880.23	294.01
18	70,237.20	5,853.10	292.66	72,122.19	6,010.18	300.51
21	72,007.19	6,000.60	300.03	73,939.65	6,161.64	308.08
24	73,864.98	6,155.42	307.77	75,847.31	6,320.61	316.03
27	75,755.93	6,312.99	315.65	77,788.99	6,482.42	324.12

L		ADMINISTRATIVE SECRETARY TO THE BOARD,				
		ADMINISTRATIVE SECRETARY TO THE SUPERINTENDENT SALARY SCHEDULE				
		12 MONTH (240-DAY)				
RANK	NO DEGREE (8)			BACHELOR'S DEGREE (8D)		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	55,991.84	4,665.99	233.30	60,287.86	5,023.99	251.20
1	62,643.67	5,220.31	261.02	67,450.05	5,620.84	281.04
2	63,865.22	5,322.10	266.11	68,765.33	5,730.44	286.52
3	64,995.64	5,416.30	270.82	69,982.47	5,831.87	291.59
4	66,172.07	5,514.34	275.72	71,249.16	5,937.43	296.87
5	67,349.92	5,612.49	280.62	72,517.39	6,043.12	302.16
6	68,568.95	5,714.08	285.70	73,829.97	6,152.50	307.62
7	69,782.62	5,815.22	290.76	75,136.76	6,261.40	313.07
8	71,017.78	5,918.15	295.91	76,466.68	6,372.22	318.61
9	72,672.50	6,056.04	302.80	78,248.36	6,520.70	326.03
10	73,827.98	6,152.33	307.62	79,492.51	6,624.38	331.22
11	75,001.84	6,250.15	312.51	80,756.44	6,729.70	336.49
12	76,644.39	6,387.03	319.35	82,525.00	6,877.08	343.85
15	78,322.90	6,526.91	326.35	84,332.31	7,027.69	351.38
18	80,053.83	6,671.15	333.56	86,196.04	7,183.00	359.15
21	82,071.18	6,839.27	341.96	88,368.18	7,364.02	368.20
24	84,188.61	7,015.72	350.79	90,648.09	7,554.01	377.70
27	86,343.84	7,195.32	359.77	92,968.68	7,747.39	387.37

SHELBY COUNTY SCHOOLS
2026-2027

S		CHILD NUTRITION PROGRAM AREA MANAGER SALARY SCHEDULE				
		10 MONTH (202-DAY)				
RANK	BACHELOR'S DEGREE (A)			MASTER'S DEGREE (AM)		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	57,365.50	4,780.46	283.99	61,686.41	5,140.53	305.38
1	57,916.21	4,826.35	286.71	62,278.59	5,189.88	308.31
2	58,420.08	4,868.34	289.21	62,820.42	5,235.04	310.99
3	58,934.17	4,911.18	291.75	63,373.23	5,281.10	313.73
4	59,475.51	4,956.29	294.43	63,956.15	5,329.68	316.61
5	60,029.48	5,002.46	297.18	64,551.05	5,379.25	319.56
6	60,575.76	5,047.98	299.88	65,138.47	5,428.21	322.47
7	61,048.25	5,087.35	302.22	65,646.54	5,470.55	324.98
8	61,591.57	5,132.63	304.91	66,230.80	5,519.23	327.88
9	62,552.40	5,212.70	309.67	67,257.38	5,604.78	332.96
10	63,059.08	5,254.92	312.17	67,802.16	5,650.18	335.65
11	63,330.23	5,277.52	313.52	68,093.72	5,674.48	337.10
12	64,717.17	5,393.10	320.38	69,591.77	5,799.31	344.51
15	65,234.90	5,436.24	322.95	70,141.55	5,845.13	347.24
18	66,676.59	5,556.38	330.08	71,698.70	5,974.89	354.94
21	67,910.12	5,659.18	336.19	72,960.59	6,080.05	361.19
24	69,220.77	5,768.40	342.68	74,419.81	6,201.65	368.41
27	70,556.73	5,879.73	349.29	75,908.21	6,325.68	375.78

CNP employees who hold a current SNA Certification will receive an annual supplement ranging from \$500.00 - \$1,500.00 in November of each year. The

- a) amount of the supplement is dependent of the level of Certification

S		CNP MANAGER SALARY SCHEDULE				
		9 MONTH (8 HOURS/190 DAYS)				
RANK	NO DEGREE (B)			BACHELOR'S DEGREE (BI)		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	35,486.80	2,957.23	186.77	36,783.56	3,065.30	193.60
1	36,058.14	3,004.85	189.78	37,375.77	3,114.65	196.71
2	36,653.10	3,054.43	192.91	37,992.48	3,166.04	199.96
3	37,224.89	3,102.07	195.92	38,585.16	3,215.43	203.08
4	37,816.77	3,151.40	199.04	39,198.67	3,266.56	206.31
5	38,387.81	3,198.98	202.04	39,790.56	3,315.88	209.42
6	38,959.78	3,246.65	205.05	40,383.45	3,365.29	212.54
7	39,528.61	3,294.05	208.05	40,973.04	3,414.42	215.65
8	40,097.82	3,341.49	211.04	41,563.06	3,463.59	218.75
9	40,959.92	3,413.33	215.58	42,456.67	3,538.06	223.46
10	41,533.36	3,461.11	218.60	43,051.05	3,587.59	226.58
11	41,707.80	3,475.65	219.51	43,231.87	3,602.66	227.54
12	42,633.72	3,552.81	224.39	44,191.62	3,682.64	232.59
15	42,966.26	3,580.52	226.14	44,536.31	3,711.36	234.40
18	43,920.11	3,660.01	231.16	45,529.46	3,794.12	239.63
21	45,013.72	3,751.14	236.91	46,663.15	3,888.60	245.60
24	46,166.06	3,847.17	242.98	47,853.05	3,987.75	251.86
27	47,338.67	3,944.89	249.15	49,068.52	4,089.04	258.26

CNP employees who hold a current SNA Certification will receive an annual supplement ranging from \$500.00 - \$1,500.00 in November of each year. The

- a) amount of the supplement is dependent of the level of Certification

SHELBY COUNTY SCHOOLS
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S		CNP ASSISTANT MANAGER SALARY SCHEDULE		
		9 MONTH (8 HOURS/187 DAYS) (F)		
STEP	ANNUAL	MONTHLY	DAILY	
0	30,288.30	2,524.03	161.97	
1	31,069.74	2,589.15	166.15	
2	31,840.26	2,653.36	170.27	
3	32,642.65	2,720.22	174.56	
4	33,448.92	2,787.41	178.87	
5	34,248.34	2,854.03	183.15	
6	35,053.18	2,921.10	187.45	
7	35,841.88	2,986.82	191.67	
8	36,637.56	3,053.13	195.92	
9	37,751.34	3,145.95	201.88	
10	38,623.40	3,218.62	206.54	
11	38,789.47	3,232.46	207.43	
12	39,638.96	3,303.25	211.97	
15	39,956.08	3,329.67	213.67	
18	40,839.10	3,403.26	218.39	
21	41,925.42	3,493.79	224.20	
24	43,040.64	3,586.72	230.16	
27	44,224.26	3,685.36	236.49	

- a) CNP employees who hold a current SNA Certification will receive an annual supplement ranging from \$500.00 - \$1,500.00 in November of each year. The amount of the supplement is dependent of the level of Certification

S		CNP EMPLOYEE SALARY SCHEDULE		
		9 MONTH (7 HOURS/185 DAYS) (G)		
STEP	ANNUAL	MONTHLY	DAILY	
0	23,834.07	1,986.17	128.83	
1	24,439.45	2,036.62	132.11	
2	25,052.89	2,087.74	135.42	
3	25,664.17	2,138.68	138.73	
4	26,277.55	2,189.80	142.04	
5	26,889.82	2,240.82	145.35	
6	27,500.21	2,291.68	148.65	
7	28,113.47	2,342.79	151.96	
8	28,726.34	2,393.86	155.28	
9	29,533.54	2,461.13	159.64	
10	30,147.84	2,512.32	162.96	
11	30,271.44	2,522.62	163.63	
12	30,904.13	2,575.34	167.05	
15	31,135.90	2,594.66	168.30	
18	31,802.21	2,650.18	171.90	
21	32,823.05	2,735.25	177.42	
24	33,896.38	2,824.70	183.22	
27	34,991.23	2,915.94	189.14	

- a) CNP employees who hold a current SNA Certification will receive an annual supplement ranging from \$500.00 - \$1,500.00 in November of each year. The amount of the supplement is dependent of the level of Certification
- b) There will be a second Assistant Manager at schools with 22,000 and up Average Monthly Meal Equivalents based on prior year data.

SHELBY COUNTY SCHOOLS
2026-2027

J	COMPUTER NETWORK TECHNICIAN SALARY SCHEDULE		
	12 MONTH (240-DAY) (5)		
STEP	ANNUAL	MONTHLY	DAILY
0	66,663.78	5,555.32	277.77
1	65,627.24	5,468.94	273.45
2	65,905.91	5,492.16	274.61
3	66,178.13	5,514.84	275.74
4	66,456.81	5,538.07	276.90
5	66,727.41	5,560.62	278.03
6	67,028.25	5,585.69	279.28
7	67,329.41	5,610.78	280.54
8	67,625.40	5,635.45	281.77
9	68,375.53	5,697.96	284.90
10	69,210.55	5,767.55	288.38
11	69,508.66	5,792.39	289.62
12	71,028.84	5,919.07	295.95
15	71,600.74	5,966.73	298.34
18	73,185.32	6,098.78	304.94
21	74,417.54	6,201.46	310.07
24	75,732.01	6,311.00	315.55
27	77,072.35	6,422.70	321.13

SHELBY COUNTY SCHOOLS
2026-2027

TE		TECHNOLOGY HELP DESK COODINATOR SALARY SCHEDULE				
		12 MONTH (240-DAY)				
RANK	NO DEGREE (TH)			BACHELOR'S DEGREE (BS)		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	42,448.96	3,537.42	176.87	43,722.43	3,643.54	182.18
1	42,852.29	3,571.02	178.56	44,137.85	3,678.16	183.91
2	43,259.04	3,604.93	180.25	44,556.82	3,713.07	185.66
3	43,670.13	3,639.18	181.96	44,980.26	3,748.36	187.42
4	44,085.13	3,673.77	183.70	45,407.67	3,783.98	189.20
5	44,503.86	3,708.66	185.44	45,838.98	3,819.92	191.00
6	44,926.65	3,743.89	187.20	46,274.46	3,856.21	192.82
7	45,353.47	3,779.46	188.98	46,714.09	3,892.85	194.65
8	45,784.34	3,815.37	190.78	47,157.87	3,929.83	196.50
9	46,522.86	3,876.91	193.85	47,918.53	3,993.22	199.67
10	46,965.00	3,913.76	195.69	48,373.95	4,031.17	201.56
11	47,410.91	3,950.91	197.55	48,833.23	4,069.44	203.48
12	47,945.25	3,995.45	199.77	49,383.61	4,115.31	205.77
15	48,173.17	4,014.44	200.73	49,618.36	4,134.87	206.75
18	49,126.29	4,093.87	204.70	50,600.07	4,216.68	210.84
21	50,202.76	4,183.57	209.19	51,708.84	4,309.07	215.46
24	51,338.45	4,278.21	213.92	52,878.61	4,406.56	220.33
27	52,495.70	4,374.64	218.73	54,070.56	4,505.88	225.30

TE		TECHNOLOGY SYSTEM WEBMASTER SALARY SCHEDULE				
		12 MONTH (240-DAY)				
RANK	NO DEGREE (WM)			BACHELOR'S DEGREE (CD)		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	52,102.71	4,341.90	217.10	53,665.81	4,472.16	223.61
1	53,050.11	4,420.85	221.05	54,641.61	4,553.47	227.68
2	53,997.52	4,499.80	224.99	55,617.45	4,634.79	231.74
3	54,945.07	4,578.76	228.94	56,593.42	4,716.12	235.81
4	55,892.64	4,657.72	232.89	57,569.41	4,797.46	239.88
5	56,840.18	4,736.69	236.84	58,545.38	4,878.79	243.94
6	57,793.83	4,816.16	240.81	59,527.63	4,960.64	248.04
7	58,735.14	4,894.60	244.73	60,497.18	5,041.44	252.08
8	59,682.69	4,973.57	248.68	61,473.16	5,122.77	256.14
9	61,028.51	5,085.71	254.29	62,859.35	5,238.28	261.92
10	61,982.13	5,165.18	258.26	63,841.61	5,320.14	266.01
11	62,935.92	5,244.66	262.24	64,823.99	5,402.00	270.10
12	64,001.56	5,333.47	266.68	65,921.58	5,493.47	274.68
15	66,047.15	5,503.94	275.20	68,028.56	5,669.05	283.46
18	69,866.66	5,822.23	291.12	71,962.65	5,996.89	299.85
21	71,089.73	5,924.14	296.21	73,222.42	6,101.87	305.10
24	72,392.07	6,032.67	301.64	74,563.82	6,213.66	310.69
27	73,720.01	6,143.34	307.17	75,931.61	6,327.64	316.39

SHELBY COUNTY SCHOOLS
2026-2027

TE		NETWORK ADMINISTRATOR SALARY SCHEDULE				
		12 MONTH (240-DAY)				
RANK	NO DEGREE (TN)			BACHELOR'S DEGREE (1D)		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	69,736.92	5,811.41	290.57	71,829.02	5,985.75	299.29
1	70,191.91	5,849.33	292.47	72,297.66	6,024.81	301.24
2	70,646.58	5,887.22	294.36	72,765.96	6,063.83	303.19
3	71,101.40	5,925.12	296.26	73,234.45	6,102.87	305.14
4	71,556.24	5,963.02	298.15	73,702.92	6,141.91	307.10
5	72,011.07	6,000.92	300.05	74,171.40	6,180.95	309.05
6	72,465.76	6,038.81	301.94	74,639.72	6,219.98	311.00
7	72,920.74	6,076.73	303.84	75,108.36	6,259.03	312.95
8	73,339.42	6,111.62	305.58	75,576.67	6,298.06	314.90
9	74,315.21	6,192.93	309.65	76,544.66	6,378.72	318.94
10	74,773.02	6,231.09	311.55	77,016.23	6,418.02	320.90
11	75,230.84	6,269.24	313.46	77,487.76	6,457.31	322.87
12	75,821.22	6,318.44	315.92	78,095.85	6,507.99	325.40
15	76,986.91	6,415.58	320.78	79,296.53	6,608.04	330.40
18	79,830.10	6,652.51	332.63	82,225.00	6,852.08	342.60
21	81,123.58	6,760.30	338.01	83,557.29	6,963.11	348.16
24	82,505.98	6,875.50	343.77	84,981.17	7,081.76	354.09
27	83,915.75	6,992.98	349.65	86,433.22	7,202.77	360.14

TE		SENIOR NETWORK ENGINEER SALARY SCHEDULE				
		12 MONTH (240-DAY)				
RANK	NO DEGREE (C)			BACHELOR'S DEGREE (ED)		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	79,890.72	6,657.56	332.88	82,287.44	6,857.29	342.86
1	80,629.52	6,719.13	335.96	83,048.39	6,920.70	346.03
2	81,375.02	6,781.25	339.06	83,816.29	6,984.69	349.23
3	82,127.57	6,843.96	342.20	84,591.42	7,049.29	352.46
4	82,886.75	6,907.23	345.36	85,373.33	7,114.44	355.72
5	83,653.24	6,971.10	348.56	86,162.83	7,180.24	359.01
6	84,426.90	7,035.58	351.78	86,959.70	7,246.64	362.33
7	85,207.48	7,100.62	355.03	87,763.70	7,313.64	365.68
8	85,995.39	7,166.28	358.31	88,575.24	7,381.27	369.06
9	87,360.42	7,280.04	364.00	89,981.24	7,498.44	374.92
10	88,168.41	7,347.37	367.37	90,813.48	7,567.79	378.39
11	88,983.67	7,415.31	370.77	91,653.18	7,637.77	381.89
12	89,963.75	7,496.98	374.85	92,662.65	7,721.89	386.09
15	91,480.09	7,623.34	381.17	94,224.49	7,852.04	392.60
18	96,658.77	8,054.90	402.74	99,558.53	8,296.54	414.83
21	98,071.03	8,172.59	408.63	101,013.18	8,417.77	420.89
24	99,588.68	8,299.06	414.95	102,576.34	8,548.03	427.40
27	101,137.07	8,428.09	421.40	104,171.20	8,680.93	434.05

SHELBY COUNTY SCHOOLS
2026-2027

MM		MAINTENANCE TECHNICIAN/MECHANIC SALARY SCHEDULE				
		12 MONTH (240-DAY)				
RANK	TECHNICIAN/MECHANIC (TM)			SPECIALIST/MASTER MECHANIC (MM)		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	45,208.05	3,767.34	188.37	53,999.93	4,499.99	225.00
1	45,487.37	3,790.61	189.53	55,698.84	4,641.57	232.08
2	46,120.71	3,843.39	192.17	57,149.01	4,762.42	238.12
3	46,759.00	3,896.58	194.83	58,599.00	4,883.25	244.16
4	47,419.76	3,951.65	197.58	60,047.67	5,003.97	250.20
5	48,106.86	4,008.91	200.45	61,541.86	5,128.49	256.42
6	48,324.33	4,027.03	201.35	61,819.53	5,151.63	257.58
7	48,540.59	4,045.05	202.25	62,097.03	5,174.75	258.74
8	48,754.60	4,062.88	203.14	62,370.06	5,197.51	259.88
9	49,295.70	4,107.98	205.40	63,062.55	5,255.21	262.76
10	49,897.19	4,158.10	207.90	63,832.55	5,319.38	265.97
11	50,111.41	4,175.95	208.80	64,105.39	5,342.12	267.11
12	51,208.01	4,267.33	213.37	65,509.85	5,459.15	272.96
15	51,620.72	4,301.73	215.09	66,036.76	5,503.06	275.15
18	52,762.41	4,396.87	219.84	67,497.00	5,624.75	281.24
21	53,864.59	4,488.72	224.44	68,703.33	5,725.28	286.26
24	55,029.50	4,585.79	229.29	69,986.63	5,832.22	291.61
27	56,216.67	4,684.72	234.24	71,295.07	5,941.26	297.06

MM		WORKING FOREMAN/SUPERVISOR SALARY SCHEDULE				
		12 MONTH (240-DAY)				
RANK	WORKING FOREMAN/SHOP FOREMAN (FM)			MAINTENANCE/BUS SHOP SUPERVISOR (MB)		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	66,663.79	5,555.32	277.77	79,890.72	6,657.56	332.88
1	66,939.79	5,578.32	278.92	81,420.72	6,785.06	339.25
2	67,224.03	5,602.00	280.10	82,859.18	6,904.93	345.25
3	67,501.70	5,625.14	281.26	84,297.97	7,024.83	351.24
4	67,785.95	5,648.83	282.44	86,213.44	7,184.45	359.22
5	68,061.96	5,671.83	283.59	87,303.42	7,275.29	363.76
6	68,368.82	5,697.40	284.87	88,537.92	7,378.16	368.91
7	68,676.00	5,723.00	286.15	90,043.03	7,503.59	375.18
8	68,977.91	5,748.16	287.41	90,348.42	7,529.04	376.45
9	69,743.05	5,811.92	290.60	91,223.02	7,601.92	380.10
10	70,594.77	5,882.90	294.14	91,505.82	7,625.49	381.27
11	70,898.84	5,908.24	295.41	91,863.86	7,655.32	382.77
12	72,449.42	6,037.45	301.87	93,709.87	7,809.16	390.46
15	73,032.76	6,086.06	304.30	94,374.19	7,864.52	393.23
18	74,649.03	6,220.75	311.04	96,338.93	8,028.24	401.41
21	75,905.90	6,325.49	316.27	97,714.27	8,142.86	407.14
24	77,246.66	6,437.22	321.86	99,194.12	8,266.18	413.31
27	78,613.80	6,551.15	327.56	100,703.92	8,391.99	419.60

SHELBY COUNTY SCHOOLS
2026-2027

R		BUS DRIVER SALARY SCHEDULE				
		9 MONTH (184-DAY)				
RANK	REGULAR ROUTE DRIVER (A)			HALF ROUTE DRIVER* (AI)		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	17,084.43	1,423.70	92.85	8,542.73	711.89	46.43
1	17,543.77	1,461.98	95.35	8,771.95	731.00	47.67
3	18,070.08	1,505.84	98.21	9,035.11	752.93	49.10
6	18,612.18	1,551.02	101.15	9,306.17	775.51	50.58
9	19,170.55	1,597.55	104.19	9,585.35	798.78	52.09
12	19,745.65	1,645.47	107.31	9,872.91	822.74	53.66
15	20,338.03	1,694.84	110.53	10,169.10	847.43	55.27
18	20,948.17	1,745.68	113.85	10,474.17	872.85	56.92
21	21,576.62	1,798.05	117.26	10,788.39	899.03	58.63
24	22,223.91	1,851.99	120.78	11,112.05	926.00	60.39
27	22,890.63	1,907.55	124.41	11,445.40	953.78	62.20

* Based on Regular Route

R		BUS DRIVER AIDE SALARY SCHEDULE		
		9 MONTH (182-DAY) (B)		
STEP	ANNUAL	MONTHLY	DAILY	
0	13,822.76	1,151.90	75.95	
1	14,385.15	1,198.76	79.04	
3	14,816.86	1,234.74	81.41	
6	15,261.85	1,271.82	83.86	
9	15,718.18	1,309.85	86.36	
12	16,189.67	1,349.14	88.95	
15	16,676.31	1,389.69	91.63	
18	17,176.20	1,431.35	94.37	
21	17,691.24	1,474.27	97.20	
24	18,223.32	1,518.61	100.13	
27	18,768.66	1,564.06	103.12	

R		SHUTTLE ROUTE BUS DRIVER SALARY SCHEDULE				
		182-DAY				
RANK	VOCATIONAL ROUTE DRIVER (I)			VOCATIONAL HALF ROUTE DRIVER (HS)		
STEP	ANNUAL	MONTHLY	DAILY	ANNUAL	MONTHLY	DAILY
0	15,436.05	1,286.34	84.81	7,718.03	643.17	42.41
1	15,568.60	1,297.38	85.54	7,784.31	648.69	42.77
3	16,034.40	1,336.20	88.10	8,017.20	668.10	44.05
6	16,517.25	1,376.44	90.75	8,259.58	688.30	45.38
9	17,011.46	1,417.62	93.47	8,505.73	708.81	46.73
12	17,522.72	1,460.23	96.28	8,761.37	730.11	48.14
15	18,047.22	1,503.94	99.16	9,024.57	752.05	49.59
18	18,588.77	1,549.06	102.14	9,295.34	774.61	51.07
21	19,147.36	1,595.61	105.21	9,573.68	797.81	52.60
24	19,721.10	1,643.43	108.36	9,861.51	821.79	54.18
27	20,355.43	1,696.29	111.84	10,177.72	848.14	55.92

SHELBY COUNTY SCHOOLS

SUPPLEMENTAL SCHEDULES

EFFECTIVE:

September 1, 2026 - SEPTEMBER 30, 2027

ASSUMPTIONS

The Board has established supplements for certain personnel who assume special duties. These supplements shall be considered separate and apart from the regular salary schedule.*

Compensation in the form of supplements may be paid for non-instructional supplemental duties in accordance with rates specified or established for such duties in the Board's official salary schedule. Such duties include coaching and sponsorship of athletic support organizations (e.g., cheerleaders, flag teams, and drill teams) as well as scholastic support activities (e.g., yearbook, services clubs, and academic honoraria). Such supplemental duties are considered additional nonteaching contract or appointment, and no tenure, continuing service status, non-probationary status or contractual right to continued employment or compensation for such supplemental assignment will be recognized or implied in the absence of a separate written contract of employment providing for such rights. These supplements are paid over twelve months and any mid-year termination regardless of season or completion shall be stopped with the termination and no pay out shall be paid.

Booster Clubs may also choose to pay supplements for professional school personnel. All such supplements must be approved in advance of the season and paid through the Board of Education with reimbursement from the Booster Clubs to include employer benefits.

Per RSA guidelines, all booster and City paid supplements are non-pensionable.

Ref. Shelby County Board of Education Policy 5.4

Bus Driver Certification Incentive

Requirements:

- (1) Complete all required training for a Commercial Drivers License (CDL)
- (2) Attain school bus licensure through Shelby County Board of Education
- (3) Submitted all paperwork required for onboarding
- (4) Approved by the Board as a new Bus Driver or Substitute Bus Driver
- (5) Only eligible for new hires
- (6) Recertification is not eligible for the Incentive
 - a. Old Certifications that have lapsed for 24 months or more will be approved

ATHLETIC PROGRAM SUPPLEMENTS

Athletic Director

- (1) Organize and administer the overall program of extracurricular athletics, both intramural and interscholastic, for the high school and feeder schools.
- (2) Provide leadership in the selection, assignment and evaluation of athletic coaches and staff members.
- (3) Foster good school-community relations by keeping the community aware of and responsive to the athletic program.
- (4) Assume responsibility for the proper supervision of home games.
- (5) Arrange transportation for athletic contest participants.
- (6) Develop and place into operation appropriate rules and regulations governing the conduct of athletic activities.
- (7) Implement the physical and academic requirements of eligibility for participation in each sport, and verify each athlete's eligibility according to rules established by AHSAA.
- (8) Prepare the budget for the Principal's approval and administer the approved budget subject to the Principal's review.
- (9) Requisition, in cooperation with appropriate staff members, of supplies, uniforms and equipment for athletic programs.
- (10) Supervise the cleaning, storage, and care of athletic equipment.
- (11) Supervise all fund-raising events of the athletic program, and assume responsibility for proper handling and accounting of money.
- (12) Arrange all details for visiting teams' needs as appropriate.
- (13) Make all necessary arrangements for the use of non-school playing fields and facilities.
- (14) Coordinate arrangements for practice schedules for the coaches on the fields and in the gymnasiums.
- (15) Provide for the physical examination of all athletes prior to the beginning of each season.
- (16) Administer the insurance program covering school athletics.
- (17) Keep records of the results of all junior and senior high school athletic contests and individual school records.
- (18) Direct an in-school, extracurricular program to foster support for athletic teams and school spirit among non-participants.
- (19) Plan and supervise an annual recognition program for school athletes.
- (20) Designate one assistant as trainer each year and make arrangements for the trainer to attend at least one clinic each year.
- (21) Assist with the observation and evaluation process of coaches as required.
- (22) Supply copies of game contracts to the Principal and keep a copy on file in the Athletic Director's office.
- (23) Assure the implementation of board policies regarding student substance abuse and acquiring required signatures.
Verify that all coaches within the program have met certification standards set by AHSAA.

Associate Athletic Director

- (1) Assist athletic director in executing all responsibilities and requirements as outlined in the Shelby County Schools Salary Schedules.
- (2) Assure the implementation of board policies regarding student substance abuse and acquiring required signatures.
- (3) Complete such duties as directed by the principal and/or athletic director.

Head Football Coach

- (1) Foster good school-community relations by keeping the community aware of and responsive to the football program.
- (2) Requisition in cooperation with appropriate staff members, of supplies, uniforms and equipment for football.
- (3) Supervise the cleaning, storage and care of football equipment.
- (4) Collaborate with the Athletic Director to arrange details of visiting teams' needs as appropriate.
- (5) Assist with the observation and evaluation process of assistant coaches as required.
- (6) Plan, organize, conduct and participate in all practices (including spring training).
- (7) Be present and perform coaching duties for all games and tournaments in which football teams participate.
- (8) Follow all AHSAA rules and guidelines.
- (9) Perform all duties as listed in his/her coaching description.
- (10) Collaborate with the Athletic Director, as appropriate.
- (11) Assure the implementation of board policies regarding student substance abuse and acquiring required signatures.

Athletic Coach

- (1) Conduct and participate in all practices (including spring training where applicable).
- (2) Be present and perform coaching duties for all games and tournaments in which teams participate.
- (3) Follow all AHSAA rules and guidelines.
- (4) Perform all duties as listed in his/her coaching description.
- (5) Assure the implementation of board policies regarding student substance abuse and acquiring required signatures.
- (6) Participate in all system-wide sponsored tournaments, as applicable for each sport.
- (7) If coaching both boys and girls for a single sport, separate squad competitions and practices must take place.

Flag Football Coach

- (1) Conduct and participate in all practices (minimum of 2 practices a week).
- (2) Be present and perform coaching duties for all practices, games and tournaments in which teams participate.
- (3) Follow all AHSAA rules and guidelines.
- (4) Manage all aspects of team budget, including (but not limited to) purchasing, travel, collection of fees and fundraising.
- (5) Supervise the cleaning, storage and care of team equipment.
- (6) Supervision of student athletes at all times they are engaged in activity. (including immediately before and after practice)
- (7) Assure the implementation of board policies regarding student substance abuse and acquiring required signatures.
- (8) Any other duties assigned by Principal or Athletic Director

Athletic Trainer

- (1) Attend all practices and games.
- (2) Treat injured students as necessary.
- (3) Refer injured students to parent, doctor, or hospital as necessary.
- (4) Report all injuries to Head Coach and Athletic Director.
- (5) Operate training room on an as-needed basis.

Cheerleader Sponsor

- (1) Attend all games and activities in which the squad is participating or arrange for a qualified substitute.
- (2) Conduct and participate in all practices which shall be scheduled before or after school.
- (3) Conduct a spring clinic and supervise tryouts to assure compliance with established guidelines.
- (4) Attend a summer clinic with the squad.
- (5) Assure the implementation of board policies regarding student substance abuse and acquiring required signatures.
- (6) Two options for staffing sponsors are as follows:
All Sports Varsity, B Team, Assistant Varsity, 9th Grade
Varsity and B Team Combined, Assistant Varsity, 9th Grade

Athletic Team Faculty Sponsor

In the event a local school is unable to find a qualified head coach who is a certified teacher in a certain sport, a local school may contract with an outside coach, who is not a certified teacher, to lead these program. These outside coaches must only be paid by the local school booster club and are not eligible for coaching supplements in this salary schedule. However, the local school must also assign an Athletic Team Faculty Sponsor, as it is required by our policy and by AHSAA by-laws that a certified school employee be present and the responsible party at all practices and contests.

- (1) Be present and perform coaching/administrative duties for all Practices, games and tournaments in which teams participate.
- (2) Follow all AHSAA rules and guidelines.
- (3) Assist in Supervision of student athletes at all times engaged in activity (including immediately before and after practice)
- (4) Assure the implementation of board policies regarding student substance abuse and acquiring required signatures.
- (5) Manage all aspects of team budget, including (but not limited to) purchasing, travel, collection of fees, and fundraising.
- (6) Any other duties assigned by Principal and Athletic Director
- (7) Will serve as Head of Program
- (8) Will work with outside coach to ensure consistent communication with parents and athletes

BAND AND CHORAL PROGRAM SUPPLEMENTS

Band Director (High School)

- (1) Conduct and participate in all practices.
- (2) Participate in a minimum of three (3) band competitions.
- (3) Participate in the All-County competition.
- (4) Direct a minimum of one (1) specialty band (jazz, stage band) ensemble.
- (5) Hold a minimum of two (2) school concerts per year.
- (6) Perform at all pep rallies and at half-time of football games.
- (7) Perform all duties as outlined in the Band Director job description.
- (8) Assure the implementation of board policies regarding student substance abuse and acquiring required signatures.

Band Director (Middle School)

- (1) Conduct and participate in all practices.
- (2) Conduct a minimum of three (3) performances for audiences.
- (3) Direct a minimum of one (1) specialty band, (Jazz, Stage band) ensemble.
- (4) Hold a minimum of two (2) school concerts per year.

Choral Music Director

- (1) Conduct and participate in all practices.
- (2) Participate in district and state competitions.
- (3) Hold a minimum of two (2) concerts outside regular school hours during the year.
- (4) Collaborate with other teachers to integrate choral performances with other departments as appropriate.

Majorette, Dance Team, Flag Corp (Drill Team) Sponsor

- (1) Conduct and participate in all practices.
- (2) Participate in all competitions with the Band as may be required by the Band Director.
- (3) Conduct and participate in all practices which shall be scheduled before or after school.
- (4) Conduct a spring clinic and supervise tryouts to assure compliance with established guidelines.
- (5) Attend all games, activities and competitions in which the team is participating or arrange for a qualified substitute.
- (6) Assure the implementation of board policies regarding student substance abuse and acquiring required signatures.

ACADEMIC COMPETITION SUPPLEMENTS

Academic Coach

- (1) Minimum of two (2) hours practice per week either before or after school.
- (2) Minimum of two (2) practice competitions with other schools (in-county or out-of-county schools) or approved equivalent.
- (3) Minimum season from November 1 through county or state competitions or approved equivalent.
- (4) Required to participate in all system-wide sponsored competitions.
- (5) Debate Team: Required to meet the provisions outlined in Items (1) and (4) and to participate in a minimum of six (6) competitions.
- (6) Speech/Drama Team: Required to meet the provisions outlined in Items (1) and (4) and to produce at least one (1) production for the community and general public.
- (7) DI/OM Team: Required to meet the provisions outlined in Items (1) and (4), coordinate all teams within school and submit appropriate paperwork to officials as required.
- (8) Battle of the Books Team: Required to meet the provisions outlined in Items (1) and (4), coordinate all teams within school and submit appropriate paperwork to officials as required.
- (9) E3 Team: Required to meet the provisions outlined in items (1) - one hour per week, (3) - season is October-March, and (4), coordinate all teams within the school and submit appropriate paperwork to officials as required.

Poetry Players Sponsor

- (1) Organize Poetry Players group, to be composed of students from system-wide high schools.
- (2) Minimum of two (2) hours practice per week outside of school hours.
- (3) Minimum season from November 1 through performances at March Young Authors/Write Connection Conferences.
- (4) Minimum of two (2) performances for other groups.

Alabama Youth Legislative Sponsor

- (1) Conduct meetings which shall be scheduled before or after school.
- (2) Supervise Alabama Youth Legislative student members in working on community projects, when appropriate.
- (3) Facilitate student participation in activities and events.
- (4) Chaperone students to regional and state meetings.
- (5) Serve as advisor for the Alabama Youth Legislative student membership.
- (6) Submit state dues on time.

Career Tech Supplements

Future Teachers of America (FTA) Sponsor

- (1) Conduct meetings which shall be scheduled before or after school.
- (2) Supervise FTA members in working on community projects, when appropriate.
- (3) Facilitate student participation in competitions and/or team events.
- (4) Chaperone students to regional and state meetings.
- (5) Serve as advisor for the FTA Council.
- (6) Submit state dues on time.

Distributive Education Clubs of America (DECA) Sponsor

- (1) Conduct meetings which shall be scheduled before or after school.
- (2) Supervise DECA members in working on community projects, when appropriate.
- (3) Facilitate student participation in competitions and/or team events.
- (4) Chaperone students to regional and state meetings.
- (5) Serve as advisor for the DECA council.
- (6) Submit state dues on time.

Future Business Leaders of America (FBLA) Sponsor

- (1) Conduct meetings which shall be scheduled before or after school.
- (2) Supervise FBLA members in working on community projects, when appropriate.
- (3) Facilitate student participation in competitions and/or team events.
- (4) Chaperone students to regional and state meetings.
- (5) Serve as advisor for the FBLA council.
- (6) Submit state dues on time.

Family, Career and Community Leaders of America (FCCLA) Sponsor

- (1) Conduct meetings which shall be scheduled before or after school.
- (2) Supervise FCCLA members in working on community projects, as appropriate.
- (3) Facilitate student participation in competitions.
- (4) Chaperone students to cluster meetings, regional and state conferences.
- (5) Serve as advisor for the FCCLA Executive Council.
- (6) Submit state dues on time.

Future Farmers of America (FFA) Sponsor

- (1) Conduct meetings which shall be scheduled before or after school.
- (2) Advise and supervise students on home projects during the school year and summer, as appropriate.
- (3) Facilitate student participation in competitions and/or team events.
- (4) Chaperone students to regional and state meetings.
- (5) Serve as advisor for the FFA Executive Council.
- (6) Submit state dues on time.

Health Occupation Students of America (HOSA) Sponsor

- (1) Conduct meetings which shall be scheduled before or after school.
- (2) Supervise HOSA members in working on community projects, when appropriate.
- (3) Facilitate student participation in competitions and/or team events.
- (4) Chaperone students to regional and state meetings.
- (5) Serve as advisor for the HOSA council.
- (6) Submit state dues on time.

Technology Student Association (TSA) Sponsor

- (1) Conduct meetings which shall be scheduled before or after school.
- (2) Supervise TSA members in working on community projects, when appropriate.
- (3) Facilitate student participation in competitions and/or team events.
- (4) Chaperone students to regional and state meetings.
- (5) Serve as advisor for the TSA council.
- (6) Submit state dues on time.

Skills USA Sponsor

- (1) Conduct meetings which shall be scheduled before or after school.
- (2) Supervise VICA members in working on community projects, when appropriate.
- (3) Facilitate student participation in competitions and/or team events.
- (4) Chaperone students to regional and state meetings.
- (5) Serve as advisor for the VICA council.
- (6) Submit state dues on time.

CLUBS AND OTHER SUPPLEMENTS

Local School Technology Coordinator

- (1) Serve as the instructional technology leader in the school.
- (2) Serve as the chairperson of the local school technology committee.
- (3) Schedule and conduct local technology committee meetings at least 3 times per year.
- (4) Prepare and submit the committee's adopted school technology plan annually according to district instructions.
- (5) Collaborate with the school technology committee to prepare and submit the approved technology budget and ensure purchases are made accordingly.
- (6) Ensure that school staff complete technology department related surveys, as requested.
- (7) Ensure that technology requested inventories are completed and are accurate to include the following:
 - a. Having all staff complete online inventory surveys when requested
 - b. Checking results for accuracy and making corrections
 - c. Completing the inventory for 'common use' equipment or labs (carts, open labs, etc.).
- (8) Attend technology coordinator meetings scheduled by the district.
- (9) Serve as the liaison and contact person between the school and the technology department.
- (10) Promote, coordinate and conduct technology-related professional development.
- (11) Take an active role in keeping school staff informed regarding the following:
 - a. New software, hardware, and online opportunities
 - b. Professional development opportunities
 - c. Technology guidelines and policies for staff and students
 - d. Purchasing guidelines, rules, and procedures for technology
 - e. Proper configuration of district-owned mobile technologies
 - f. Procedures for the following:
 - i. Requesting opening of websites, email, and approval for using sites requiring online student accounts
 - ii. Technical support and wiring services
 - iii. Equipment disposal procedure
 - iv. Reporting lightening damage
 - v. Reporting theft and other damage to technology
- (12) Coordinate with administration and the school technology committee concerning the distribution and repair of student services
- (13) Schools with an enrollment of 1000+ will qualify for two teacher supplements.

Head Senior Class Sponsor

(Allocated according to graduating class size Up to 199 graduates, 1 sponsor allocation; 200 or more graduates, 2 sponsor allocations.)

- (1) Hold advisory and planning meetings with senior class representatives and seniors.
- (2) Coordinate the preparation, proofreading and printing of event programs.
- (3) Coordinate senior social events such as Senior Luncheon and Senior Day.
- (4) Coordinate senior ceremonies such as award banquets, class night and commencement exercises.
- (5) Coordinate spirit activities such as T-shirts and service projects.
- (6) Arrange for the ordering and delivering of supplies such as invitations, mugs and memory books.
- (7) Coordinate the ordering and delivering of caps and gowns.
- (8) Serve as a consultant to the class officers.

Elementary Choral Music Director

- (1) Conduct before and after school rehearsals with auditioned/selected choir students.
- (2) Participate in Shelby County Elementary Honor Choir.
- (3) Hold a minimum of two (2) concerts featuring outside regular school hours during the year including one (1) community performance.
- (4) Collaborate with other teachers to integrate choral performances with other school events as appropriate.

Junior/Senior Prom Coordinator

- (1) Meet with members of the Junior Class and/or their representatives to plan the Junior/Senior Prom.
- (2) Serve as a consultant to the class officers.
- (3) Coordinate the preparation, proofreading and printing of the program.
- (4) Order decorations and supplies.
- (5) Oversee the construction of decorations.
- (6) Direct and supervise students in all facets of prom preparation and clean-up.
- (7) Coordinate fund-raising activities and management of appropriate funds.
- (8) Supervise ticket sales.
- (9) Coordinate refreshments, invitations, and other arrangements necessary for the success of the event.

Student Council/Student Government Sponsor (Elementary, Middle or High School)

- (1) Conduct meetings which shall be scheduled before or after school.
- (2) Supervise and advise students in planning and coordinating school activities.
- (3) Coordinate fund-raising activities and manage appropriate funds.
- (4) Coordinate school ambassador programs (if applicable).
- (5) Oversee election arrangements.
- (6) Chaperone students to conventions (if applicable).

Local School Drug Program Sponsor

- (1) Assist administration in implementing Shelby County Board of Education's Student Competitive Extracurricular Activities Drug Testing Program (JT) and Student Parking Privileges Substance Abuse Policy (JTA).
- (2) Assist administration in implementing and promoting the voluntary drug testing program SWAT (Student War Against Temptation).
- (3) Assist administration, coaches and sponsors in identifying targeted students.
- (4) Coordinate with coaches/sponsors parent meetings and acquiring required signatures for participation in activity and adherence to drug testing policies.
- (5) Coordinate with appropriate coaches/sponsors the timely submission of student names for drug testing.
- (6) Submit student names and participating activity to the Shelby County Schools Drug Program Coordinator.
- (7) Attend training meetings as needed with the Shelby County Schools Drug Program Coordinator.

Special Olympics Coordinator

- (1) Assist in planning for all system-wide Special Olympics events.
- (2) Assist in coordinating system-wide arrangements with each local school.
- (3) Provide training workshops for physical education teachers.
- (4) Assist in conducting fund-raising activities for Special Olympics.
- (5) Manage the paperwork necessary for keeping records of individual student goals and performance.
- (6) Assist in managing the Special Olympics budget in conjunction with the State Special Olympics Program.

All Pro Dads Sponsor

- (1) Lead and organize All Pro Dads breakfast with cafeteria staff.
- (2) Coordinate speaker and/or theme for the breakfast.
- (3) Supervise the student and parent interaction on the day of the breakfast event.
- (4) Send periodic correspondence to the dads who are involved with the initiative.
- (5) Maintain any forms or paperwork for record keeping relative to the initiative.
- (6) Represent your school as ambassador/recruiter for parent involvement.
- (7) Collaborate with school and system public relations to promote the All Pro Dads initiative.

National Honor Society/Beta Club Sponsor

- (1) Conduct meetings, which shall be scheduled before or after school.
- (2) Supervise members in working on community projects, when appropriate.
- (3) Facilitate student participation in competitions and/or team events.
- (4) Serve as advisor for the local chapter.
- (5) Submit state dues on time if applicable.

Academics First Sponsor (Extra-Curricular Activities)

- (1) Assist administration in implementing Shelby County Board of Education's Academics First Policy (JU).
- (2) Assist administration with identifying targeted students.
- (3) Meet with students and contact parents regarding Academics First Policy and tutoring needs.
- (4) Coordinate tutoring days and times with selected tutors.
- (5) Communicate with coach/sponsor regarding students' participation in or failure to attend assigned tutoring.
- (6) Attend training meetings as needed with the Academics First Coordinator.

Peer Helper Sponsor (Middle & High School)

- (1) Conduct training event offered as overnight retreat or summer day camp.
- (2) Prepare and host school-wide bullying event approved by school administration.
- (3) Facilitate peer-led student wellness campaign approved by school administration
- (4) Participate in 6th/9th grade transition orientation/camps.
- (5) Coordinate and implement transition event/support for 6th/9th grade students and new students (buddy systems, mentoring, transition lessons, new student parties/breakfast, etc.)
- (6) Plan or participate in a community-wide service learning event approved by school administration (community walk, community rally, community parade, etc.).

Yearbook Sponsor (Elementary, Middle, or High School)

- (1) Supervise the publication of the yearbook.
- (2) Edit and review materials to be contained in the yearbook to insure that contents are acceptable and appropriate.
- (3) Work with members of the yearbook staff in preparation of the book.
- (4) Coordinate sale of the yearbook and insure that all monies are receipted and properly accounted for.
- (5) Work with assigned classes and conduct yearbook staff meeting before or after school.

Newspaper Sponsor

- (1) Supervise the publication and distribution of the school newspaper.
- (2) Publish a school newspaper on at least a monthly basis.
- (3) Work with newspaper staff in the preparation of the paper.
- (4) Coordinate sale and/or distribution of the paper and insure that all monies are receipted and properly accounted for.
- (5) Edit and review articles to be contained in the paper to insure that contents are acceptable and appropriate.
- (6) Work with assigned classes and conduct newspaper staff meeting before or after school.

Biliteracy Seal Sponsor

- (1) Collaborate with biliteracy committee to ensure successful implementation and continued success
- (2) Develop implementation timeline that will begin in August and end in May
- (3) Lead advertising and communication (multiple modes) related to criteria for earning the seal
- (4) Establish a student application process
- (5) Maintain student listing forms, POs, and all other paperwork related to the process
- (6) Establish technology needs and maintain troubleshooting requirements for secure testing
- (7) Administer STAMP assessment and maintain data based on students earning proficiency
- (8) Submit data to district LEA

SHELBY COUNTY SCHOOLS
2026-2027

ED		COMMUNITY EDUCATION PROGRAM AFTER SCHOOL CARE PROGRAM SUPPLEMENTS				
RANK	SITE IN-CHARGE		SITE SECRETARY		COUNSELOR	
	NO DEGREE	DEGREE	NO DEGREE	DEGREE	NO DEGREE	DEGREE
STEP	HOURLY	HOURLY	HOURLY	HOURLY	HOURLY	HOURLY
0	18.15	20.79	16.90	20.12	15.61	19.46
1	20.33	23.29	18.93	22.54	17.49	21.78
2	20.73	23.76	19.30	22.99	17.84	22.22
3	21.15	24.24	19.68	23.44	18.19	22.67
4	21.58	24.73	20.08	23.90	18.56	23.13
5	22.01	25.23	20.49	24.38	18.94	23.59
6	22.22	25.47	20.69	24.63	19.12	23.82
7	22.67	25.98	21.11	25.12	19.51	24.30
8	22.89	26.25	21.31	25.36	19.70	24.55
9	23.35	26.77	21.74	25.87	20.10	25.04
10	23.82	27.30	22.18	26.39	20.51	25.54
11	24.07	27.57	22.40	26.66	20.71	25.79
12	24.55	28.13	22.84	27.19	21.13	26.31
15	24.79	28.40	23.08	27.45	21.33	26.58
18	25.29	28.97	23.54	28.00	21.76	27.11

SHELBY COUNTY SCHOOLS
2026-2027

CREDIT RECOVERY, SUMMER SCHOOL, KINDERGARTEN CAMP, ELL CAMP RATES OF PAY	
TEACHERS	\$ 290.00 per day / \$ 145.00 per half day
PARAEDUCATORS	\$ 23.00 per hour

PROFESSIONAL DEVELOPMENT STIPENDS	
EMPLOYEES (Off-Contract or outside of Normal Work Hours)	\$ 136.00 Full Day (6 hour minimum)
	\$ 68.00 Half Day
	\$ 34.00 After School

BEFORE OR AFTER SCHOOL TUTORING	
TEACHERS	\$ 32.00 per hour

SUBSTITUTES SALARY SCHEDULE	
Substitute Bus Driver	Same daily rate as Regular Driver, Step 0
Substitute Bus Driver Aide	Same daily rate as Bus Driver Aide, Step 0

BUS DRIVER CERTIFICATION INCENTIVE	
Bus Drivers and Bus Substitutes	\$1,000.00 after completing certification

**SHELBY COUNTY SCHOOLS
2026-2027**

SUPPLEMENTAL SALARY SCHEDULE

PRINCIPALS	
ENROLLMENT	SUPPLEMENT
500 - 649	1,253.00
650 - 749	2,501.00
750 - 999	3,802.00
1,000 - 1,249	4,996.00
1,250 - 1,499	6,243.00
1,500+	7,491.00

BOOKKEEPERS AND REGISTRARS	
ENROLLMENT	SUPPLEMENT
500 - 649	628.00
650 - 749	1,252.00
750 - 999	1,876.00
1,000 - 1,249	2,501.00
1,250 - 1,499	3,124.00
1,500+	3,749.00

Supplements will be figured annually; based on the
results of the Fall Attendance Report, on the
Average Daily Membership (ADM) including Eclipse students.

CNP MANAGERS	
AVERAGE MONTHLY MEAL EQUIVALENTS	SUPPLEMENT
10,000-15,000	628.00
15,001-20,000	1,252.00
20,001-30,000	1,876.00

Supplements will be figured annually; based on the
results of the Average Monthly Meal Equivalents from
prior year data

SHELBY COUNTY SCHOOLS
2026-2027

ADMINISTRATIVE SUPPLEMENTS	
Deputy Superintendent	13,623.00
Chief of Staff	13,623.00
Director of Instruction	10,218.00
Administrative Assistant (Plus 10 Days) (Elementary)	3,379.00
Administrative Assistant (Plus 10 Days) (Middle)	3,942.00
Administrative Assistant (Plus 10 Days) (High)	4,505.00
Executive Assistant to the Board	11,259.00
Board Certified Behavior Analyst - BCBA	2,817.00
Registered Behavior Technician -RBT	1,409.00
Tech - MCDDBA	565.00
Tech - MCSA	677.00
Tech - MCSE	790.00
Tech - Security +	902.00
Tech - Network +	902.00
A+	902.00
Google Apps Admin	172.00
Fiber Optics Installer	565.00
Data Cabling Installer	565.00
Web Design	768.00
HDI Customer Service Rep	565.00

SHELBY COUNTY SCHOOLS
2026-2027

BAND AND CHORAL PROGRAM SUPPLEMENTS	
High School Band Director	7,383.00
Middle School Band Director	1,722.00
Choral Director	1,722.00
Dance Team Sponsor	1,722.00
Flag or Drill Corp Sponsor	1,722.00
Majorette Sponsor	1,722.00
Show Choir Director	1,722.00
Theater Director	1,722.00

CLUBS AND OTHER SUPPLEMENTS	
Local School Technology Coordinator	861.00
Head Senior Class Sponsor	861.00
Junior/Senior Prom Coordinator	861.00
Student Council/Student Government Sponsor	861.00
Local School Drug Program Coordinator	861.00
Special Olympics Coordinator	861.00
All Pro Dads Sponsor	861.00
NHS / Beta Club Sponsor	861.00
Academics First Coordinator	861.00
Peer Helpers	861.00
Yearbook Sponsor	861.00
Newspaper Sponsor	861.00
Virtual Support	861.00
Biliteracy Seal Sponsor	861.00
Elementary Choral Music Director	861.00

DUAL ENROLLMENT TEACHING SUPPLEMENTS	
Per Community College or University Credit Hour	214.00

ACADEMIC COMPETITION SUPPLEMENTS	
Sixth Grade Scholars' Bowl	861.00
Seventh Grade Scholars' Bowl	861.00
Eighth Grade Scholars' Bowl	861.00
High School Scholars' Bowl	861.00
Sixth Grade Math Team	861.00
Seventh Grade Math Team	861.00
Eighth Grade Math Team	861.00
Middle School Algebra Team	861.00
Geometry Team	861.00
Algebra I Team	861.00
Algebra II Team	861.00
Advanced Math Team	861.00
Debate Team	861.00
Speech/Drama Team	861.00
Alabama Youth Legislature Sponsor	861.00
Imagination Book Festival Sponsor	861.00
Book Olympiad Sponsor	861.00
Poetry Players Sponsor	861.00
Science/DI/OM Team	861.00
Robotics Team	861.00
JUNA Sponsor	861.00
Science Olympiad Sponsor	861.00
E3 Competition	861.00
Coding Club	861.00

CAREER TECH SUPPLEMENTS	
Future Teachers of America	861.00
DECA Sponsor	861.00
FBLA Sponsor	861.00
FCCLA Sponsor	861.00
FFA Sponsor	861.00
HOSA Sponsor	861.00
TSA Sponsor	861.00
SkillsUSA Sponsor	861.00

SHELBY COUNTY SCHOOLS
2026-2027

Coaching Experience:		0-2	3-5	6-8	9-11	12-14	15-17	18-20	21 +
FALL SPORTS									
Football	Head Varsity	11,247	12,144	12,699	13,211	13,711	14,532	14,821	15,118
	Assistant Varsity (up to 7)	5,628	6,076	6,790	7,160	7,531	8,177	8,338	8,505
	Head 9th Grade	2,185	2,295	2,756	2,980	3,210	3,522	3,593	3,665
	Assistant 9th Grade (up to 2)	1,481	1,555	1,864	2,018	2,173	2,383	2,431	2,480
Flag Football	Head Varsity Girls	1,157	1,214	1,455	1,574	1,693	1,860	1,897	1,935
	Assistant Varsity Girls	870	912	1,095	1,184	1,277	1,399	1,426	1,455
Volleyball	Head Volleyball	4,781	5,284	6,260	6,810	7,414	8,443	8,608	8,781
	Assistant	1,157	1,214	1,455	1,574	1,693	1,860	1,897	1,935
	Junior Varsity	870	912	1,095	1,184	1,277	1,399	1,426	1,455
	Head 9th Grade	870	912	1,095	1,184	1,277	1,399	1,426	1,455
Cross Country	Head Boys Cross Country	989	1,037	1,245	1,347	1,452	1,593	1,625	1,658
	Head Girls Cross Country	989	1,037	1,245	1,347	1,452	1,593	1,625	1,658
Swimming	Swim Coach	870	912	1,095	1,184	1,277	1,399	1,426	1,455
WINTER SPORTS									
Basketball	Head Boys Basketball	3,642	4,005	5,606	6,488	7,475	8,943	9,122	9,305
	Assistant Boys	1,775	2,052	2,237	2,420	2,605	2,859	2,923	2,982
	Junior Varsity Boys	1,481	1,556	1,865	2,019	2,173	2,383	2,431	2,480
	9th Grade Boys	1,481	1,556	1,865	2,019	2,173	2,383	2,431	2,480
	Head Girls Basketball	3,642	4,005	5,606	6,488	7,475	8,943	9,122	9,305
	Assistant Girls	1,775	2,052	2,237	2,420	2,605	2,859	2,923	2,982
	Junior Varsity Girls	1,481	1,556	1,865	2,019	2,173	2,383	2,431	2,480
	9th Grade Girls	1,481	1,556	1,865	2,019	2,173	2,383	2,431	2,480
Wrestling	Head Boys Wrestling	2,341	2,460	2,949	3,193	3,436	3,768	3,843	3,920
	Assistant Boys	1,157	1,214	1,455	1,574	1,693	1,860	1,897	1,935
	Head Girls Wrestling	2,341	2,460	2,949	3,193	3,436	3,768	3,843	3,920
	Assistant Girls	1,157	1,214	1,455	1,574	1,693	1,860	1,897	1,935
Indoor Track	Head Boys Indoor Track	989	1,037	1,245	1,347	1,452	1,593	1,625	1,658
	9th Grade Boys	721	765	945	1,038	1,127	1,249	1,277	1,303
	Head Girls Indoor Track	989	1,037	1,245	1,347	1,452	1,593	1,625	1,658
	9th Grade Girls	721	765	945	1,038	1,127	1,249	1,277	1,303
Bowling	Head Boys Bowling	870	912	1,095	1,184	1,277	1,399	1,426	1,455
	Head Girls Bowling	870	912	1,095	1,184	1,277	1,399	1,426	1,455

SHELBY COUNTY SCHOOLS
2026-2027

Coaching Experience:		0-2	3-5	6-8	9-11	12-14	15-17	18-20	21+
SPRING SPORTS									
Baseball	Head Baseball	3,122	3,432	4,812	5,564	6,410	7,638	7,791	7,947
	Assistant	1,405	1,476	1,771	1,917	2,062	2,260	2,305	2,352
	Junior Varsity	1,186	1,244	1,490	1,615	1,739	1,906	1,944	1,983
	9th Grade	1,186	1,244	1,490	1,615	1,739	1,906	1,944	1,983
Softball	Head Softball	3,122	3,432	4,812	5,564	6,410	7,638	7,791	7,947
	Assistant	1,405	1,476	1,771	1,917	2,062	2,260	2,305	2,352
	Junior Varsity	1,186	1,244	1,490	1,615	1,739	1,906	1,944	1,983
	9th Grade	1,186	1,244	1,490	1,615	1,739	1,906	1,944	1,983
Track & Field	Head Boys Track & Field	2,341	2,461	2,949	3,196	3,440	3,770	3,845	3,922
	9th Grade Boys	870	912	1,095	1,184	1,277	1,399	1,426	1,455
	Head Girls Track & Field	2,341	2,461	2,949	3,196	3,440	3,770	3,845	3,922
	9th Grade Girls	870	912	1,095	1,184	1,277	1,399	1,426	1,455
Soccer	Head Boys Soccer	2,341	2,461	2,949	3,196	3,440	3,770	3,845	3,922
	Assistant Boys	1,157	1,214	1,455	1,574	1,693	1,860	1,897	1,935
	Junior Varsity Boys	870	912	1,095	1,184	1,277	1,399	1,426	1,455
	9th Grade Boys	870	912	1,095	1,184	1,277	1,399	1,426	1,455
	Head Girls Soccer	2,341	2,461	2,949	3,196	3,440	3,770	3,845	3,922
	Assistant Girls	1,157	1,214	1,455	1,574	1,693	1,860	1,897	1,935
	Junior Varsity Girls	870	912	1,095	1,184	1,277	1,399	1,426	1,455
	9th Grade Girls	870	912	1,095	1,184	1,277	1,399	1,426	1,455
Golf	Head Boys Golf	870	912	1,095	1,184	1,277	1,399	1,426	1,455
	Head Girls Golf	870	912	1,095	1,184	1,277	1,399	1,426	1,455
Tennis	Head Boys Tennis	870	912	1,095	1,184	1,277	1,399	1,426	1,455
	Head Girls Tennis	870	912	1,095	1,184	1,277	1,399	1,426	1,455
GENERAL									
Athletic Director		4,703	5,108	5,629	5,902	6,177	6,689	6,823	6,960
Associate Athletic Director		2,817	3,041	3,399	3,585	3,771	4,093	4,175	4,259
Athletic Trainer	Per Season	925	974	1,167	1,263	1,359	1,491	1,521	1,552
	Per Year	2,773	2,919	3,501	3,786	4,074	4,468	4,556	4,648
Cheerleading	All Sports Varsity Sponsor	1,873	1,968	2,886	3,340	3,846	4,605	4,698	4,792
	Varsity & B-Team	2,220	2,440	3,422	3,957	4,558	5,453	5,562	5,674
	Varsity Assistant	925	1,018	1,425	1,651	1,901	2,272	2,318	2,365
	B-Team	1,481	1,629	2,278	2,639	3,038	3,636	3,670	3,744
	9th Grade	925	1,018	1,425	1,651	1,901	2,272	2,318	2,365

SHELBY COUNTY SCHOOLS
2026-2027

Coaching Experience:		0-2	3-5	6-8	9-11	12-14	15-17	18-20	21+
FALL SPORTS									
Football	Head 8th Grade Football	2,052	2,155	2,587	2,797	3,014	3,306	3,373	3,441
	Assistant 8th Grade (up to 3)	1,481	1,556	1,865	2,019	2,174	2,383	2,431	2,480
	Head 7th Grade Football	2,052	2,155	2,587	2,797	3,014	3,306	3,373	3,441
	Assistant 7th Grade (up to 3)	1,481	1,556	1,865	2,019	2,174	2,383	2,431	2,480
Volleyball	Head 8th Grade Volleyball	1,157	1,214	1,455	1,574	1,693	1,860	1,898	1,936
	Head 7th Grade Volleyball	1,157	1,214	1,455	1,574	1,693	1,860	1,898	1,936
Cross Country	Head Cross Country	596	624	748	809	870	956	975	995
Swimming	Swim Coach	520	546	654	707	759	849	911	930
WINTER SPORTS									
Basketball	8th Grade Boys Basketball	1,481	1,556	1,865	2,019	2,174	2,383	2,431	2,480
	7th Grade Boys Basketball	1,481	1,556	1,865	2,019	2,174	2,383	2,431	2,480
	8th Grade Girls Basketball	1,481	1,556	1,865	2,019	2,174	2,383	2,431	2,480
	7th Grade Girls Basketball	1,481	1,556	1,865	2,019	2,174	2,383	2,431	2,480
Wrestling	Head Wrestling	1,157	1,214	1,455	1,574	1,693	1,860	1,898	1,936
	Assistant	870	912	1,095	1,184	1,277	1,399	1,427	1,456
Indoor Track	Head Boys Indoor Track	596	624	748	809	870	956	975	995
	Head Girls Indoor Track	596	624	748	809	870	956	975	995
Bowling	Head Boys Bowling	596	624	748	809	870	956	975	995
	Head Girls Bowling	596	624	748	809	870	956	975	995
SPRING SPORTS									
Baseball	Head Baseball	1,186	1,244	1,495	1,615	1,739	1,906	1,945	1,984
	Assistant	870	912	1,095	1,184	1,277	1,399	1,427	1,456
Softball	Head Softball	1,186	1,244	1,495	1,615	1,739	1,906	1,945	1,984
	Assistant	870	912	1,095	1,184	1,277	1,399	1,427	1,456
Track & Field	Head Boys Track & Field	1,157	1,214	1,455	1,574	1,693	1,860	1,898	1,936
	Head Girls Track & Field	1,157	1,214	1,455	1,574	1,693	1,860	1,898	1,936
Soccer	Head Boys Soccer	870	912	1,095	1,184	1,277	1,399	1,427	1,456
	Head Girls Soccer	870	912	1,095	1,184	1,277	1,399	1,427	1,456
Golf	Head Golf	596	624	748	809	870	956	975	995
Tennis	Head Tennis	596	624	748	809	870	956	975	995
GENERAL									
Athletic Director		2,907	3,139	3,512	3,708	3,905	4,241	4,326	4,413
Associate Athletic Director		1,741	1,869	2,121	2,253	2,384	2,595	2,647	2,700
Athletic Trainer	Per Season	743	780	935	1,012	1,087	1,193	1,217	1,242
	Per Year	2,226	2,339	2,802	3,032	3,259	3,578	3,650	3,723
Cheerleading	8th Grade Sponsor	927	1,019	1,425	1,651	1,901	2,272	2,318	2,365
	7th Grade Sponsor	927	1,019	1,425	1,651	1,901	2,272	2,318	2,365
	8th and 7th Grade (2 squads)	1,481	1,629	2,279	2,639	3,038	3,636	3,709	3,784

SHELBY COUNTY SCHOOLS
2026-2027

ATHLETIC TEAM FACULTY SPONSOR		
FALL SPORTS		
Football	High School Varsity	1,657
	9th Grade	1,657
	8th Grade	1,657
	7th Grade	1,657
Volleyball	High School Varsity	1,657
	High School Junior Varsity	854
	9th Grade	854
	8th Grade	1,134
	7th Grade	1,134
Cross Country	High School Varsity	854
	Middle School	583
Swimming	High School Varsity	551
	Middle School	509
WINTER SPORTS		
Basketball	High School Varsity	1,657
	High School Junior Varsity	1,452
	9th Grade	1,452
	8th Grade	1,452
	7th Grade	1,452
Wrestling	High School Varsity	1,657
	Middle School	1,134
Indoor Track	High School Varsity	854
	9th Grade	707
	Middle School	572
Bowling	High School Varsity	854
	Middle School	514
SPRING SPORTS		
Baseball	High School Varsity	1,657
	High School Junior Varsity	1,162
	Middle School	1,162
Softball	High School Varsity	1,657
	High School Junior Varsity	1,162
	Middle School	1,162
Track & Field	High School Varsity	1,626
	9th Grade	854
	Middle School	1,134
Soccer	High School Varsity	1,362
	High School Junior Varsity	854
	9th Grade	854
	Middle School	854
Golf	High School Varsity	854
	Middle School	583
Tennis	High School Varsity	514
	Middle School	583