



Engage. Enlighten. Empower.

SALARY SCHEDULES

2026 - 2027



Limestone County Board of Education
300 South Jefferson Street
Athens, AL 35611
256-232-5353
www.lcsk12.org

Our Vision: —○
Engage. Enlighten. Empower.

○ — **Our Mission:**
Engaging, enlightening, and
empowering students and community,
together, through education.

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

LIMESTONE COUNTY BOARD OF EDUCATION
300 South Jefferson St.
Athens, AL 35611
Phone: 256-232-5353

SUPERINTENDENT'S OFFICE

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Mrs. Kim H. Hubbard, CPA, Chief School Finance Officer

Mr. Bill Tribble, Executive Director of Human Resources and Operations

Mrs. Allison Romine Usery, Executive Director of Curriculum

Ms. Rebecca Dunnivant, Director of Elementary Curriculum

Mrs. Michelle Mitchell, Director of Secondary Curriculum

Ms. Mary Kelly, Director of Federal Programs

Mrs. Laurie Viers, Director of Special Education

Mrs. Kayley Wozniak, Director of Child Nutrition Program

Mrs. Linda Smith, Director of Information Technology

Mrs. Elayne Perkins, Lead School Nurse

Mr. Russ Cleveland, Director of Transportation and Athletics

Mr. Steve Wallace, Director of Maintenance

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LIMESTONE COUNTY BOARD OF EDUCATION
Athens, Alabama

2026-2027 SALARY SCHEDULES

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LIMESTONE COUNTY BOARD OF EDUCATION
GUIDELINES – EXPERIENCE CREDIT
2026-2027

Experience credit is provided in accordance with the following guidelines:

CERTIFIED:

1. Credit shall be given for teaching full-time under contract in elementary, secondary and post-secondary public schools.
2. **Credit shall be given only for satisfactory full-time teaching.**
3. Experience shall be credited only from those public schools registered with their state's department of education.
4. **The teacher shall be responsible for furnishing proof to establish experience credit. Forms shall be furnished to the teacher during the onboarding process. The forms are also available on the district's website.**
5. Credit shall be granted for each year that an employee worked 75% of the full-time school calendar of the public-school verifying experience.

OTHER CLASSIFIED:

1. Credit shall be given for full-time satisfactory experience in the same field or an equivalent area of expertise.
2. **The employee shall be responsible for furnishing proof to establish experience credit. Forms shall be furnished to the employee during the onboarding process. The forms are also available on the district's website.**

LIMESTONE COUNTY BOARD OF EDUCATION
SALARY GUIDE PLACEMENT FOR PROFESSIONAL PERSONNEL
2026-2027

For salary guide placement of regular full-time teachers, a full year of credit shall be granted for the following:

1. A new full-time teacher shall be placed on the salary guide to reflect prior professional employment. A new teacher's prior professional employment shall include experience with another school system or other experience deemed appropriate by the Superintendent, School Board or State Board of Education.
2. For employment commencing after the school year begins, an employee shall advance to the next step on the salary guide provided that the employee was on payroll (actively employed or covered by leave)
 - 9-month employees 140 days
 - 10-month employees 156 days
 - 11-month employees 172 days
 - 12-month employees 187 days
3. Unpaid leaves of absence shall not count toward employment credit for placement on the salary guide. Upon return from a leave of absence an employee shall be placed on the salary guide at the position based upon experience prior to commencement of the unpaid leave of absence.
4. All step raises are given only at the beginning of the contract year. Teachers who earn an advanced certificate during a school year will have their salary adjusted when the Limestone County Board of Education is notified in writing by the Alabama Department of Education that the advanced certificate has been earned. No other salaries will be adjusted in mid-term to reflect changes in service. **Teachers are ultimately responsible for ensuring that the appropriate paperwork has been completed.**
5. Subject to any legal restrictions, an employee on unpaid leave of absence may elect to continue participation in insurance program(s) with the full cost of the premiums being borne by the employee.

LIMESTONE COUNTY BOARD OF EDUCATION
INFORMATION REGARDING CERTIFIED SALARIES
2026-2027

Tenured teachers are those that meet the requirements of the Students First Act (“SFA”), Ala. Code § 16-24C-1, et seq., which requires the completion of three complete, consecutive school years of full-time employment as a teacher – as that word is defined by the SFA – with the Limestone County Board of Education (“Board”) unless the Board approves and issues written notice of termination to the teacher on or before the last day of the teacher's third consecutive, complete school year of employment.

Additionally, the following teachers will be eligible for tenure pay all year:

- 1) Teachers who have completed three or more years of full-time teaching experience in any **public** school system or systems, or
- 2) Teachers who will attain and surpass three years of full-time public-school teaching experience during the first term of the current scholastic year.

And, the following teachers will be eligible for tenure teacher pay one-half year:

- 1) Teachers who will attain and surpass three years of full-time public-school teaching experience during the second term of the current scholastic year.

Tenure status with the Limestone County School District is granted based on Act No. 2011-270, the Students First Act of 2011.

Teachers will be placed on the appropriate year of the Limestone County Teachers Salary Schedule. No teacher shall be paid less than the salary received in 2024-2027. With no other exceptions, all employees (barring any changes in job status) will remain on the salary schedule and on the year to which they were assigned.

Certified employees will be paid at the level of their highest earned degree from a regionally accredited institution upon proper documentation of that degree and verification of that degree by the Alabama State Department of Education. The salary for a higher degree will be computed from the date of recognition by the State Superintendent of Education. It should be noted that State Department reviews for higher degree are only performed for individuals with current valid Alabama certification and verification of years’ experience.

The employee shall be responsible for insuring the correctness of his/her records. Errors found may be corrected in accordance with State guidelines.

No supervising administrator shall be paid a salary less than an employee under his/her supervision. Supervising administrators in schools is defined as the Principal. Central Office Supervisors are not supervisors of school administrators, with the exception of the Executive Directors and Superintendent. Beginning July 1, 2024, the exception, in the previous sentence, applicable to Executive Directors and the Superintendent will not apply to any Executive Director or Superintendent that does not have at least 10 years combined experience in the capacity of Executive Director or Superintendent for the Limestone County Board of Education.

Annual salaries for the indicated months of employment are based on the following numbers of working days per scholastic year:

<u>Months Employment</u>	<u>Days/Year</u>	<u>Monthly Pay Schedule</u>
9	187	September 30 – August 31
10	202	August 31 – July 31
10.5	212	August 31 – July 31
11	222	August 31 – July 31
12	240	July 31 – June 30

These days can only be worked when the school system is in operation. In cases of less than full time employment, an appropriate full time annual salary may be adjusted by deriving an annual salary using the ratio of number of hours per day assigned to the job.

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

LIMESTONE COUNTY BOARD OF EDUCATION
CERTIFIED TEACHERS' SALARY SCHEDULE
2026-2027

LCBoE adopts the ALSDE 187-Day State Minimum Salary schedule and adds a supplement of:

\$2,500 for Steps 0-10

\$4,500 for Steps 11-25

\$5,000 for Steps 26-35

Teacher Bachelors						Teacher Masters					
Step	187 Days	200 Days	202 Days	222 Days	240 Days	Step	187 Days	200 Days	202 Days	222 Days	240 Days
0	\$48,552	\$51,927	\$52,447	\$57,639	\$62,313	0	\$52,913	\$56,591	\$57,157	\$62,816	\$67,909
1	\$48,552	\$51,927	\$52,447	\$57,639	\$62,313	1	\$52,913	\$56,591	\$57,157	\$62,816	\$67,909
2	\$48,552	\$51,927	\$52,447	\$57,639	\$62,313	2	\$52,913	\$56,591	\$57,157	\$62,816	\$67,909
3	\$50,608	\$54,127	\$54,668	\$60,080	\$64,952	3	\$58,199	\$62,245	\$62,868	\$69,092	\$74,694
4	\$50,608	\$54,127	\$54,668	\$60,080	\$64,952	4	\$58,199	\$62,245	\$62,868	\$69,092	\$74,694
5	\$50,608	\$54,127	\$54,668	\$60,080	\$64,952	5	\$58,199	\$62,245	\$62,868	\$69,092	\$74,694
6	\$52,828	\$56,500	\$57,065	\$62,715	\$67,800	6	\$60,749	\$64,972	\$65,622	\$72,119	\$77,967
7	\$52,828	\$56,500	\$57,065	\$62,715	\$67,800	7	\$60,749	\$64,972	\$65,622	\$72,119	\$77,967
8	\$52,828	\$56,500	\$57,065	\$62,715	\$67,800	8	\$60,749	\$64,972	\$65,622	\$72,119	\$77,967
9	\$54,423	\$58,207	\$58,789	\$64,609	\$69,848	9	\$62,585	\$66,936	\$67,605	\$74,299	\$80,323
10	\$54,966	\$58,787	\$59,375	\$65,253	\$70,544	10	\$63,210	\$67,605	\$68,281	\$75,041	\$81,126
11	\$55,517	\$59,376	\$59,970	\$65,907	\$71,251	11	\$63,843	\$68,281	\$68,964	\$75,792	\$81,937
12	\$56,071	\$59,969	\$60,569	\$66,566	\$71,963	12	\$64,481	\$68,964	\$69,654	\$76,550	\$82,757
13	\$56,632	\$60,569	\$61,175	\$67,232	\$72,683	13	\$65,125	\$69,652	\$70,349	\$77,314	\$83,583
14	\$57,199	\$61,175	\$61,787	\$67,904	\$73,410	14	\$65,777	\$70,349	\$71,053	\$78,088	\$84,419
15	\$57,771	\$61,787	\$62,405	\$68,583	\$74,144	15	\$66,436	\$71,054	\$71,765	\$78,870	\$85,265
16	\$58,348	\$62,404	\$63,028	\$69,269	\$74,885	16	\$67,099	\$71,763	\$72,481	\$79,657	\$86,116
17	\$58,932	\$63,028	\$63,659	\$69,961	\$75,634	17	\$67,770	\$72,481	\$73,206	\$80,454	\$86,977
18	\$59,521	\$63,659	\$64,295	\$70,661	\$76,391	18	\$68,447	\$73,205	\$73,938	\$81,258	\$87,847
19	\$60,116	\$64,295	\$64,938	\$71,367	\$77,154	19	\$69,132	\$73,937	\$74,677	\$82,071	\$88,725
20	\$60,718	\$64,939	\$65,588	\$72,082	\$77,926	20	\$69,823	\$74,677	\$75,424	\$82,892	\$89,613
21	\$61,324	\$65,588	\$66,244	\$72,802	\$78,705	21	\$70,522	\$75,424	\$76,179	\$83,721	\$90,509
22	\$61,937	\$66,243	\$66,906	\$73,530	\$79,492	22	\$71,228	\$76,179	\$76,941	\$84,559	\$91,415
23	\$62,557	\$66,905	\$67,575	\$74,265	\$80,287	23	\$71,939	\$76,940	\$77,709	\$85,403	\$92,328
24	\$63,183	\$67,575	\$68,251	\$75,009	\$81,090	24	\$72,659	\$77,710	\$78,487	\$86,258	\$93,252
25	\$63,814	\$68,251	\$68,933	\$75,758	\$81,901	25	\$73,385	\$78,487	\$79,271	\$87,120	\$94,184
26	\$64,452	\$68,932	\$69,622	\$76,515	\$82,719	26	\$74,118	\$79,271	\$80,064	\$87,991	\$95,125
27	\$65,097	\$69,623	\$70,319	\$77,281	\$83,547	27	\$74,860	\$80,064	\$80,865	\$88,871	\$96,077
28	\$65,748	\$70,319	\$71,022	\$78,054	\$84,383	28	\$75,609	\$80,865	\$81,673	\$89,760	\$97,038
29	\$66,406	\$71,023	\$71,733	\$78,835	\$85,227	29	\$76,364	\$81,673	\$82,490	\$90,657	\$98,008
30	\$67,069	\$71,732	\$72,449	\$79,622	\$86,078	30	\$77,128	\$82,490	\$83,315	\$91,564	\$98,988
31	\$67,740	\$72,449	\$73,174	\$80,419	\$86,939	31	\$77,899	\$83,315	\$84,148	\$92,480	\$99,978
32	\$68,419	\$73,175	\$73,907	\$81,224	\$87,810	32	\$78,679	\$84,148	\$84,990	\$93,405	\$100,978
33	\$69,102	\$73,906	\$74,645	\$82,035	\$88,687	33	\$79,465	\$84,989	\$85,839	\$94,338	\$101,987
34	\$69,792	\$74,644	\$75,391	\$82,855	\$89,573	34	\$80,260	\$85,839	\$86,698	\$95,282	\$103,007
35	\$70,491	\$75,392	\$76,146	\$83,685	\$90,470	35	\$81,062	\$86,698	\$87,565	\$96,235	\$104,037

This schedule applies to the following categories of employees: Teachers – Regular K-12, Pre-K, Career Technical, Special Education, Driver Education; Consulting; Counselors; Librarians; Psychometrists; Occupational & Physical Therapists, Social Workers and Pre-ETS. This schedule reflects 100% of the State Minimum Salary Schedule cell for the corresponding years of experience.

LIMESTONE COUNTY BOARD OF EDUCATION
CERTIFIED TEACHERS' SALARY SCHEDULE
2026-2027

LCBoE adopts the ALSDE 187-Day State Minimum Salary schedule and adds a supplement of:

\$2,500 for Steps 0-10

\$4,500 for Steps 11-25

\$5,000 for Steps 26-35

Teacher						Teacher					
AA/Specialist						Doctorate					
Step	187 Days	200 Days	202 Days	222 Days	240 Days	Step	187 Days	200 Days	202 Days	222 Days	240 Days
0	\$57,055	\$61,021	\$61,631	\$67,733	\$73,225	0	\$61,195	\$65,449	\$66,104	\$72,648	\$78,539
1	\$57,055	\$61,021	\$61,631	\$67,733	\$73,225	1	\$61,195	\$65,449	\$66,104	\$72,648	\$78,539
2	\$57,055	\$61,021	\$61,631	\$67,733	\$73,225	2	\$61,195	\$65,449	\$66,104	\$72,648	\$78,539
3	\$62,754	\$67,117	\$67,788	\$74,500	\$80,541	3	\$67,317	\$71,997	\$72,717	\$79,916	\$86,396
4	\$62,754	\$67,117	\$67,788	\$74,500	\$80,541	4	\$67,317	\$71,997	\$72,717	\$79,916	\$86,396
5	\$62,754	\$67,117	\$67,788	\$74,500	\$80,541	5	\$67,317	\$71,997	\$72,717	\$79,916	\$86,396
6	\$65,522	\$70,077	\$70,777	\$77,785	\$84,092	6	\$70,259	\$75,143	\$75,894	\$83,409	\$90,171
7	\$65,522	\$70,077	\$70,777	\$77,785	\$84,092	7	\$70,259	\$75,143	\$75,894	\$83,409	\$90,171
8	\$65,522	\$70,077	\$70,777	\$77,785	\$84,092	8	\$70,259	\$75,143	\$75,894	\$83,409	\$90,171
9	\$67,501	\$72,193	\$72,915	\$80,134	\$86,632	9	\$72,381	\$77,413	\$78,187	\$85,929	\$92,896
10	\$68,175	\$72,914	\$73,643	\$80,935	\$87,497	10	\$73,104	\$78,187	\$78,968	\$86,787	\$93,824
11	\$68,856	\$73,643	\$74,379	\$81,744	\$88,371	11	\$73,835	\$78,968	\$79,757	\$87,654	\$94,761
12	\$69,545	\$74,379	\$75,123	\$82,561	\$89,255	12	\$74,573	\$79,757	\$80,555	\$88,531	\$95,709
13	\$70,241	\$75,124	\$75,876	\$83,388	\$90,149	13	\$75,319	\$80,555	\$81,360	\$89,416	\$96,666
14	\$70,942	\$75,874	\$76,633	\$84,220	\$91,049	14	\$76,073	\$81,361	\$82,175	\$90,311	\$97,633
15	\$71,653	\$76,634	\$77,401	\$85,064	\$91,961	15	\$76,834	\$82,175	\$82,997	\$91,214	\$98,610
16	\$72,369	\$77,400	\$78,174	\$85,914	\$92,880	16	\$77,602	\$82,996	\$83,826	\$92,126	\$99,596
17	\$73,093	\$78,175	\$78,956	\$86,774	\$93,809	17	\$78,378	\$83,827	\$84,665	\$93,047	\$100,592
18	\$73,825	\$78,957	\$79,746	\$87,642	\$94,748	18	\$79,160	\$84,663	\$85,510	\$93,976	\$101,596
19	\$74,563	\$79,747	\$80,544	\$88,519	\$95,696	19	\$79,952	\$85,510	\$86,365	\$94,916	\$102,612
20	\$75,308	\$80,543	\$81,348	\$89,403	\$96,651	20	\$80,752	\$86,366	\$87,230	\$95,866	\$103,639
21	\$76,061	\$81,349	\$82,163	\$90,297	\$97,619	21	\$81,560	\$87,230	\$88,102	\$96,826	\$104,676
22	\$76,820	\$82,161	\$82,982	\$91,198	\$98,593	22	\$82,375	\$88,102	\$88,983	\$97,793	\$105,722
23	\$77,589	\$82,983	\$83,813	\$92,111	\$99,580	23	\$83,198	\$88,982	\$89,872	\$98,770	\$106,779
24	\$78,366	\$83,813	\$84,652	\$93,033	\$100,576	24	\$84,031	\$89,872	\$90,771	\$99,758	\$107,847
25	\$79,149	\$84,651	\$85,498	\$93,963	\$101,582	25	\$84,871	\$90,771	\$91,679	\$100,756	\$108,926
26	\$79,940	\$85,498	\$86,353	\$94,903	\$102,597	26	\$85,720	\$91,679	\$92,596	\$101,764	\$110,015
27	\$80,740	\$86,353	\$87,217	\$95,852	\$103,624	27	\$86,578	\$92,596	\$93,522	\$102,782	\$111,116
28	\$81,547	\$87,216	\$88,088	\$96,810	\$104,659	28	\$87,443	\$93,521	\$94,457	\$103,809	\$112,226
29	\$82,363	\$88,089	\$88,970	\$97,778	\$105,706	29	\$88,318	\$94,457	\$95,402	\$104,848	\$113,349
30	\$83,186	\$88,969	\$89,859	\$98,756	\$106,763	30	\$89,201	\$95,402	\$96,356	\$105,896	\$114,483
31	\$84,018	\$89,859	\$90,758	\$99,744	\$107,831	31	\$90,092	\$96,355	\$97,318	\$106,954	\$115,625
32	\$84,859	\$90,758	\$91,666	\$100,742	\$108,910	32	\$90,993	\$97,319	\$98,292	\$108,024	\$116,783
33	\$85,708	\$91,666	\$92,582	\$101,749	\$109,999	33	\$91,904	\$98,293	\$99,276	\$109,105	\$117,952
34	\$86,564	\$92,582	\$93,508	\$102,766	\$111,099	34	\$92,823	\$99,276	\$100,269	\$110,196	\$119,131
35	\$87,429	\$93,507	\$94,442	\$103,793	\$112,209	35	\$93,750	\$100,268	\$101,270	\$111,297	\$120,321

This schedule applies to the following categories of employees: Teachers – Regular K-12, Pre-K, Career Technical, Special Education, Driver Education; Consulting; Counselors; Librarians; Psychometrists; Occupational & Physical Therapists, Social Workers and Pre-ETS. This schedule reflects 100% of the State Minimum Salary Schedule cell for the corresponding years of experience.

LIMESTONE COUNTY BOARD OF EDUCATION
CERTIFIED TEACHERS' SALARY SCHEDULE
TEAMS Math and Science
2026-2027

Teacher				
TEAMS Math and Science				
189 Days				
Step	Bachelor	Master	AA/EDS	Doctorate
0	\$51,531	\$58,431	\$62,573	\$66,713
1	\$55,164	\$63,438	\$68,402	\$73,371
2	\$58,111	\$66,824	\$72,074	\$77,284
3	\$59,811	\$68,782	\$74,185	\$79,548
4	\$61,557	\$70,789	\$76,348	\$81,868
5	\$63,347	\$72,848	\$78,571	\$84,252
6	\$65,187	\$74,963	\$80,852	\$86,697
7	\$67,074	\$77,134	\$83,192	\$89,207
8	\$68,415	\$78,675	\$84,857	\$90,992
9	\$69,783	\$80,250	\$86,553	\$92,813
10	\$70,829	\$81,454	\$87,851	\$94,203
11	\$71,892	\$82,676	\$89,169	\$95,616
12	\$72,971	\$83,916	\$90,506	\$97,051
13	\$72,971	\$83,916	\$90,506	\$97,051
14	\$72,971	\$83,916	\$90,506	\$97,051
15	\$74,068	\$85,180	\$91,870	\$98,513
16	\$74,068	\$85,180	\$91,870	\$98,513
17	\$74,068	\$85,180	\$91,870	\$98,513
18	\$75,191	\$86,469	\$93,261	\$100,004
19	\$75,191	\$86,469	\$93,261	\$100,004
20	\$75,191	\$86,469	\$93,261	\$100,004
21	\$76,335	\$87,786	\$94,679	\$101,526
22	\$76,335	\$87,786	\$94,679	\$101,526
23	\$76,335	\$87,786	\$94,679	\$101,526
24	\$77,501	\$89,126	\$96,126	\$103,077
25	\$77,501	\$89,126	\$96,126	\$103,077
26	\$77,501	\$89,126	\$96,126	\$103,077
27	\$78,691	\$90,495	\$97,602	\$104,659

Certified employees will be paid at the level of their highest earned degree from a regionally accredited institution upon proper documentation of that degree and verification of that degree by the Alabama State Department of Education. The salary for a higher degree will be computed from the date of recognition by the State Superintendent of Education. It should be noted that State Department reviews for higher degrees are only performed for individuals with current valid Alabama certification and verification of years' experience.

LIMESTONE COUNTY BOARD OF EDUCATION
ASSISTANT PRINCIPAL/INSTRUCTIONAL SUPERVISOR SALARY SCHEDULE
2026-2027

Elementary				Secondary				Instructional			
Assistant Principal				Assistant Principal				Supervisor			
202 Days				212 Days				240 Days			
Step	A	AA	Doctorate	Step	A	AA	Doctorate	Step	A	AA	Doctorate
0	\$71,898	\$77,651	\$83,862	0	\$78,371	\$84,640	\$91,413	0	\$88,722	\$95,819	\$102,143
1	\$72,264	\$78,044	\$84,288	1	\$78,756	\$85,056	\$91,860	1	\$89,157	\$96,289	\$102,644
2	\$72,629	\$78,438	\$84,715	2	\$79,138	\$85,468	\$92,307	2	\$89,590	\$96,756	\$103,142
3	\$72,993	\$78,833	\$85,138	3	\$79,521	\$85,882	\$92,750	3	\$90,023	\$97,225	\$103,642
4	\$73,358	\$79,227	\$85,564	4	\$79,904	\$86,294	\$93,200	4	\$90,457	\$97,692	\$104,140
5	\$73,722	\$79,620	\$85,990	5	\$80,286	\$86,710	\$93,645	5	\$90,889	\$98,162	\$104,640
6	\$76,289	\$82,392	\$88,984	6	\$82,980	\$89,617	\$96,788	6	\$93,939	\$101,454	\$108,150
7	\$76,665	\$82,797	\$89,421	7	\$83,375	\$90,044	\$97,246	7	\$94,387	\$101,937	\$108,665
8	\$77,035	\$83,199	\$89,855	8	\$83,763	\$90,465	\$97,703	8	\$94,826	\$102,413	\$109,173
9	\$77,413	\$83,607	\$90,295	9	\$84,160	\$90,892	\$98,163	9	\$95,275	\$102,897	\$109,688
10	\$77,788	\$84,011	\$90,733	10	\$84,554	\$91,318	\$98,623	10	\$95,721	\$103,379	\$110,202
11	\$78,164	\$84,416	\$91,169	11	\$84,947	\$91,743	\$99,083	11	\$96,167	\$103,860	\$110,715
12	\$78,922	\$85,234	\$92,054	12	\$85,742	\$92,602	\$100,010	12	\$97,066	\$104,833	\$111,752
13	\$79,296	\$85,639	\$92,492	13	\$86,136	\$93,026	\$100,470	13	\$97,512	\$105,312	\$112,262
14	\$79,672	\$86,045	\$92,929	14	\$86,531	\$93,454	\$100,930	14	\$97,959	\$105,797	\$112,780
15	\$80,815	\$87,279	\$94,261	15	\$87,730	\$94,748	\$102,327	15	\$99,317	\$107,262	\$114,341
16	\$81,199	\$87,696	\$94,710	16	\$88,131	\$95,183	\$102,786	16	\$99,771	\$107,754	\$114,866
17	\$81,577	\$88,103	\$95,152	17	\$88,529	\$95,611	\$103,261	17	\$100,222	\$108,239	\$115,383
18	\$81,956	\$88,511	\$95,594	18	\$88,927	\$96,041	\$103,725	18	\$100,672	\$108,726	\$115,902
19	\$82,340	\$88,927	\$96,041	19	\$89,330	\$96,477	\$104,194	19	\$101,129	\$109,219	\$116,427
20	\$82,720	\$89,337	\$96,485	20	\$89,729	\$96,908	\$104,660	20	\$101,580	\$109,707	\$116,947
21	\$83,099	\$89,746	\$96,926	21	\$90,127	\$97,338	\$105,125	21	\$102,031	\$110,194	\$117,466
22	\$83,463	\$90,139	\$97,351	22	\$90,508	\$97,749	\$105,568	22	\$102,462	\$110,659	\$117,963
23	\$83,866	\$90,575	\$97,822	23	\$90,932	\$98,205	\$106,065	23	\$102,942	\$111,176	\$118,514
24	\$84,245	\$90,984	\$98,263	24	\$91,329	\$98,637	\$106,525	24	\$103,391	\$111,664	\$119,034
25	\$84,759	\$91,541	\$98,862	25	\$91,868	\$99,217	\$107,157	25	\$104,002	\$112,321	\$119,735
26	\$85,273	\$92,095	\$99,463	26	\$92,409	\$99,802	\$107,786	26	\$104,614	\$112,983	\$120,441
27	\$85,788	\$92,652	\$100,063	27	\$92,949	\$100,385	\$108,416	27	\$105,226	\$113,644	\$121,144
28	\$86,303	\$93,040	\$100,663	28	\$93,490	\$100,968	\$109,047	28	\$105,839	\$114,305	\$121,848
29	\$86,818	\$93,428	\$101,264	29	\$94,031	\$101,551	\$109,677	29	\$106,451	\$114,965	\$122,551
30	\$87,333	\$93,816	\$101,864	30	\$94,572	\$102,133	\$110,308	30	\$107,064	\$115,626	\$123,254
31	\$87,848	\$94,204	\$102,464	31	\$95,113	\$102,716	\$110,938	31	\$107,677	\$116,286	\$123,958
32	\$88,363	\$94,592	\$103,064	32	\$95,654	\$103,299	\$111,569	32	\$108,290	\$116,947	\$124,661
33	\$88,878	\$94,980	\$103,665	33	\$96,195	\$103,881	\$112,199	33	\$108,903	\$117,608	\$125,364
34	\$89,393	\$95,368	\$104,265	34	\$96,736	\$104,464	\$112,830	34	\$109,515	\$118,268	\$126,067
35	\$89,908	\$95,757	\$104,865	35	\$97,278	\$105,046	\$113,460	35	\$110,128	\$118,929	\$126,771

Certified employees will be paid at the level of their highest earned degree from a regionally accredited institution upon proper documentation of that degree and verification of that degree by the Alabama State Department of Education. The salary for a higher degree will be computed from the date of recognition by the State Superintendent of Education. It should be noted that State Department reviews for higher degree are only performed for individuals with current valid Alabama certification and verification of years' experience.

LIMESTONE COUNTY BOARD OF EDUCATION
COORDINATOR SALARY SCHEDULE
2026-2027

Coordinator			
240 Days			
Step	M.A.	AA/Specialist	Doctorate
0	\$73,984	\$79,903	\$86,294
1	\$74,259	\$80,202	\$86,616
2	\$74,634	\$80,606	\$87,054
3	\$81,382	\$87,893	\$94,924
4	\$81,689	\$88,223	\$95,283
5	\$82,095	\$88,664	\$95,756
6	\$84,944	\$91,739	\$99,078
7	\$85,265	\$92,086	\$99,454
8	\$85,686	\$92,541	\$99,944
9	\$86,083	\$92,970	\$100,407
10	\$86,406	\$93,317	\$100,784
11	\$86,844	\$93,792	\$101,293
12	\$87,644	\$94,654	\$102,226
13	\$87,976	\$95,015	\$102,616
14	\$88,418	\$95,492	\$103,131
15	\$89,648	\$96,819	\$104,565
16	\$89,982	\$97,182	\$104,955
17	\$90,433	\$97,666	\$105,480
18	\$90,801	\$98,064	\$105,908
19	\$93,383	\$100,855	\$108,923
20	\$95,249	\$102,869	\$111,098
21	\$95,724	\$103,382	\$111,653
22	\$96,203	\$103,901	\$112,214
23	\$96,687	\$104,422	\$112,776
24	\$97,170	\$104,942	\$113,341
25	\$98,140	\$105,992	\$114,469
26	\$99,112	\$107,040	\$115,602
27	\$100,082	\$108,088	\$116,736
28	\$101,054	\$109,137	\$117,870
29	\$102,027	\$110,185	\$119,004
30	\$102,999	\$111,234	\$120,139
31	\$103,972	\$112,282	\$121,273
32	\$104,944	\$113,331	\$122,407
33	\$105,917	\$114,379	\$123,541
34	\$106,889	\$115,428	\$124,675
35	\$107,861	\$116,476	\$125,809

Certified employees will be paid at the level of their highest earned degree from a regionally accredited institution upon proper documentation of that degree and verification of that degree by the Alabama State Department of Education. The salary for a higher degree will be computed from the date of recognition by the State Superintendent of Education. It should be noted that State Department reviews for higher degree are only performed for individuals with current valid Alabama certification and verification of years' experience.

LIMESTONE COUNTY BOARD OF EDUCATION
ACCOUNTABILITY DATA MANAGER SALARY SCHEDULE
2026-2027

Data Manager	
202 Days	
Step	Salary
0	\$52,147
1	\$53,090
2	\$54,032
3	\$54,975
4	\$55,917
5	\$56,860
6	\$57,802
7	\$58,745
8	\$59,687
9	\$60,630
10	\$61,572
11	\$62,514
12	\$63,457
13	\$64,399
14	\$65,342
15	\$66,284
16	\$67,227
17	\$68,169
18	\$69,112
19	\$70,054
20	\$70,997
21	\$71,939
22	\$72,882
23	\$73,824
24	\$74,767
25	\$75,709

LIMESTONE COUNTY BOARD OF EDUCATION
CERTIFIED DIRECTOR SALARY SCHEDULE
2026-2027

Certified Director			
240 Days			
Yrs.	A/M.S.	AA/Ed.SP.	Doctorate
0	\$98,458	\$106,335	\$114,843
1	\$99,013	\$106,934	\$115,489
2	\$99,482	\$107,441	\$116,036
3	\$100,119	\$108,128	\$116,779
4	\$100,675	\$108,728	\$117,427
5	\$101,228	\$109,325	\$118,071
6	\$104,806	\$113,192	\$122,247
7	\$105,375	\$113,805	\$122,908
8	\$105,944	\$114,420	\$123,573
9	\$106,515	\$115,037	\$124,239
10	\$107,086	\$115,653	\$124,904
11	\$107,657	\$116,269	\$125,572
12	\$108,749	\$117,450	\$126,846
13	\$109,321	\$118,067	\$127,512
14	\$109,895	\$118,685	\$128,180
15	\$111,524	\$120,446	\$130,081
16	\$112,105	\$121,074	\$130,760
17	\$112,680	\$121,694	\$131,430
18	\$113,263	\$122,324	\$132,110
19	\$113,842	\$122,949	\$132,784
20	\$114,419	\$123,572	\$133,458
21	\$114,996	\$124,197	\$134,133
22	\$115,579	\$124,825	\$134,811
23	\$116,154	\$125,445	\$135,481
24	\$116,733	\$126,072	\$136,157
25	\$117,495	\$126,894	\$137,045
26	\$118,256	\$127,715	\$137,933
27	\$119,019	\$128,540	\$138,823
28	\$119,780	\$129,365	\$139,711
29	\$120,540	\$130,189	\$140,599
30	\$121,300	\$131,014	\$141,487
31	\$122,061	\$131,839	\$142,375
32	\$122,821	\$132,663	\$143,262
33	\$123,582	\$133,488	\$144,150
34	\$124,342	\$134,313	\$145,038
35	\$125,102	\$135,137	\$145,926

Executive Director			
240 Days			
	M	AA	Doctorate
10 Yr. Minimum	\$121,313	\$125,855	\$130,720
11-15	\$124,953	\$129,494	\$134,360
16-20	\$128,701	\$133,243	\$138,109
21-25	\$132,562	\$137,103	\$141,968
26-30	\$136,422	\$139,613	\$144,383
31-35	\$140,282	\$143,473	\$148,242

LIMESTONE COUNTY BOARD OF EDUCATION
SUPPLEMENTS SALARY SCHEDULE
2026-2027

Supplements are for one year only and are not included when base salary is computed. The principal must recommend a particular individual for a specific supplement each school year or athletic season; no continuing service status in the supplement position is implied or should be assumed by the individual receiving a supplement.

<u>ACTIVITY</u>	<u>SUPPLEMENT</u>	<u>PAY SCHEDULE</u>
Athletic Director (District)	\$6,250	½ in December, ½ in May
Athletic Director (HS if other than principal)	\$3,750	½ in December, ½ in May
Varsity Football.....	\$11,250 + 13-days equivalent salary	Included in Monthly Check
Varsity Basketball (Boys)	\$11,250 + 13-days equivalent salary	Included in Monthly Check
Varsity Basketball (Girls).....	\$11,250 + 13-days equivalent salary	Included in Monthly Check
Varsity Baseball	\$5,625+ 7-days equivalent salary	May Supplemental
Varsity Cheerleader (Football)	\$3,125 + 7-days equivalent salary	November Supplemental
Varsity Cheerleader (Basketball)	\$3,125	February Supplemental
Varsity Softball	\$5,625 + 7-days equivalent salary	May Supplemental
Varsity Volleyball	\$3,750 + 7-days equivalent salary	November Supplemental
Varsity Track Outdoor (Boys).....	\$1,875	May Supplemental
Varsity Track Outdoor (Girls).....	\$1,875	May Supplemental
Varsity Track Indoor (Boys)	\$1,875	February Supplemental
Varsity Track Indoor (Girls).....	\$1,875	February Supplemental
Assistant Football OC	\$6,250	November Supplemental
Assistant Football DC	\$6,250	November Supplemental
Assistant Football.....	\$4,375	November Supplemental
Assistant Basketball (Boys).....	\$4,375	February Supplemental
Assistant Basketball (Girls).....	\$4,375	February Supplemental
Assistant Baseball	\$1,875	May Supplemental
Assistant Softball.....	\$1,875	May Supplemental
Assistant Volleyball	\$1,875	November Supplemental
Assistant Cheerleader Football.....	\$1,875	November Supplemental
Assistant Cheerleader Basketball	\$1,875	February Supplemental
Cheerleader (Competition) **	\$1,875	May Supplemental
Band Director	\$9,375 + 13-days equivalent salary	Included in Monthly Check
Certified Asst. Band Director	\$2,500	November Supplemental
Non-Certified Asst. Band Director.....	\$1,250	November Supplemental
Cross Country Track (Boys).....	\$1,875	November Supplemental
Cross Country Track (Girls).....	\$1,875	November Supplemental
Golf (Boys).....	\$1,875	May Supplemental
Golf (Girls).....	\$1,875	May Supplemental
Soccer (Boys)	\$3,750 + 7-days equivalent salary	May Supplemental
Soccer (Girls)	\$3,750 + 7-days equivalent salary	May Supplemental
Assistant Soccer (Boys).....	\$1,875	May Supplemental
Assistant Soccer (Girls).....	\$1,875	May Supplemental
Tennis (Boys)	\$1,875	May Supplemental
Tennis (Girls)	\$1,875	May Supplemental
Wrestling	\$3,750	February Supplemental
Assistant Wrestling	\$1,875	February Supplemental
Bowling (Boys)	\$1,250	February Supplemental
Bowling (Girls)	\$1,250	February Supplemental
Esports (Boys and Girls Combined).....	\$1,250	May Supplemental
Dance (Competitive)	\$1,250	May Supplemental

** Cheerleader (Competition) - Must compete in UCA Regionals & State Cheerleading Championships.

LIMESTONE COUNTY BOARD OF EDUCATION
SUPPLEMENTS SALARY SCHEDULE
2026-2027

<u>ACTIVITY</u>	<u>SUPPLEMENT</u>	<u>PAY SCHEDULE</u>
Sr. Beta Club Sponsor/Nat'l Honor Society	\$1,562.50	May Supplemental
Jr. Beta Club Sponsor/Nat'l Honor Society	\$1,562.50	May Supplemental
Elem. Beta Club Sponsor/Nat'l Honor Society	\$1,562.50	May Supplemental
Sr. Scholars Bowl Sponsor	\$1,562.50	May Supplemental
Middle School Scholars Bowl Sponsor	\$1,562.50	May Supplemental
Elem. Scholars Bowl Sponsor (4 th /5 th Grade)	\$1,562.50	May Supplemental
Yearbook Sponsor (Elem. & H.S.)	\$1,562.50	May Supplemental
Secondary (6-12) STEM Club Sponsor	\$1,250.00	May Supplemental
HS Theater Sponsor (Fall & Spring Performances)....	\$1,562.50	May Supplemental
Special Olympics Coordinator (County-wide)	\$1,250.00	May Supplemental
Career Tech Student Advisor (9-mo. employee)	\$1,562.50	May Supplemental
Career Tech Skills USA Advisor (9-mo. employee) ..	\$1,562.50	May Supplemental
Career Tech FBLA Advisor (9-mo. employee)	\$1,562.50	May Supplemental
Career Tech Robotics Advisor.....	\$5,937.50 + 7-days equivalent salary	May Supplemental
Career Tech Robotics Assistant.....	\$2,187.50	May Supplemental
Career Tech Honor Society.....	\$1,562.50	May Supplemental
Career Tech Junior Lion's Club.....	\$1,562.50	May Supplemental
Career Tech TSA Advisor	\$1,562.50	May Supplemental
ROTC Color Guard.....	\$1,562.50	May Supplemental
ROTC Drill Team	\$1,562.50	May Supplemental
Middle School Robotics Advisor.....	\$1,562.50	May Supplemental
Local School FCCLA Advisor (9-mo. employee)	\$1,562.50	May Supplemental
Local School FFA Advisor (9-mo. employee).....	\$1,562.50	May Supplemental
Local School Competitive Tech. Team Advisor.....	\$1,562.50	May Supplemental
Certified Designated Asst. Principal.....	\$3,437.50	May Supplemental
Non-Administrative Degreed Asst. Principal	\$1,875.00	May Supplemental
Tech Lead	\$2,500 - \$4,375 based on enrollment.....	May Supplemental
Degreed Classified Employee (Bachelor's).....	\$625.00	May Supplemental
Degreed Classified Employee (Master's)	\$937.50	May Supplemental
Degreed Classified Employee (Doctorate)	\$1,250.00	May Supplemental
Special Education Teacher (Behavior Unit).....	\$10,000.00	½ in December, ½ in May
Special Education Teacher (Self Contained Unit).....	\$8,000.00	½ in December, ½ in May
Special Education Teacher (All Other)	\$2,000.00	½ in December, ½ in May
Early Learning Center Sit Coordinator	\$10,000.00	½ in December, ½ in May

*Classified employees that have a degree from an accredited institute must submit a copy of their diploma. Diploma must be in the area of employment. The supplement will be for one year only, and only new degrees will be considered.

LIMESTONE COUNTY BOARD OF EDUCATION
INFORMATION REGARDING CLASSIFIED SALARIES
2026-2027

No principal shall be paid a salary less than an employee under his/her supervision.

Annual salaries for the indicated months of employment are based on the following numbers of working days per scholastic year:

<u>Months Employment</u>	<u>Days/Year</u>	<u>Monthly Pay Schedule</u>
9	180/182/187	September 30 – August 31
10	202	August 31 – July 31
10.5	212	August 31 – July 31
11	222	August 31 – July 31
12	240	July 31 – June 30

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

No full time employee shall be paid less than \$15 per hour.

Non-probationary status with the Limestone County School District is granted based on Act No. 2011-270, the Students First Act of 2011.

Employees moving from a lower salary rank to a higher rank may begin at the first year that would not present an immediate within system decrease. Year placement will be lateral when moving from one salary schedule rank to another of equal or lower rank.

Lunch breaks are not paid unless, in some instances, the employee is required to perform certain duties (e.g. student supervision) during that time. Full-time equivalents for indicated positions are as follows:

<u>Position</u>	<u>Hours/Day</u>	<u>Pay Schedule</u>
Central Office	7.5	Monthly
Bus Driver	4	Monthly
CNP Worker	7	Monthly
CNP Manager	7.5	Monthly
Clerical/Custodial/Maintenance/Admin	8	Monthly
Student Contact Classified Personnel	7	Monthly
RN/LPN	7	Monthly
Bus Aide	4	Monthly

COMPENSATORY TIME

Employees should use compensatory time in increments of one-quarter of an hour (15 minutes). Additionally, compensatory time should be used before any other type of leave, such as sick, personal or vacation. Compensatory time will not accrue until an employee works over 40 hours in one week.

LIMESTONE COUNTY BOARD OF EDUCATION
NON-CERTIFIED DIRECTOR SALARY SCHEDULE
2026-2027

Noncertified Director	
240 Days	
Step	Salary
0	\$76,059
1	\$77,035
2	\$78,012
3	\$78,988
4	\$79,965
5	\$80,941
6	\$81,918
7	\$82,894
8	\$83,871
9	\$84,847
10	\$85,824
11	\$86,800
12	\$87,777
13	\$88,753
14	\$89,729
15	\$90,706
16	\$91,682
17	\$92,659
18	\$93,635
19	\$94,612
20	\$95,588
21	\$96,565
22	\$97,541
23	\$98,518
24	\$99,494
25	\$100,471

LIMESTONE COUNTY BOARD OF EDUCATION
NURSE SALARY SCHEDULE
2026-2027

Step	LPN/Sp. Ed. Asst.	RN	RN/Master	*RN/School Nurse Supervisor	*RN/Master School Nurse Supervisor
	187 Days	187 Days	187 Days	202 Days	202 Days
0	\$35,626	\$50,682	\$55,514	\$54,747	\$59,967
1	\$36,384	\$51,760	\$56,642	\$55,912	\$61,186
2	\$37,142	\$52,839	\$57,771	\$57,077	\$62,405
3	\$37,900	\$53,917	\$58,899	\$58,242	\$63,624
4	\$38,658	\$54,996	\$60,028	\$59,407	\$64,843
5	\$39,416	\$56,074	\$61,156	\$60,572	\$66,061
6	\$40,174	\$57,153	\$62,284	\$61,737	\$67,280
7	\$40,932	\$58,231	\$63,413	\$62,902	\$68,499
8	\$41,691	\$59,310	\$64,541	\$64,067	\$69,718
9	\$42,449	\$60,388	\$65,670	\$65,232	\$70,937
10	\$43,207	\$61,467	\$66,798	\$66,397	\$72,156
11	\$43,965	\$62,545	\$67,927	\$67,562	\$73,375
12	\$44,723	\$63,624	\$69,055	\$68,727	\$74,594
13	\$45,481	\$64,702	\$70,184	\$69,892	\$75,813
14	\$46,239	\$65,781	\$71,312	\$71,057	\$77,032
15	\$46,997	\$66,859	\$72,440	\$72,222	\$78,251
16	\$47,755	\$67,938	\$73,569	\$73,387	\$79,470
17	\$48,514	\$69,016	\$74,697	\$74,552	\$80,689
18	\$49,272	\$70,095	\$75,826	\$75,717	\$81,908
19	\$50,030	\$71,173	\$76,954	\$76,882	\$83,127
20	\$50,788	\$72,252	\$78,083	\$78,047	\$84,346
21	\$51,546	\$73,331	\$79,211	\$79,212	\$85,565
22	\$52,304	\$74,409	\$80,340	\$80,377	\$86,783
23	\$53,062	\$75,488	\$81,468	\$81,542	\$88,002
24	\$53,820	\$76,566	\$82,597	\$82,707	\$89,221
25	\$54,578	\$77,645	\$83,725	\$83,872	\$90,440

*District wide School Nurse Supervisor additionally receives a \$2,000 supplement.

** District wide School Nursing Assistant additionally receives a \$1,000 supplement.

LIMESTONE COUNTY BOARD OF EDUCATION
BUS DRIVER SALARY SCHEDULE
2026-2027

Bus Drivers			
Step	Regular Drivers	Tech Drivers	Lead Driver/Trainer
	182 Days	182 Days	240 Days
0	\$19,613	\$27,319	\$45,104
1	\$19,980	\$27,686	\$46,187
2	\$20,346	\$28,053	\$47,269
3	\$20,713	\$28,419	\$48,352
4	\$21,080	\$28,786	\$49,435
5	\$21,447	\$29,153	\$50,518
6	\$21,814	\$29,520	\$51,601
7	\$22,181	\$29,887	\$52,684
8	\$22,547	\$30,254	\$53,766
9	\$22,914	\$30,620	\$54,849
10	\$23,281	\$30,987	\$55,932
11	\$23,648	\$31,354	\$57,015
12	\$24,015	\$31,721	\$58,098
13	\$24,382	\$32,088	\$59,181
14	\$24,748	\$32,455	\$60,263
15	\$25,115	\$32,821	\$61,346
16	\$25,482	\$33,188	\$62,429
17	\$25,849	\$33,555	\$63,512
18	\$26,216	\$33,922	\$64,595
19	\$26,583	\$34,289	\$65,678
20	\$26,949	\$34,656	\$66,760
21	\$27,316	\$35,022	\$67,843
22	\$27,683	\$35,389	\$68,926
23	\$28,050	\$35,756	\$70,009
24	\$28,417	\$36,123	\$71,092
25	\$28,784	\$36,490	\$72,175

1. New drivers will receive \$200 for successfully completing training and obtaining their CDL.
2. New drivers will receive a \$1,000 employment supplement/bonus once they are hired by LCBoE. New drivers will owe the supplement/bonus back to the LCBoE if they leave before 3 months or do not have satisfactory attendance.
3. Additional supplement/bonus of \$1,000 will be paid in June to new bus drivers in December with satisfactory attendance and employment through the end of the school year.
4. Final supplement/bonus of \$1,000 will be paid in June to the new bus drivers who complete their full year of driving with satisfactory attendance.

Note: Satisfactory attendance is defined as maintaining a positive yearly sick and personal leave balance.
Additional guidelines for bus drivers will be established by the Transportation Director and Human Resources Department.

LIMESTONE COUNTY BOARD OF EDUCATION
SUPPORT PERSONNEL SALARY SCHEDULE
2026-2027

Central Office Finance Staff 240 Days		
Step	Non-Degreed Accountant	Degreed Accountant
	CNP & Other	CNP & Other
0	\$44,545	\$67,055
1	\$46,305	\$68,006
2	\$48,065	\$68,956
3	\$49,825	\$69,907
4	\$51,586	\$70,857
5	\$53,346	\$71,808
6	\$55,106	\$72,759
7	\$56,866	\$73,709
8	\$58,626	\$74,660
9	\$60,387	\$75,610
10	\$62,147	\$76,561
11	\$63,907	\$77,511
12	\$65,667	\$78,462
13	\$67,428	\$79,412
14	\$69,188	\$80,363
15	\$70,948	\$81,314
16	\$72,708	\$82,264
17	\$74,469	\$83,215
18	\$76,229	\$84,165
19	\$77,989	\$85,116
20	\$79,749	\$86,066
21	\$81,510	\$87,017
22	\$83,270	\$87,967
23	\$85,030	\$88,918
24	\$86,790	\$89,869
25	\$88,550	\$90,819

LIMESTONE COUNTY BOARD OF EDUCATION
SUPPORT PERSONNEL SALARY SCHEDULE
2026-2027

Central Office		
240 Days		
Step	Secretary	Admin Assistant
0	\$39,963	\$45,138
1	\$41,246	\$46,567
2	\$42,530	\$47,997
3	\$43,813	\$49,426
4	\$45,096	\$50,855
5	\$46,379	\$52,285
6	\$47,663	\$53,714
7	\$48,946	\$55,144
8	\$50,229	\$56,573
9	\$51,513	\$58,003
10	\$52,796	\$59,432
11	\$54,079	\$60,861
12	\$55,363	\$62,291
13	\$56,646	\$63,720
14	\$57,929	\$65,150
15	\$59,213	\$66,579
16	\$60,496	\$68,009
17	\$61,779	\$69,438
18	\$63,063	\$70,867
19	\$64,346	\$72,297
20	\$65,629	\$73,726
21	\$66,913	\$75,156
22	\$68,196	\$76,585
23	\$69,479	\$78,015
24	\$70,763	\$79,444
25	\$72,046	\$80,873

LIMESTONE COUNTY BOARD OF EDUCATION
SUPPORT PERSONNEL SALARY SCHEDULE
2026-2027

Step	Registrar	Instructional Assistant	Interpreter	American Sign Language Interpreter	Certified Occupation Therapy Assistant (COTA)	Board Certified Behavior Analyst (Masters)	Board Certified Behavior Analyst (AA/Specialist)	Board Certified Behavior Analyst (Doctorate)	Behavior Technician Level 1	Behavior Technician Level 2
	212 Days	182 Days	182 Days	187 Days	187 Days	202 Days	202 Days	202 Days	187 Days	187 Days
0	\$26,249	\$23,661	\$24,730	\$43,215	\$29,850	\$65,020	\$70,123	\$74,487	\$25,740	\$28,952
1	\$26,826	\$24,027	\$25,116	\$44,327	\$30,670	\$66,306	\$71,447	\$75,911	\$26,266	\$29,435
2	\$27,403	\$24,394	\$25,503	\$45,439	\$31,489	\$67,592	\$72,770	\$77,335	\$26,792	\$29,917
3	\$27,980	\$24,760	\$25,890	\$46,551	\$32,309	\$68,877	\$74,094	\$78,758	\$27,317	\$30,400
4	\$28,558	\$25,127	\$26,277	\$47,664	\$33,128	\$70,163	\$75,418	\$80,182	\$27,843	\$30,882
5	\$29,135	\$25,493	\$26,664	\$48,776	\$33,948	\$71,449	\$76,742	\$81,605	\$28,369	\$31,365
6	\$29,712	\$25,859	\$27,050	\$49,888	\$34,767	\$72,735	\$78,065	\$83,029	\$28,895	\$31,847
7	\$30,289	\$26,226	\$27,437	\$51,000	\$35,587	\$74,021	\$79,389	\$84,452	\$29,421	\$32,330
8	\$30,867	\$26,592	\$27,824	\$52,113	\$36,406	\$75,307	\$80,713	\$85,876	\$29,947	\$32,812
9	\$31,444	\$26,959	\$28,211	\$53,225	\$37,226	\$76,593	\$82,037	\$87,299	\$30,473	\$33,294
10	\$32,021	\$27,325	\$28,598	\$54,337	\$38,045	\$77,879	\$83,361	\$88,723	\$30,999	\$33,777
11	\$32,598	\$27,692	\$28,985	\$55,449	\$38,865	\$79,165	\$84,684	\$90,147	\$31,525	\$34,259
12	\$33,176	\$28,058	\$29,371	\$56,561	\$39,684	\$80,451	\$86,008	\$91,570	\$32,051	\$34,742
13	\$33,753	\$28,424	\$29,758	\$57,674	\$40,504	\$81,736	\$87,332	\$92,994	\$32,577	\$35,224
14	\$34,330	\$28,791	\$30,145	\$58,786	\$41,323	\$83,022	\$88,656	\$94,417	\$33,103	\$35,707
15	\$34,907	\$29,157	\$30,532	\$59,898	\$42,143	\$84,308	\$89,979	\$95,841	\$33,629	\$36,189
16	\$35,484	\$29,524	\$30,919	\$61,010	\$42,963	\$85,594	\$91,303	\$97,264	\$34,155	\$36,672
17	\$36,062	\$29,890	\$31,306	\$62,122	\$43,782	\$86,880	\$92,627	\$98,688	\$34,681	\$37,154
18	\$36,639	\$30,257	\$31,692	\$63,235	\$44,602	\$88,166	\$93,951	\$100,111	\$35,207	\$37,637
19	\$37,216	\$30,623	\$32,079	\$64,347	\$45,421	\$89,452	\$95,274	\$101,535	\$35,733	\$38,119
20	\$37,793	\$30,989	\$32,466	\$65,459	\$46,241	\$90,738	\$96,598	\$102,958	\$36,259	\$38,602
21	\$38,371	\$31,356	\$32,853	\$66,571	\$47,060	\$92,024	\$97,922	\$104,382	\$36,785	\$39,084
22	\$38,948	\$31,722	\$33,240	\$67,683	\$47,880	\$93,309	\$99,246	\$105,806	\$37,311	\$39,566
23	\$39,525	\$32,089	\$33,627	\$68,796	\$48,699	\$94,595	\$100,569	\$107,229	\$37,837	\$40,049
24	\$40,102	\$32,455	\$34,013	\$69,908	\$49,519	\$95,881	\$101,893	\$108,653	\$38,362	\$40,531
25	\$40,680	\$32,822	\$34,400	\$71,020	\$50,338	\$97,167	\$103,217	\$110,076	\$38,888	\$41,014

LIMESTONE COUNTY BOARD OF EDUCATION
SUPPORT PERSONNEL SALARY SCHEDULE
2026-2027

Step	Technical Specialist	Technical Specialist II	Information Technology Systems Administrator and Network Administrator	Device Management Specialist
	187 Days	202 Days	240 Days	240 Days
0	\$24,773	\$30,773	\$64,963	\$52,027
1	\$25,140	\$31,280	\$66,039	\$53,251
2	\$25,506	\$31,787	\$67,116	\$54,474
3	\$25,873	\$32,294	\$68,192	\$55,697
4	\$26,239	\$32,801	\$69,268	\$56,921
5	\$26,606	\$33,308	\$70,345	\$58,144
6	\$26,972	\$33,815	\$71,421	\$59,367
7	\$27,339	\$34,322	\$72,498	\$60,591
8	\$27,705	\$34,829	\$73,574	\$61,814
9	\$28,072	\$35,336	\$74,651	\$63,038
10	\$28,438	\$35,842	\$75,727	\$64,261
11	\$28,804	\$36,349	\$76,804	\$65,484
12	\$29,171	\$36,856	\$77,880	\$66,708
13	\$29,537	\$37,363	\$78,957	\$67,931
14	\$29,904	\$37,870	\$80,033	\$69,155
15	\$30,270	\$38,377	\$81,110	\$70,378
16	\$30,637	\$38,884	\$82,186	\$71,601
17	\$31,003	\$39,391	\$83,263	\$72,825
18	\$31,370	\$39,898	\$84,339	\$74,048
19	\$31,736	\$40,405	\$85,415	\$75,272
20	\$32,103	\$40,911	\$86,492	\$76,495
21	\$32,469	\$41,418	\$87,568	\$77,718
22	\$32,836	\$41,925	\$88,645	\$78,942
23	\$33,202	\$42,432	\$89,721	\$80,165
24	\$33,569	\$42,939	\$90,798	\$81,388
25	\$33,935	\$43,446	\$91,874	\$82,612

LIMESTONE COUNTY BOARD OF EDUCATION
BOOKKEEPERS & SECRETARY/RECEPTIONIST SALARY SCHEDULE
2026-2027

Step	High School Bookkeepers	Elementary Bookkeepers	Secretary / Receptionist
	240 Days	212 Days	187 Days
0	\$39,963	\$29,005	\$22,652
1	\$41,246	\$29,733	\$23,202
2	\$42,530	\$30,461	\$23,752
3	\$43,814	\$31,189	\$24,301
4	\$45,097	\$31,917	\$24,851
5	\$46,381	\$32,645	\$25,401
6	\$47,665	\$33,373	\$25,950
7	\$48,948	\$34,101	\$26,500
8	\$50,232	\$34,829	\$27,050
9	\$51,516	\$35,557	\$27,599
10	\$52,799	\$36,285	\$28,149
11	\$54,083	\$37,013	\$28,699
12	\$55,367	\$37,741	\$29,248
13	\$56,651	\$38,469	\$29,798
14	\$57,934	\$39,197	\$30,348
15	\$59,218	\$39,925	\$30,897
16	\$60,502	\$40,653	\$31,447
17	\$61,785	\$41,381	\$31,997
18	\$63,069	\$42,109	\$32,546
19	\$64,353	\$42,837	\$33,096
20	\$65,636	\$43,565	\$33,646
21	\$66,920	\$44,293	\$34,195
22	\$68,204	\$45,021	\$34,745
23	\$69,487	\$45,749	\$35,294
24	\$70,771	\$46,477	\$35,844
25	\$72,055	\$47,205	\$36,394

LIMESTONE COUNTY BOARD OF EDUCATION
CNP CAFETERIA MANAGER SALARY SCHEDULE
2026-2027

CNP	
187 Days	
Step	Managers
0	\$29,047
1	\$29,340
2	\$29,633
3	\$29,926
4	\$30,220
5	\$30,513
6	\$30,806
7	\$31,099
8	\$31,392
9	\$31,685
10	\$31,978
11	\$32,271
12	\$32,564
13	\$32,857
14	\$33,150
15	\$33,443
16	\$33,736
17	\$34,029
18	\$34,322
19	\$34,616
20	\$34,909
21	\$35,202
22	\$35,495
23	\$35,788
24	\$36,081
25	\$36,374

Determination for Child Nutrition manager position and salary are as follows:

- Worker/assistance years will not count as experience toward manager salary.
- Assistant manager experience will count year for year.
- If no previous experience in Child Nutrition food service, salary will start at Step "0"
- Manager position requires at least one year in school Child Nutrition Program.
- Once a manager starts on a salary schedule, he/she will remain on that salary schedule and student population will no longer be in effect.

LIMESTONE COUNTY BOARD OF EDUCATION
CNP WORKER/ASSISTANT MANAGER SALARY SCHEDULE
2026-2027

CNP Worker		
183 Days		
Step	Hourly	Salary
0	\$16.95	\$21,587
1	\$17.17	\$21,863
2	\$17.38	\$22,138
3	\$17.60	\$22,413
4	\$17.81	\$22,688
5	\$18.03	\$22,963
6	\$18.25	\$23,239
7	\$18.46	\$23,514
8	\$18.68	\$23,789
9	\$18.89	\$24,064
10	\$19.11	\$24,339
11	\$19.33	\$24,615
12	\$19.54	\$24,890
13	\$19.76	\$25,165
14	\$19.97	\$25,440
15	\$20.19	\$25,715
16	\$20.40	\$25,991
17	\$20.62	\$26,266
18	\$20.84	\$26,541
19	\$21.05	\$26,816
20	\$21.27	\$27,091
21	\$21.48	\$27,366
22	\$21.70	\$27,642
23	\$21.92	\$27,917
24	\$22.13	\$28,192
25	\$22.35	\$28,467

Assistant Managers receive a \$1,500 supplement.

LIMESTONE COUNTY BOARD OF EDUCATION
MAINTENANCE & MECHANICS SALARY SCHEDULE
2026-2027

Maintenance				
240 Days				
Step	Apprentice	Skilled	Multi-Skilled	Foreman
0	\$33,052	\$42,536		
1	\$34,041	\$43,938		
2	\$35,032	\$45,340		
3	\$36,023	\$46,742		
4	\$37,014	\$48,144	\$52,028	
5	\$38,006	\$49,546	\$53,287	
6		\$50,948	\$54,546	
7		\$52,349	\$55,805	
8		\$53,751	\$57,064	
9		\$55,153	\$58,323	
10		\$56,555	\$59,582	
11		\$57,957	\$60,841	\$63,594
12		\$59,359	\$62,100	\$65,312
13		\$60,761	\$63,359	\$67,029
14		\$62,163	\$64,618	\$68,747
15		\$63,565	\$65,877	\$70,465
16		\$64,967	\$67,136	\$72,182
17		\$66,369	\$68,395	\$73,900
18		\$67,771	\$69,655	\$75,618
19		\$69,173	\$70,914	\$77,335
20		\$70,575	\$72,173	\$79,053
21		\$71,976	\$73,432	\$80,771
22		\$73,378	\$74,691	\$82,488
23		\$74,780	\$75,950	\$84,206
24		\$76,182	\$77,209	\$85,924
25		\$77,584	\$78,468	\$87,641

LIMESTONE COUNTY BOARD OF EDUCATION
WAREHOUSE AND CUSTODIAN SUPERVISOR & UTILITY WORKER SALARY SCHEDULE
2026-2027

Utility Workers		
240 Days		
Step	Warehouse and Custodian Supervisor	Utility Worker
0	\$53,616	\$31,225
1	\$54,216	\$31,775
2	\$54,817	\$32,324
3	\$55,417	\$32,874
4	\$56,018	\$33,424
5	\$56,619	\$33,973
6	\$57,219	\$34,523
7	\$57,820	\$35,073
8	\$58,420	\$35,622
9	\$59,021	\$36,172
10	\$59,621	\$36,722
11	\$60,222	\$37,271
12	\$60,822	\$37,821
13	\$61,423	\$38,371
14	\$62,023	\$38,920
15	\$62,624	\$39,470
16	\$63,224	\$40,020
17	\$63,825	\$40,569
18	\$64,426	\$41,119
19	\$65,026	\$41,669
20	\$65,627	\$42,218
21	\$66,227	\$42,768
22	\$66,828	\$43,318
23	\$67,428	\$43,867
24	\$68,029	\$44,417
25	\$68,629	\$44,967

LIMESTONE COUNTY BOARD OF EDUCATION
CUSTODIAN SALARY SCHEDULE
2026-2027

Custodian	
240 Days	
Step	Salary
0	\$31,225
1	\$31,859
2	\$32,493
3	\$33,127
4	\$33,761
5	\$34,395
6	\$35,029
7	\$35,663
8	\$36,296
9	\$36,930
10	\$37,564
11	\$38,198
12	\$38,832
13	\$39,466
14	\$40,100
15	\$40,734
16	\$41,368
17	\$42,002
18	\$42,636
19	\$43,269
20	\$43,903
21	\$44,537
22	\$45,171
23	\$45,805
24	\$46,439
25	\$47,073

LIMESTONE COUNTY BOARD OF EDUCATION
OSR PRE-K AUXILIARY TEACHER
2026-2027

OSR Pre-K Auxiliary Teacher	
187 Days	
Step	Salary
0	\$24,033
1	\$24,412
2	\$24,790
3	\$25,169
4	\$25,547
5	\$25,925
6	\$26,304
7	\$26,682
8	\$27,061
9	\$27,439
10	\$27,817
11	\$28,196
12	\$28,574
13	\$28,953
14	\$29,331
15	\$29,710
16	\$30,088
17	\$30,466
18	\$30,845
19	\$31,223
20	\$31,602
21	\$31,980
22	\$32,358
23	\$32,737
24	\$33,115
25	\$33,494

LIMESTONE COUNTY BOARD OF EDUCATION
CHILDCARE / EL AUXILIARY INSTRUCTOR
2026-2027

Childcare / EL Auxiliary Instructor	
187 Days	
Step	Salary
0	\$29,355
1	\$29,844
2	\$30,333
3	\$30,823
4	\$31,312
5	\$31,801
6	\$32,290
7	\$32,779
8	\$33,269
9	\$33,758
10	\$34,247
11	\$34,736
12	\$35,225
13	\$35,715
14	\$36,204
15	\$36,693
16	\$37,182
17	\$37,671
18	\$38,160
19	\$38,650
20	\$39,139
21	\$39,628
22	\$40,117
23	\$40,606
24	\$41,096
25	\$41,585

LIMESTONE COUNTY BOARD OF EDUCATION
AIDE, SUBSTITUTE PERSONNEL, & CONTRACT PERSONNEL SALARY SCHEDULE
2026-2027

AIDES

Bus Aide	\$53.08 /day
Nurse Bus Aide (must be current employee).....	Overtime Rate/Hour

Aide minimum requirement:

Associate Degree or 2 years of higher education or successful passage of the work keys test.

SUBSTITUTE, PART TIME, OR TEMPORARY PERSONNEL

Certified Teacher	\$110.00/day
Non-Certified Teacher	\$100.00/day
Bus Driver	\$80.00/day
Tech Driver.....	\$100.00/day
Nurse – LPN	\$130.00/day
Nurse – RN	\$150.00/day
Cafeteria Worker	\$75.00/day
Bookkeeper.....	\$75.00/day
Secretary	\$75.00/day
Custodian.....	\$75.00/day
Instructional Assistant	\$75.00/day
Technical Assistant.....	\$75.00/day
Counselor Clerk.....	\$75.00/day
Homebound Teacher	\$30.00/hr.
Central Office Sub	\$10.00/hr.
Temporary Help - Classified	\$10.00/hr.

Substitute Teacher Requirements:

- Elementary Substitutes must be 18 years or older.
- High School Substitutes must be 21 years or older.
- A high school diploma or equivalent
- A valid Alabama Substitute Teacher Certificate
- Fingerprint submission as required by Alabama State Law

Extended Substitutes for Certified Teachers:

- Substitutes who hold a valid Alabama Teacher's Certificate, and that certificate is on file in the Personnel Office, will be paid at Step 0 on the Certified Teacher Salary Schedule.

CONTRACT PERSONNEL

Contract Personnel for CTC	\$27.00/hr.
Contract for Retired Personnel through December 31, 2026	\$40,000 annual
Contract for Retired Personnel Jan. 1, 2027 – Dec. 30, 2027.....	TBD annual

LIMESTONE COUNTY BOARD OF EDUCATION
TUTORS, EXTENDED DAY, 21ST CENTURY, & ADDITIONAL PAY RATES
2026-2027

TUTORS

Student	\$10.00/hr.
Non-certified.....	\$12.00/hr.
Certified	\$27.00/hr.

EXTENDED DAY RATES

Certified Site Coordinator.....	\$15.00/hr.
Certified Teacher	\$12.00/hr.
Instructional Aide.....	\$9.00/hr.
Nurse (Extended-Day, Local Pay).....	\$22.00/hr.

21ST CENTURY COMMUNITY LEARNING CENTER GRANT

Part-Time District Coordinator (Certified)	\$37.00/hr.
Site Coordinator (Certified)	\$34.00/hr.
Lead Teacher (Certified).....	\$32.00/hr.
Teacher	\$31.00/hr.
Instructional Assistant.....	\$20.00/hr.
Student Assistant	\$10.00/hr.
Bus Driver Salary (3 hours or less)	\$40.00
Bus Driver Salary (greater than 3 hours)	\$20.00/hr.

ADDITIONAL PAY RATES FOR EXTRA DUTIES

(Summer Reading Programs, After School Programs, Summer Camp)

Program Administrator (Certified)	\$33.00/hr.
Site Coordinator (Certified).....	\$41.00/hr.
Certified Teacher	\$40.00/hr.
Retired Teacher without Current Certificate.....	\$20.00/hr.
Instructional Assist.	\$20.00/hr.
Bookkeeper.....	\$27.00/hr.
Nurse (LPN).....	\$27.00/hr.
Nurse (RN)	\$30.00/hr.
Temporary Summer Custodian.....	\$10.00/hr.
Students.....	\$10.00/hr.

ADDITIONAL CAREER TECH CENTER ROUTES \$30.00/round trip

DOUBLE ROUTE DUE TO DRIVER SHORTAGES..... \$30.00/round trip

BUS DRIVER FIELD TRIPS:

<u>Length of Trip</u>	<u>Rate of Pay</u>
3 hours or less	\$60.00
Greater than 3 hours	\$20.00 per hour