Barbour County
Board of Education

Salary Schedule
2026-2027

Effective: October 1, 2026 – September 30, 2027

(Board Approved 9/14/2026)

(Revised & Board Approved 10/19/2026)

Barbour County Board of Education is an Equal Opportunity Employer and prohibits discrimination and harassment of any kind. Barbour 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. Barbour 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.

Barbour 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 Barbour 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 contact year will be paid at a prorated amount based on contract days worked and daily rate of pay,

3. 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, and be given to each eligible certified and classified employees each budget year (currently October 1 of each year),

4. 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,

5. That all employees should be duly certified for their respective positions,

6. That all employees will be paid in twelve equal monthly installments.

7. 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.

BARBOUR COUNTY BOARD OF EDUCATION

INTRODUCTION

2026-2027

The 2026-2027 Salary Schedule provides a uniform and equitable payment of wages for services rendered by certificated and classified employees. Certificated employees must possess a valid Alabama Teacher's Certificate or be eligible for a waiver from the State Department of Education. Classified personnel include all support employees who do not work as certificated employees.

The salary schedule of the Barbour County Board of Education as set forth herein is predicated upon a school calendar that includes 180 instructional days or the hourly equivalent and the number of employees work days as set forth in contract days below. In the event the number of instructional days is reduced as a result of legislative enactment, the Board reserves the right and ability to make corresponding reductions to the number of work days for Board employees together with a prorated reduction in compensation. Similarly, if as a consequence of legislative enactment, the number of employee work days is reduced, the Board reserves the right and ability to reduce compensation on a prorated basis for all affected employees. In no event will any employee whose pay is subject to a state minimum salary schedule be paid less than the applicable state minimum salary schedule. The employee shall be responsible for insuring the correctness of his/her records. Errors attributable to the Board may be corrected for the current school term and the two preceding years, as appropriate. Errors not attributable to the board may be corrected for the current school term only.

CONTRACT DAYS & PAY SCHEDULES

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

	Monthly Pay Schedules
Nine-Month Employees - 182, 187, and 189 Days	August 1 – July 31
Ten-Month Employees - 207 Days	August 1 – July 31
Eleven Month Employees - 227 Days	August 1 – July 31
Twelve Month Employees - 240 Days	July 1 - June 30

Barbour County Board of Education is an equal pay district and the annual salary for all employees is paid equally over a 12-month period in accordance with state laws and requirements. Employees not employed in a 12-month position who are hired after the start of the school year are paid a prorated portion of their annual contract pay. The prorated amount is calculated by

multiplying the employees' daily rate of pay by the number of working days left on the corresponding work calendar for the contract year. That amount is divided by the number of remaining payrolls in the current school year according to the above contract payment schedule.

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; no continuing service status in the supplement position is implied or should be assumed by the individual receiving a supplement. Paid leave days are neither earned, nor accrued in a supplemental position.

WORK SCHEDULES 2026-2027

Work Schedules are determined by the employee's position, the Board's established guidelines, your direct Supervisor, and the Superintendent.

BARBOUR 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 postsecondary 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 by the Central Office Payroll Department.

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 by the Central Office Payroll Department.

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

Placement on the salary schedule will be based on the employee's completed years of experience and level of certification (for certified employees other than administrators).

For the purpose of this salary schedule, experience is defined as the number of years of service in a particular position, job, or classification. Employees who have a significant amount of experience that is similar and comparable in required work skills, knowledge, etc. to the position which the employee is assigned may be credited some experience for salary schedule placement purposes. The Superintendent, Human Resources Department, and the immediate supervisor will determine this placement. For positions that are grant funded, the number of days and hours worked will be dictated by the grant, regardless of the days and hours noted on the following pages.

Specifically, certified employees will be placed on the salary schedule as follows:

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.

2. If you do not hold a valid Alabama Teacher's certificate at the time you are employed in a Certified position, you will be paid from the Bachelor level scale, even if you hold a master's degree or higher. Once the Alabama Certificate is issued an employee is entitled to pay for an advanced degree in the monthly pay period that begins after the State Superintendent recognizes the advanced degree. If the contract period has ended, the increase in pay will become effective with the first pay period of the next contract. The advanced degree must be earned from a regionally accredited institution.

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/budget year, (currently October 1). Teachers who earn an advanced certificate during a school year will have their salary adjusted when the Barbour County Board of Education is notified in writing by the Alabama Department of Education the certificate has been earned. No other salaries will be adjusted in mid-term to reflect changes in service.

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.

6. 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.

7. For display purposes here, all salaries have been rounded up to the next full dollar. Actual salary may vary from the salary schedule as a result of rounding.

The salary of JROTC Instructors is regulated by a military entitlement computation established by the United States Department of Army. Adjustments in compensation are put into effect as soon as official notice is received.

Principals will be placed on a 240-day contract as negotiated with the Superintendent and approved by the Board as recommended by the Superintendent.

Placement on the Certified Administrator salary schedule will be based on the employee's years of administrative experience and level of certification. Assistant Principals, Central Office Directors, and Coordinators will be placed on 207, 227, or 240-day appointment based on the specific job requirements as recommended by the Superintendent and approved by the Board.

Placement on the Professional Classified Administrator salary schedule will be based on the employee's years of experience in their specialized area and the degree held within that specialized area. Professional Classified Administrators will be placed on 207, 227, or 240-day appointment based on the specific job requirements as recommended by the Superintendent and approved by the Board.

The Chief School Financial Officer will work under a 240-day contract as negotiated with and approved by the Board.

The Superintendent will work under a 240-day contract as negotiated with and approved by the Board.

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 (Sunday through Saturday) 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.

Summary of Benefits

Website for PEEHIP/Retirement Systems of Alabama (RSA) is www.rsa-al.gov Phone Number: 877-517-0020 – Please contact PEEHIP/RSA directly with any questions, concerns, or corrections to your account.

BENEFITS	CERTIFIED/CLASSIFIED EMPLOYEE
Sick Leave	9 month – 9 sick leave days per year 10 month – 10 sick leave days per year 11 month – 11 sick leave days per year 12 month – 12 sick leave days per year (Sick leave days accumulate)
Annual Leave	12-month full-time employees earn 10 annual leave days per year. A maximum of 20 days of unused annual days may be carried over to the subsequent scholastic year. Any balance in excess of 20 days will be forfeited on June 30th.
Personal Leave	Five (5) Personal Leave Days (2 days State funded & 3 days County funded) each scholastic year. State funded are free; however, use of County funded personal days 3, 4, and 5 results in charge of $120 day for certified employees and $75 day for classified (support) employees.
Bereavement Leave	Three (3) non-cumulative Bereavement Leave Days each scholastic year without a loss of pay.
Mental Health Leave	Two (2) non-cumulative Mental Health Leave Days each scholastic year without a loss of pay.
Life Insurance	$15,000 Term Life Insurance for TRS employees (under RSA approval/guidelines)
Retirement	Tier 1: Employee 7.5% monthly contribution Tier 2: Employee 6.2% monthly contribution State contributes at varying rate.
Health Insurance *Your PID number will be provided to you	Employee pays: $30/month for individual coverage $207/month for family coverage without a spouse $282/month for individual coverage plus spouse (no dependents) $307/month for family coverage with spouse $50/month Tobacco Surcharge for each smoker $50/month Wellness Surcharge if you forgo yearly wellness screening Optional Coverages: Cancer, Dental, Vision, Hospital Indemnity $38/month for each single optional coverage $38/month for family Cancer, Vision, and Hospital Indemnity coverage $50/month for family Dental coverage

Summary of Benefits - Continued

It is your responsibility to make sure the annual statements received from RSA are correct. If you have retirement questions, concerns, or corrections you should contact RSA directly.

Payroll will provide you with your PID (Personal Identification Number) to enroll in insurance. It is your responsibility to enroll in insurance with the Member Online Services (MOS) at the above website.

PEEHIP and TRS handbooks are available on the above website of you can call 1-877-517-0020 to request one to be mailed to you.

Tier 1: Employee may retire after 25 years of service upon attaining the age 60 with at least 10 years of service. Eligible members may convert unused sick leave days to service credit to meet the minimum requirement for service retirement.

Tier 2: Employee may retire after 10 years of service and has attained the age of 62. Eligible members may convert unused sick leave days to service credit to meet the minimum requirement for service retirement.

If an employee leaves the system before becoming invested (10 years of service), he/she may withdraw all deposits or leave the money for up to 5 years with the Retirement System.

Barbour County Board of Education

2026-2027 Salary Schedule - Teacher and Other Certificated Employees

Public School Experience - Nine Months - 187 Days

Certified - Exempt

	Degree/Rank				
Step / Years	Bachelor / BS	Master / MA	AA, EDS / AA	Doctoral / DR	Non-Degree / ND
0	48,552	52,913	57,055	61,195	48,552
1	48,552	52,913	57,055	61,195	48,552
2	48,552	52,913	57,055	61,195	48,552
3	50,609	58,200	62,755	67,317	50,609
4	50,609	58,200	62,755	67,317	50,609
5	50,609	58,200	62,755	67,317	50,609
6	52,828	60,750	65,522	70,259	52,828
7	52,828	60,750	65,522	70,259	52,828
8	52,828	60,750	65,522	70,259	52,828
9	54,424	62,586	67,501	72,382	54,424
10	54,966	63,211	68,175	73,105	54,966
11	55,517	63,843	68,857	73,835	55,517
12	56,072	64,482	69,545	74,574	56,072
13	56,633	65,125	70,242	75,319	56,633
14	57,199	65,777	70,943	76,073	57,199
15	57,771	66,436	71,653	76,834	57,771
16	58,349	67,099	72,369	77,602	58,349
17	58,932	67,770	73,094	78,378	58,932
18	59,522	68,448	73,825	79,161	59,522
19	60,116	69,132	74,564	79,952	60,116
20	60,718	69,824	75,308	80,753	60,718
21	61,325	70,522	76,062	81,561	61,325
22	61,938	71,228	76,821	82,376	61,938
23	62,557	71,939	77,590	83,199	62,557
24	63,183	72,659	78,366	84,031	63,183
25	63,815	73,385	79,149	84,872	63,815
26	64,452	74,119	79,941	85,720	64,452
27	65,098	74,860	80,741	86,578	65,098
28	65,749	75,609	81,547	87,443	65,749
29	66,407	76,365	82,363	88,318	66,407
30	67,070	77,129	83,187	89,202	67,070
31	67,741	77,900	84,019	90,092	67,741
32	68,419	78,679	84,859	90,994	68,419
33	69,102	79,466	85,708	91,905	69,102
34	69,793	80,260	86,565	92,824	69,793
35	70,492	81,063	87,430	93,751	70,492

This schedule applies to the following categories of employees: Teachers - Regular K-12, Pre-K, Career Technical, Counselors, Special Education, Mental Health/Community Liaison, and Media Specialists. This schedule reflects 100% of the State Minimum Salary Schedule cell for the corresponding years of experience.

Barbour County Board of Education

2026-2027 Salary Schedule - Teacher and Other Certificated Employees

Public School Experience - Ten Months - 207 Days

Certified - Exempt

	Degree/Rank				
Step / Years	Bachelor / BS	Master / MA	AA, EDS / AA	Doctoral / DR	Non-Degree / ND
0	53,745	58,572	63,158	67,740	53,745
1	53,745	58,572	63,158	67,740	53,745
2	53,745	58,572	63,158	67,740	53,745
3	56,022	64,425	69,467	74,517	56,022
4	56,022	64,425	69,467	74,517	56,022
5	56,022	64,425	69,467	74,517	56,022
6	58,478	67,247	72,530	77,773	58,478
7	58,478	67,247	72,530	77,773	58,478
8	58,478	67,247	72,530	77,773	58,478
9	60,245	69,280	74,720	80,123	60,245
10	60,844	69,971	75,467	80,923	60,844
11	61,454	70,671	76,221	81,732	61,454
12	62,069	71,378	76,984	82,550	62,069
13	62,690	72,090	77,755	83,374	62,690
14	63,316	72,812	78,530	84,209	63,316
15	63,949	73,541	79,316	85,051	63,949
16	64,590	74,275	80,108	85,901	64,590
17	65,234	75,018	80,912	86,760	65,234
18	65,888	75,769	81,721	87,627	65,888
19	66,545	76,525	82,539	88,503	66,545
20	67,211	77,292	83,362	89,390	67,211
21	67,884	78,064	84,197	90,284	67,884
22	68,562	78,846	85,037	91,186	68,562
23	69,247	79,633	85,889	92,097	69,247
24	69,940	80,430	86,747	93,018	69,940
25	70,640	81,234	87,614	93,949	70,640
26	71,345	82,046	88,491	94,888	71,345
27	72,060	82,866	89,377	95,838	72,060
28	72,781	83,695	90,269	96,795	72,781
29	73,509	84,532	91,172	97,763	73,509
30	74,243	85,378	92,084	98,742	74,243
31	74,986	86,232	93,005	99,728	74,986
32	75,737	87,094	93,935	100,726	75,737
33	76,493	87,965	94,875	101,734	76,493
34	77,257	88,844	95,823	102,752	77,257
35	78,031	89,733	96,781	103,778	78,031

This schedule applies to the following categories of employees: Teachers - Regular K-12, Career Technical, Counselors, and Math Coach. This schedule reflects 100% of the State Minimum Salary Schedule cell for the corresponding years of experience.

Barbour County Board of Education

2026-2027 Salary Schedule - Teacher and Other Certificated Employees

Public School Experience - Eleven Months - 227 Days

Certified - Exempt

	Degree/Rank				
Step / Years	Bachelor / BS	Master / MA	AA, EDS / AA	Doctoral / DR	Non-Degree / ND
0	58,937	64,231	69,260	74,285	58,937
1	58,937	64,231	69,260	74,285	58,937
2	58,937	64,231	69,260	74,285	58,937
3	61,434	70,649	76,179	81,716	61,434
4	61,434	70,649	76,179	81,716	61,434
5	61,434	70,649	76,179	81,716	61,434
6	64,128	73,745	79,538	85,287	64,128
7	64,128	73,745	79,538	85,287	64,128
8	64,128	73,745	79,538	85,287	64,128
9	66,065	75,973	81,940	87,864	66,065
10	66,723	76,731	82,758	88,742	66,723
11	67,392	77,499	83,585	89,629	67,392
12	68,066	78,275	84,422	90,526	68,066
13	68,747	79,055	85,267	91,430	68,747
14	69,434	79,847	86,118	92,345	69,434
15	70,128	80,647	86,980	93,269	70,128
16	70,830	81,451	87,849	94,201	70,830
17	71,537	82,266	88,729	95,143	71,537
18	72,254	83,089	89,616	96,094	72,254
19	72,975	83,919	90,514	97,054	72,975
20	73,705	84,759	91,417	98,026	73,705
21	74,443	85,607	92,332	99,007	74,443
22	75,187	86,463	93,254	99,997	75,187
23	75,938	87,326	94,187	100,996	75,938
24	76,698	88,201	95,129	102,006	76,698
25	77,465	89,082	96,079	103,026	77,465
26	78,238	89,973	97,041	104,056	78,238
27	79,023	90,873	98,012	105,097	79,023
28	79,813	91,781	98,990	106,147	79,813
29	80,612	92,700	99,981	107,209	80,612
30	81,417	93,627	100,981	108,283	81,417
31	82,231	94,563	101,991	109,363	82,231
32	83,054	95,508	103,011	110,458	83,054
33	83,883	96,464	104,041	111,564	83,883
34	84,722	97,428	105,082	112,679	84,722
35	85,571	98,403	106,132	113,805	85,571

This schedule applies to the following categories of employees: Teachers - Regular K-12, Career Technical, and Counselors. This schedule reflects 100% of the State Minimum Salary Schedule cell for the corresponding years of experience.

Barbour County Board of Education
2026-2027 Salary Schedule - Teacher and Other Certificated Employees
Public School Experience - Twelve Months - 240 Days
Certified - Exempt

	Degree/Rank				
Step / Years	Bachelor / BS	Master / MA	AA, EDS / AA	Doctoral / DR	Non-Degree / ND
0	62,313	67,909	73,226	78,539	62,313
1	62,313	67,909	73,226	78,539	62,313
2	62,313	67,909	73,226	78,539	62,313
3	64,953	74,695	80,542	86,396	64,953
4	64,953	74,695	80,542	86,396	64,953
5	64,953	74,695	80,542	86,396	64,953
6	67,800	77,968	84,093	90,171	67,800
7	67,800	77,968	84,093	90,171	67,800
8	67,800	77,968	84,093	90,171	67,800
9	69,849	80,324	86,632	92,896	69,849
10	70,544	81,126	87,498	93,824	70,544
11	71,251	81,938	88,372	94,762	71,251
12	71,964	82,758	89,256	95,710	71,964
13	72,684	83,583	90,151	96,666	72,684
14	73,410	84,420	91,050	97,634	73,410
15	74,144	85,265	91,961	98,610	74,144
16	74,886	86,116	92,880	99,596	74,886
17	75,634	86,977	93,811	100,592	75,634
18	76,392	87,848	94,749	101,597	76,392
19	77,154	88,725	95,697	102,612	77,154
20	77,926	89,613	96,652	103,640	77,926
21	78,706	90,509	97,620	104,677	78,706
22	79,493	91,415	98,594	105,723	79,493
23	80,287	92,328	99,581	106,779	80,287
24	81,090	93,252	100,577	107,847	81,090
25	81,902	94,184	101,582	108,927	81,902
26	82,719	95,126	102,599	110,015	82,719
27	83,548	96,077	103,625	111,116	83,548
28	84,384	97,038	104,659	112,226	84,384
29	85,228	98,009	105,707	113,349	85,228
30	86,079	98,989	106,764	114,484	86,079
31	86,940	99,979	107,832	115,626	86,940
32	87,810	100,978	108,910	116,784	87,810
33	88,687	101,988	110,000	117,953	88,687
34	89,574	103,007	111,099	119,132	89,574
35	90,471	104,038	112,210	120,322	90,471

This schedule applies to the following categories of employees: Teachers - Regular K-12 and Career Technical.
This schedule reflects 100% of the State Minimum Salary Schedule cell for the corresponding years of experience.

Barbour County Board of Education
2026-2027 Salary Schedule - TEAMS Participating Teachers
Public School Experience - Nine Months - 189 Days
Certified - Exempt

	Degree/Rank				
Step / Years	Bachelor / BS	Master / MA	AA, EDS / AA	Doctoral / DR	Hard to Staff Supplement
0	51,532	58,431	62,573	66,714	5,000
1	55,164	63,438	68,403	73,371	5,000
2	58,112	66,825	72,075	77,285	5,000
3	59,811	68,782	74,185	79,548	5,000
4	61,557	70,790	76,349	81,869	5,000
5	63,348	72,849	78,571	84,252	5,000
6	65,188	74,963	80,853	86,697	5,000
7	67,075	77,135	83,193	89,208	5,000
8	68,416	78,675	84,857	90,993	5,000
9	69,784	80,250	86,554	92,813	5,000
10	70,829	81,455	87,851	94,204	5,000
11	71,892	82,677	89,170	95,616	5,000
12	72,971	83,917	90,506	97,051	5,000
13	72,971	83,917	90,506	97,051	5,000
14	72,971	83,917	90,506	97,051	5,000
15	74,069	85,181	91,871	98,513	5,000
16	74,069	85,181	91,871	98,513	5,000
17	74,069	85,181	91,871	98,513	5,000
18	75,192	86,470	93,261	100,004	5,000
19	75,192	86,470	93,261	100,004	5,000
20	75,192	86,470	93,261	100,004	5,000
21	76,335	87,787	94,680	101,526	5,000
22	76,335	87,787	94,680	101,526	5,000
23	76,335	87,787	94,680	101,526	5,000
24	77,501	89,126	96,126	103,078	5,000
25	77,501	89,126	96,126	103,078	5,000
26	77,501	89,126	96,126	103,078	5,000
27	78,691	90,496	97,602	104,660	5,000

An annual supplement of $5000 will be paid to those teaching in Alabama State Department of Education-identified hard-to-staff schools, and teachers remain eligible for state National Board Certified Teachers stipends.

Barbour County Board of Education
2026-2027 Salary Schedule - Principals
Public School Experience - Twelve Months - 240 Days
Certified - Exempt

Position	Principal
Step	12 Months, 240 Days, 8 Hours
0	As Per Contract

Barbour County Board of Education
2026-2027 Salary Schedule - Assistant Principal
Public School Experience - Ten Months - 207 Days
Certified - Exempt

	Degree/Rank		
Contract Years	Master / MA	AA, EDS / AA	Doctoral / DR
0	58,571	63,157	67,739
1	58,571	63,157	67,739
2	58,571	63,157	67,739
3	64,423	69,465	74,516
4	64,423	69,465	74,516
5	64,423	69,465	74,516
6	67,246	72,529	77,772
7	67,246	72,529	77,772
8	67,246	72,529	77,772
9	69,278	74,719	80,122
10	69,970	75,466	80,922
11	70,670	76,220	81,731
12	71,377	76,982	82,548
13	72,090	77,753	83,374
14	72,811	78,529	84,208
15	73,540	79,316	85,051
16	74,275	80,108	85,901
17	75,018	80,910	86,760
18	75,767	81,719	87,626
19	76,525	82,537	88,503
20	77,290	83,362	89,388
21	78,064	84,195	90,283
22	78,845	85,036	91,185
23	79,632	85,887	92,096
24	80,429	86,746	93,017
25	81,233	87,614	93,948
26	82,045	88,490	94,887
27	82,865	89,374	95,836
28	83,694	90,268	96,795
29	84,532	91,171	97,763
30	85,377	92,082	98,741
31	86,230	93,003	99,727
32	87,093	93,934	100,724
33	87,964	94,874	101,733
34	88,843	95,821	102,750
35	89,731	96,780	103,776

High School Assistant Principal Annual Supplement: $3,000.00

Barbour County Board of Education

2026-2027 Salary Schedule - Coordinator

Public School Experience - Twelve Months - 240 Days

Classified - Exempt

	Degree/Rank			
Step / Years	Bachelor / BS	Master / MA	AA, EDS / AA	Doctoral / DR
0	60,105	78,355	84,487	88,689
1	60,105	78,355	84,487	88,689
2	60,105	78,355	84,487	88,689
3	66,111	86,188	91,122	97,764
4	66,111	86,188	91,122	97,764
5	66,111	86,188	91,122	97,764
6	69,008	88,272	95,159	102,041
7	69,008	88,272	95,159	102,041
8	69,008	88,272	95,159	102,041
9	69,930	89,415	96,417	103,413
10	69,930	89,415	96,417	103,413
11	69,930	89,415	96,417	103,413
12	73,077	91,044	98,163	105,291
13	73,077	91,044	98,163	105,291
14	73,077	91,044	98,163	105,291
15	76,499	93,117	100,403	107,686
16	76,499	93,117	100,403	107,686
17	76,499	93,117	100,403	107,686
18	77,646	94,313	101,696	108,739
19	77,646	94,313	101,696	108,739
20	77,646	94,313	101,696	108,739
21	78,811	95,523	102,996	110,814
22	78,811	95,523	102,996	110,814
23	78,811	95,523	102,996	110,814
24	79,994	96,514	103,991	111,465
25	79,994	96,514	103,991	111,465
26	79,994	96,514	103,991	111,465
27	81,193	97,505	104,981	112,455

Barbour County Board of Education

2026-2027 Salary Schedule - Superintendent & Chief School Financial Officer

Twelve Months - 240 Days

Certified - Exempt

Position	Superintendent
Step	12 Months, 240 Days, 8 Hours
0	As Per Contract

Classified - Exempt

Position	Chief School Financial Officer
Step	12 Months, 240 Days, 8 Hours
0	As Per Contract

Barbour County Board of Education

2026-2027 Salary Schedule - Central Office Director

Public School Experience - Twelve Months - 240 Days

Certified/Classified - Exempt

	Degree/Rank			
Step	Bachelor / BS	Master / MA	AA, EDS / AA	Doctoral / DR
0	84,292	85,333	86,924	88,689
1	84,292	85,333	86,924	88,689
2	84,292	85,333	86,924	88,689
3	92,826	93,866	95,458	97,764
4	92,826	93,866	95,458	97,764
5	92,826	93,866	95,458	97,764
6	95,050	96,090	97,682	102,041
7	95,050	96,090	97,682	102,041
8	95,050	96,090	97,682	102,041
9	96,340	97,380	98,972	103,413
10	96,340	97,380	98,972	103,413
11	96,340	97,380	98,972	103,413
12	98,103	99,144	100,736	105,291
13	98,103	99,144	100,736	105,291
14	98,103	99,144	100,736	105,291
15	100,372	101,412	103,004	107,686
16	100,372	101,412	103,004	107,686
17	100,372	101,412	103,004	107,686
18	101,675	102,716	104,307	108,739
19	101,675	102,716	104,307	108,739
20	101,675	102,716	104,307	108,739
21	102,991	104,032	105,623	110,814
22	102,991	104,032	105,623	110,814
23	102,991	104,032	105,623	110,814
24	104,070	105,111	106,702	111,465
25	104,070	105,111	106,702	111,465
26	104,070	105,111	106,702	111,465
27	105,150	106,191	107,782	112,455

Barbour County Board of Education
2026-2027 Salary Schedule - CNP Director
Public School Experience - Twelve Months - 240 Days
Classified - Exempt

Step	CNP Director
0	64,210
1	64,210
2	64,210
3	70,829
4	70,829
5	70,829
6	73,927
7	73,927
8	73,927
9	74,920
10	74,920
11	74,920
12	76,283
13	76,283
14	76,283
15	78,022
16	78,022
17	78,022
18	79,031
19	79,031
20	79,031
21	80,039
22	80,039
23	80,039
24	80,775
25	80,775
26	80,775
27	82,390

Barbour County Board of Education
2026-2027 Salary Schedule
Accounts Payable & Inventory Specialist
Twelve Months - 240 Days
Classified - Exempt

Step	Accounts Payable & Inventory Specialist
0	48,386
1	48,386
2	48,386
3	49,596
4	49,596
5	49,596
6	50,836
7	50,836
8	50,836
9	52,107
10	52,107
11	52,107
12	53,410
13	53,410
14	53,410
15	54,745
16	54,745
17	54,745
18	56,113
19	56,113
20	56,113
21	57,516
22	57,516
23	57,516
24	59,470
25	59,470
26	59,470
27	60,362

Barbour County Board of Education
2026-2027 Salary Schedule
Lead Bus Mechanic & Maintenance & Custodial Supervisor
Twelve Months - 240 Days
Classified - Exempt

Step	Lead Bus Mechanic	Maintenance & Custodial Supervisor
0	48,087	45,570
1	48,087	45,570
2	48,087	45,570
3	49,271	46,688
4	49,271	46,688
5	49,271	46,688
6	50,503	47,858
7	50,503	47,858
8	50,503	47,858
9	51,766	49,055
10	51,766	49,055
11	51,766	49,055
12	53,060	50,293
13	53,060	50,293
14	53,060	50,293
15	54,387	51,552
16	54,387	51,552
17	54,387	51,552
18	55,747	52,852
19	55,747	52,852
20	55,747	52,852
21	57,141	54,153
22	57,141	54,153
23	57,141	54,153
24	58,569	55,506
25	58,569	55,506
26	58,569	55,506
27	60,033	56,894

Barbour County Board of Education
2026-2027 Salary Schedule - Classified
Mental Health/Community, Parent and Family Engagement Liaison
Public School Experience - Nine Months - 187 Days
Classified - Exempt

Step	Mental Health/Community, Parent and Family Engagement Liaison
0	52,913
1	52,913
2	52,913
3	58,199
4	58,199
5	58,199
6	60,749
7	60,749
8	60,749
9	62,585
10	63,211
11	63,843
12	64,481
13	65,125
14	65,777
15	66,436
16	67,099
17	67,770
18	68,447
19	69,132
20	69,823
21	70,522
22	71,228
23	71,939
24	72,659
25	73,385
26	74,118
27	74,860
28	75,609
29	76,364
30	77,128
31	77,899
32	78,679
33	79,465
34	80,260
35	81,062

Barbour County Board of Education
2026-2027 Salary Schedule - Nurses
Nursing Experience - Nine Months - 187 Days

	Degree/Rank				
Step / Years	LPN	RN-ASSN	RN-BSN	RN-MSN	RN-DNP
0	34,609	45,660	49,235	53,090	57,247
1	34,609	45,660	49,235	53,090	57,247
2	34,609	45,660	49,235	53,090	57,247
3	38,066	50,221	54,152	58,393	62,965
4	38,066	50,221	54,152	58,393	62,965
5	38,066	50,221	54,152	58,393	62,965
6	39,735	52,422	56,527	60,954	65,726
7	39,735	52,422	56,527	60,954	65,726
8	39,735	52,422	56,527	60,954	65,726
9	40,934	54,005	58,234	62,974	67,710
10	41,343	54,545	58,816	63,421	68,386
11	41,756	55,090	59,403	64,055	69,070
12	42,174	55,641	59,999	64,696	69,762
13	42,596	56,198	60,598	65,344	70,459
14	43,023	56,760	61,205	65,997	71,164
15	43,454	57,329	61,817	66,657	71,876
16	43,887	57,901	62,435	67,324	72,594
17	44,327	58,480	63,059	67,997	73,320
18	44,769	59,065	63,689	68,676	74,054
19	45,217	59,655	64,326	69,363	74,794
20	45,668	60,252	64,968	70,056	75,542
21	46,126	60,855	65,619	70,758	76,298
22	46,587	61,463	66,274	71,464	77,059
23	47,053	62,078	66,938	72,179	77,831
24	47,523	62,699	67,608	72,902	78,610
25	47,999	63,325	68,283	73,630	79,395
26	48,478	63,958	68,966	74,366	80,189
27	48,964	64,598	69,657	75,110	80,992
28	49,453	65,244	70,353	75,861	81,800
29	49,948	65,897	71,056	76,620	82,619
30	50,447	66,555	71,766	77,385	83,445
31	50,952	67,221	72,484	78,159	84,279
32	51,462	67,894	73,210	78,941	85,123
33	51,976	68,572	73,940	79,730	85,973
34	52,495	69,257	74,680	80,526	86,833
35	53,020	69,950	75,426	81,333	87,701

Barbour County Board of Education
2026-2027 Salary Schedule
Central Office Executive Adminstrative Assistant
Twelve Months - 240 Days
Classified - Non Exempt

Position	Central Office Executive Administrative Assistant	
Step	12 Months, 240 Days, 8 Hours	Hourly
0	40,441	$21.06
1	40,441	$21.06
2	40,441	$21.06
3	44,361	$23.10
4	44,361	$23.10
5	44,361	$23.10
6	44,952	$23.41
7	44,952	$23.41
8	44,952	$23.41
9	45,536	$23.72
10	45,536	$23.72
11	45,536	$23.72
12	46,124	$24.02
13	46,124	$24.02
14	46,124	$24.02
15	46,712	$24.33
16	46,712	$24.33
17	46,712	$24.33
18	47,888	$24.94
19	47,888	$24.94
20	47,888	$24.94
21	49,922	$26.00
22	49,922	$26.00
23	49,922	$26.00
24	50,671	$26.39
25	50,671	$26.39
26	50,671	$26.39
27	51,430	$26.79

Barbour County Board of Education

2026-2027 Salary Schedule - Classified and Non-Instructional Certified

Position	School Maintenance Worker	
Step	12 Months, 240 Days, 8 Hours	Hourly
0	29,964	$15.61
1	29,964	$15.61
2	29,964	$15.61
3	31,166	$16.23
4	31,166	$16.23
5	31,166	$16.23
6	32,371	$16.86
7	32,371	$16.86
8	32,371	$16.86
9	34,775	$18.11
10	34,775	$18.11
11	34,775	$18.11
12	35,780	$18.64
13	35,780	$18.64
14	35,780	$18.64
15	35,980	$18.74
16	35,980	$18.74
17	35,980	$18.74
18	37,184	$19.37
19	37,184	$19.37
20	37,184	$19.37
21	38,386	$19.99
22	38,386	$19.99
23	38,386	$19.99
24	39,590	$20.62
25	39,590	$20.62
26	39,590	$20.62
27	40,793	$21.25

Barbour County Board of Education

2026-2027 Salary Schedule - Classified and Non-Instructional Certified

Position	Mechanic		Shop Assistant	
Step	12 Months, 240 Days, 8 Hours	Hourly	12 Months, 240 Days, 8 Hours	Hourly
0	41,142	$21.43	29,964	$15.61
1	41,142	$21.43	29,964	$15.61
2	41,142	$21.43	29,964	$15.61
3	42,154	$21.96	30,643	$15.96
4	42,154	$21.96	30,643	$15.96
5	42,154	$21.96	30,643	$15.96
6	43,178	$22.49	31,322	$16.31
7	43,178	$22.49	31,322	$16.31
8	43,178	$22.49	31,322	$16.31
9	44,214	$23.03	32,001	$16.67
10	44,214	$23.03	32,001	$16.67
11	44,214	$23.03	32,001	$16.67
12	45,245	$23.57	32,680	$17.02
13	45,245	$23.57	32,680	$17.02
14	45,245	$23.57	32,680	$17.02
15	46,339	$24.14	34,119	$17.77
16	46,339	$24.14	34,119	$17.77
17	46,339	$24.14	34,119	$17.77
18	47,405	$24.69	34,877	$18.17
19	47,405	$24.69	34,877	$18.17
20	47,405	$24.69	34,877	$18.17
21	48,486	$25.25	35,637	$18.56
22	48,486	$25.25	35,637	$18.56
23	48,486	$25.25	35,637	$18.56
24	49,592	$25.83	36,395	$18.96
25	49,592	$25.83	36,395	$18.96
26	49,592	$25.83	36,395	$18.96
27	50,723	$26.42	37,194	$19.37

Barbour County Board of Education

2026-2027 Salary Schedule - Classified and Non-Instructional Certified

Position	Bus Driver		Post-Retiree Bus Driver	
Step	9 Months, 182 Days, 4 Hours	Hourly	9 Months, 182 Days, 4 Hours	Hourly
0	19,455	$26.72	19,455	$26.72
1	19,455	$26.72	19,455	$26.72
2	19,455	$26.72	19,455	$26.72
3	19,652	$26.99	19,652	$26.99
4	19,652	$26.99	19,652	$26.99
5	19,652	$26.99	19,652	$26.99
6	19,850	$27.27	19,850	$27.27
7	19,850	$27.27	19,850	$27.27
8	19,850	$27.27	19,850	$27.27
9	20,052	$27.54	20,052	$27.54
10	20,052	$27.54	20,052	$27.54
11	20,052	$27.54	20,052	$27.54
12	20,256	$27.82	20,256	$27.82
13	20,256	$27.82	20,256	$27.82
14	20,256	$27.82	20,256	$27.82
15	20,459	$28.10	20,459	$28.10
16	20,459	$28.10	20,459	$28.10
17	20,459	$28.10	20,459	$28.10
18	20,664	$28.39	20,664	$28.39
19	20,664	$28.39	20,664	$28.39
20	20,664	$28.39	20,664	$28.39
21	20,871	$28.67	20,871	$28.67
22	20,871	$28.67	20,871	$28.67
23	20,871	$28.67	20,871	$28.67
24	21,081	$28.96	21,081	$28.96
25	21,081	$28.96	21,081	$28.96
26	21,081	$28.96	21,081	$28.96
27	21,292	$29.25	21,292	$29.25

Barbour County Board of Education

2026-2027 Salary Schedule - Classified and Non-Instructional Certified

Position	Pre-K Auxiliary Aide		Auxiliary Aide	
Step	9 Months, 187 Days, 7.5 Hours	Hourly	9 Months, 187 Days, 7.5 Hours	Hourly
0	23,347	$16.65	23,347	$16.65
1	23,347	$16.65	23,347	$16.65
2	23,347	$16.65	23,347	$16.65
3	23,798	$16.97	23,798	$16.97
4	23,798	$16.97	23,798	$16.97
5	23,798	$16.97	23,798	$16.97
6	24,251	$17.29	24,251	$17.29
7	24,251	$17.29	24,251	$17.29
8	24,251	$17.29	24,251	$17.29
9	24,702	$17.61	24,702	$17.61
10	24,702	$17.61	24,702	$17.61
11	24,702	$17.61	24,702	$17.61
12	25,154	$17.93	25,154	$17.93
13	25,154	$17.93	25,154	$17.93
14	25,154	$17.93	25,154	$17.93
15	25,606	$18.26	25,606	$18.26
16	25,606	$18.26	25,606	$18.26
17	25,606	$18.26	25,606	$18.26
18	26,059	$18.58	26,059	$18.58
19	26,059	$18.58	26,059	$18.58
20	26,059	$18.58	26,059	$18.58
21	26,511	$18.90	26,511	$18.90
22	26,511	$18.90	26,511	$18.90
23	26,511	$18.90	26,511	$18.90
24	26,995	$19.25	26,995	$19.25
25	26,995	$19.25	26,995	$19.25
26	26,995	$19.25	26,995	$19.25
27	27,481	$19.59	27,481	$19.59

Barbour County Board of Education

2026-2027 Salary Schedule - Classified and Non-Instructional Certified

Position	Paraprofessional Aide		Part-Time Paraprofessional Aide		Personal Assistant	
Step	9 Months, 182 Days, 7.5 Hours	Hourly	9 Months, 182 Days, 4 Hours	Hourly	9 Months, 182 Days, 7.5 Hours	Hourly
0	22,507	$16.49	12,004	$16.49	22,507	$16.49
1	22,507	$16.49	12,004	$16.49	22,507	$16.49
2	22,507	$16.49	12,004	$16.49	22,507	$16.49
3	23,584	$17.28	12,578	$17.28	23,584	$17.28
4	23,584	$17.28	12,578	$17.28	23,584	$17.28
5	23,584	$17.28	12,578	$17.28	23,584	$17.28
6	23,888	$17.50	12,740	$17.50	23,888	$17.50
7	23,888	$17.50	12,740	$17.50	23,888	$17.50
8	23,888	$17.50	12,740	$17.50	23,888	$17.50
9	24,189	$17.72	12,901	$17.72	24,189	$17.72
10	24,189	$17.72	12,901	$17.72	24,189	$17.72
11	24,189	$17.72	12,901	$17.72	24,189	$17.72
12	24,493	$17.94	13,063	$17.94	24,493	$17.94
13	24,493	$17.94	13,063	$17.94	24,493	$17.94
14	24,493	$17.94	13,063	$17.94	24,493	$17.94
15	24,795	$18.17	13,224	$18.17	24,795	$18.17
16	24,795	$18.17	13,224	$18.17	24,795	$18.17
17	24,795	$18.17	13,224	$18.17	24,795	$18.17
18	25,098	$18.39	13,386	$18.39	25,098	$18.39
19	25,098	$18.39	13,386	$18.39	25,098	$18.39
20	25,098	$18.39	13,386	$18.39	25,098	$18.39
21	25,400	$18.61	13,547	$18.61	25,400	$18.61
22	25,400	$18.61	13,547	$18.61	25,400	$18.61
23	25,400	$18.61	13,547	$18.61	25,400	$18.61
24	25,705	$18.83	13,709	$18.83	25,705	$18.83
25	25,705	$18.83	13,709	$18.83	25,705	$18.83
26	25,705	$18.83	13,709	$18.83	25,705	$18.83
27	26,013	$19.06	13,871	$19.05	26,013	$19.06

Barbour County Board of Education

2026-2027 Salary Schedule - Classified and Non-Instructional Certified

Position	School Secretary / Bookkeeper (K-8)		School Secretary / Bookkeeper (9-12)	
Step	10 Months, 207 Days, 7.5 Hours	Hourly	10 Months, 207 Days, 7.5 Hours	Hourly
0	27,079	$17.44	29,448	$18.97
1	27,079	$17.44	29,448	$18.97
2	27,079	$17.44	29,448	$18.97
3	28,076	$18.08	30,458	$19.62
4	28,076	$18.08	30,458	$19.62
5	28,076	$18.08	30,458	$19.62
6	29,090	$18.74	31,468	$20.27
7	29,090	$18.74	31,468	$20.27
8	29,090	$18.74	31,468	$20.27
9	29,723	$19.15	32,097	$20.67
10	29,723	$19.15	32,097	$20.67
11	29,723	$19.15	32,097	$20.67
12	30,040	$19.35	32,419	$20.88
13	30,040	$19.35	32,419	$20.88
14	30,040	$19.35	32,419	$20.88
15	30,372	$19.56	32,743	$21.09
16	30,372	$19.56	32,743	$21.09
17	30,372	$19.56	32,743	$21.09
18	30,689	$19.77	33,070	$21.30
19	30,689	$19.77	33,070	$21.30
20	30,689	$19.77	33,070	$21.30
21	31,228	$20.11	33,604	$21.65
22	31,228	$20.11	33,604	$21.65
23	31,228	$20.11	33,604	$21.65
24	32,257	$20.78	34,634	$22.31
25	32,257	$20.78	34,634	$22.31
26	32,257	$20.78	34,634	$22.31
27	33,286	$21.44	35,663	$22.97

Barbour County Board of Education

2026-2027 Salary Schedule - Classified and Non-Instructional Certified

Position	Building Custodian		Building Custodian		Part-Time Building Custodian	
Step	12 Months, 240 Days, 8 Hours	Hourly	10 Months, 207 Days, 8 Hours	Hourly	9 Months, 182 Days, 4 Hours	Hourly
0	30,003	$15.63	25,877	$15.63	11,379	$15.63
1	30,003	$15.63	25,877	$15.63	11,379	$15.63
2	30,003	$15.63	25,877	$15.63	11,379	$15.63
3	32,451	$16.90	27,989	$16.90	12,304	$16.90
4	32,451	$16.90	27,989	$16.90	12,304	$16.90
5	32,451	$16.90	27,989	$16.90	12,304	$16.90
6	33,724	$17.56	29,087	$17.56	12,787	$17.56
7	33,724	$17.56	29,087	$17.56	12,787	$17.56
8	33,724	$17.56	29,087	$17.56	12,787	$17.56
9	34,076	$17.75	29,391	$17.75	12,921	$17.75
10	34,076	$17.75	29,391	$17.75	12,921	$17.75
11	34,076	$17.75	29,391	$17.75	12,921	$17.75
12	34,448	$17.94	29,712	$17.94	13,062	$17.94
13	34,448	$17.94	29,712	$17.94	13,062	$17.94
14	34,448	$17.94	29,712	$17.94	13,062	$17.94
15	34,781	$18.12	29,999	$18.12	13,188	$18.12
16	34,781	$18.12	29,999	$18.12	13,188	$18.12
17	34,781	$18.12	29,999	$18.12	13,188	$18.12
18	35,134	$18.30	30,303	$18.30	13,322	$18.30
19	35,134	$18.30	30,303	$18.30	13,322	$18.30
20	35,134	$18.30	30,303	$18.30	13,322	$18.30
21	35,506	$18.49	30,624	$18.49	13,463	$18.49
22	35,506	$18.49	30,624	$18.49	13,463	$18.49
23	35,506	$18.49	30,624	$18.49	13,463	$18.49
24	35,839	$18.67	30,911	$18.67	13,589	$18.67
25	35,839	$18.67	30,911	$18.67	13,589	$18.67
26	35,839	$18.67	30,911	$18.67	13,589	$18.67
27	36,211	$18.86	31,232	$18.86	13,730	$18.86

Barbour County Board of Education

2026-2027 Salary Schedule - Classified and Non-Instructional Certified

Position	CNP Manager		CNP Worker	
Step	9 Months, 187 Days, 7.5 Hours	Hourly	9 Months, 187 Days, 7.5 Hours	Hourly
0	29,770	$21.23	24,604	$17.54
1	29,770	$21.23	24,604	$17.54
2	29,770	$21.23	24,604	$17.54
3	30,068	$21.44	24,849	$17.72
4	30,068	$21.44	24,849	$17.72
5	30,068	$21.44	24,849	$17.72
6	30,369	$21.65	25,099	$17.90
7	30,369	$21.65	25,099	$17.90
8	30,369	$21.65	25,099	$17.90
9	30,672	$21.87	25,349	$18.07
10	30,672	$21.87	25,349	$18.07
11	30,672	$21.87	25,349	$18.07
12	30,979	$22.09	25,601	$18.25
13	30,979	$22.09	25,601	$18.25
14	30,979	$22.09	25,601	$18.25
15	31,289	$22.31	25,858	$18.44
16	31,289	$22.31	25,858	$18.44
17	31,289	$22.31	25,858	$18.44
18	31,601	$22.53	26,116	$18.62
19	31,601	$22.53	26,116	$18.62
20	31,601	$22.53	26,116	$18.62
21	31,921	$22.76	26,378	$18.81
22	31,921	$22.76	26,378	$18.81
23	31,921	$22.76	26,378	$18.81
24	32,240	$22.99	26,642	$19.00
25	32,240	$22.99	26,642	$19.00
26	32,240	$22.99	26,642	$19.00
27	32,562	$23.22	26,909	$19.19

BARBOUR COUNTY BOARD OF EDUCATION
SALARY SCHEDULE
2026-2027
Coaching Supplements

Coaching/Band Supplements	Amount
Athletic Director	$ 5,000.00
Assistant Band Director	$ 1,500.00
Head Boys Basketball Coach	$ 4,500.00
Assistant Varsity Boys Basketball Coach (2 assistants @ $1,500 each)	$ 3,000.00
JV Boys Basketball Coach	$ 2,000.00
Assistant JV Boys Basketball Coach	$ 1,500.00
Junior High Boys Basketball Coach (7th & 8th Grades)	$ 1,500.00
Assistant Junior High Boys Basketball Coach (7th & 8th Grades)	$ 1,000.00
Head Girls Basketball Coach	$ 4,500.00
Assistant Varsity Girls Basketball Coach (2 assistants @ $1,500 each)	$ 3,000.00
JV Girls Basketball Coach	$ 2,000.00
Assistant JV Girls Basketball Coach	$ 1,500.00
Junior High Girls Basketball Coach (7th & 8th Grades)	$ 1,500.00
Assistant Junior High Girls Basketball Coach (7th & 8th Grades)	$ 1,000.00
Head Cheer & Dance Coach	$ 4,000.00
Assistant Cheer & Dance Coach	$ 2,000.00
JV Cheer & Dance Coach	$ 1,500.00
Assistant JV Cheer & Dance Coach	$ 1,000.00
Head Football Coach	$ 6,000.00
Assistant Varsity Football Coach (4 assistants @ $2,500 each)	$ 10,000.00
JV Head Football Coach	$ 2,000.00
Assistant JV Head Football Coach	$ 1,500.00
Junior High Football Coach (7th & 8th Grades)	$ 2,000.00
Junior High Football Assistant Coach (7th & 8th Grades)	$ 1,500.00
Varsity Soccer Coach	$ 2,000.00
Assistant Soccer Coach	$ 1,000.00
Track & Field Coach	$ 2,000.00
Assistant Track & Field Coach	$ 1,000.00
Head Volleyball Coach	$ 2,000.00
Assistant Varsity Volleyball Coach	$ 1,500.00
JV Volleyball Coach	$ 1,500.00
Assistant JV Volleyball Coach	$ 1,000.00
Esports Head Coach	$ 1,500.00
Esports Assistant Coach	$ 1,000.00
TOTAL	**$ 79,500.00**

The Band Director (9-month position) will receive a supplement equivalent to 20 days, at their daily rate of pay.
All JV sports must participate in at least 6 games per season.
All coaching supplements will be paid in monthly installments from August - July.
If a coach is unable to fulfill their coaching duties for any reason, the coaching supplement will be prorated accordingly.
A coaching supplement will not be paid if there are insufficient players to form a team.
All coaching supplements are for one year only and are not automatically renewed.
Any individual receiving a coaching supplement who is not employed as a full-time or part-time regular employee of BCS will receive their coaching supplement payment in a lump sum at the conclusion of the athletic season.

BARBOUR COUNTY BOARD OF EDUCATION
SALARY SCHEDULE
2026-2027

Other Salary Supplements

	OTHER SUPPLEMENTS	Amount	
	After School/Summer Tutors (Degree)	$40	per hour
	After School/Summer Tutors (Non-Degree)	$20	per hour
	Career Tech Director	$6,000	annual
	Career Tech Assistant Director	$6,000	annual
	Certified Post-Retiree (Degree)	$35	per hour
	Post-Retiree (Non-Degree)	$15	per hour
	Certfied Regular Bus Driver - Extra Route (Full Day)	$60	per day
	Certfied Regular Bus Driver - Extra Route (Half Day)	$30	per day
	Special Education Bus Driver	$20	extra per day
	Field Trip Bus Driver	$20	per hour
	High School Senior Sponsor	$500	annual
	Homebound Tutors	$25	per hour
	JROTC Supplement	$4,500	annual
	Mentor Stipends (ATMP - may vary)	Rates determined by ALSDE	
	Mentor Stipends (BCS)	$500	per semester
	Nurse - After School Medical Services for Athletics	$45	per hour
	Planning Period Pay (Certified)	30 minutes paid - Based on Current Hourly Pay	
*	Professional Development Stipend	$100	per day
	Shuttle Route Bus Driver	$20	per hour

*Professional Development Stipend will be paid at a $100.00 per day, if travel reimbursement is less than $100.00 (employees will not be paid both the stipend and travel reimbursement)

BARBOUR COUNTY BOARD OF EDUCATION
SUBSTITUTE SALARY SCHEDULE
2026-2027

Substitute Teacher - Non-Certified	$ 90.00	per day	
Substitute Teacher - Non-Certified Long Term	$ 120.00	per day	(20 or more consecutive days)
*Substitute Teacher - Certified	$ 120.00	per day	
*Substitute Teacher - Certified Long Term	$ 135.00	per day	(20 or more consecutive days)
CNP Worker	$ 11.00	per hour	
CNP Worker - Long Term	$ 15.00	per hour	(20 or more consecutive days)
Clerical Worker	$ 11.00	per hour	
Clerical Worker - Long Term	$ 15.00	per hour	(20 or more consecutive days)
Custodian	$ 11.00	per hour	
Custodian - Long Term	$ 15.00	per hour	(20 or more consecutive days)
Paraprofessional	$ 11.00	per hour	
Paraprofessional - Long Term	$ 15.00	per hour	(20 or more consecutive days)
SPED Paraprofessional	$ 11.00	per hour	
SPED Paraprofessional - Long Term	$ 15.00	per hour	(20 or more consecutive days)
Bus Driver Field Trip	$ 20.00	per hour	
Bus Driver Shuttle Route	$ 20.00	per hour	
SPED Bus Aide	$ 15.00	per hour	
Substitute Bus Driver	$ 20.00	per hour	
Nurse (LPN or RN)	$ 20.00	per hour	
Nurse - After School Medical Services for Athletic Events	$ 45.00	per hour	

*Degreed substitute teachers are individuals who possess a Bachelors degree or higher from an accredited college or university, a valid Substitute License issued by the Alabama State Department of Education, OR they hold a current Alabama Professional Education Certificate.