BIRMINGHAM CITY SCHOOLS

BUILDING LEADERS. IMPACTING THE WORLD.

Supplemental Salary Schedule 2025-2026

SUCCESS STARTS HERE

Board Approved September 10, 2025

Dr. Mark Sullivan, Superintendent
Birmingham City Schools

Dr. Corvetta Clasberry, Human Resources Officer
Birmingham City Schools

BIRMINGHAM CITY SCHOOLS

ATHLETIC SUPPLEMENTS

High Schools

Position Title	Coaches Per School	Stipend	Extra Days
Football			
Football	1	$ 15,000.00	40
Football Coordinator	2	$ 6,500.00	10
Football Assistant	4	$ 5,500.00	
Football JV	2	$ 1,500.00	
Flag Football (Girls)	1	$ 2,500.00	
Flag Football Asst.	2	$ 1,200.00	
Basketball			
Basketball	2	$ 10,000.00	10
Basketball Varsity Asst.	2	$ 3,500.00	
Basketball JV	2	$ 1,500.00	
Basketball Freshman	2	$ 1,200.00	
Track			
Outdoor Track	2	$ 3,000.00	
Cross Country	1	$ 1,500.00	
Track - Indoor	2	$ 2,000.00	
Volleyball			
Volleyball	1	$ 4,500.00	10
Volleyball JV/Asst.	1	$ 1,500.00	
Volleyball Freshman	1	$ 1,200.00	
Cheerleading			
Cheerleading	**1**	$1250 FB, $1500 BB, $1750 comp.	
Cheerleading Assistant	1	$500 FB, $500 BB, $500 comp.	
Baseball			
Baseball	**1**	$ 4,200.00	5
Baseball Varsity Assistant	1	$ 1,500.00	
Baseball JV	1	$ 1,200.00	
Softball			
Softball	**1**	$ 4,200.00	5
Softball Assistant	1	$ 1,500.00	
Softball JV	1	$ 1,200.00	
Soccer			
Soccer	**2**	$ 3,000.00	5
Soccer Varsity Assistant	2	$ 1,200.00	
Wrestling			
Wrestling	1	$ 2,500.00	
Wrestling Assistant	1	$ 1,200.00	
Swim	**1**	$ 800.00	
Tennis	**1**	$ 800.00	
Esport	**1**	$800 per season	
Golf	**1**	$ 800.00	
Bowling	**1**	$800 for 1 Team; $1200 for 2 Teams	
Head Band Director	**1**	$ 5,200.00	
Auxilary Sponsor	**1**	$ 2,400.00	

Middle Schools

Position Title	Coaches Per School	Stipend
Middle School Football	1	$ 4,000.00
Middle School Football Asst.	3	$ 1,500.00
Middle School Basketball	2	$ 2,500.00
Middle School Basketball Asst.	2	$ 500.00
Middle School Outdoor	2	$ 2,000.00
Middle School Indoor Track	2	$ 1,500.00
Middle School Volleyball	1	$ 2,000.00
Middle School Cheerleading	1	$600 FB, $700 BB, $800 Comp.
Feeder Baseball	1	$ 1,500.00
Feeder Softball	1	$ 1,500.00
Feeder Soccer	1	$ 1,500.00
Middle School Wrestling	1	$ 1,200.00
Middle School Golf	1	$ 500.00
Band Director	1	$ 3,000.00
Auxilary Sponsor	1	$ 1,000.00

All Coaches must comply with guidelines established by the AHSAA & BCS to qualify for the supplement and/or the incentive. BCS reserves the right to prorate or terminate supplements and/or incentives due to non-compliance or other good and just cause.

STATE CHAMPIONSHIP INCENTIVES -

Coaches that advance to the **quarterfinals** will receive one-fourth (**1/4**) of their supplement, or half (**1/2**) of their supplement for advancing to the **semi-finals**; or three-quarter (**3/4**) of their supplement for **advancing to the championship game**, **the equivalent of their supplement for winning the championship**. Coaches and sponsors must participate in **EVERY GAME** to qualify for the incentive.

CITY CHAMPIONSHIP INCENTIVES -

Head Coach will receive $1,000 for winning the City Championship or $500 for Runner-Up. Assistant Coach (es) and Head Cheerleading Sponsor will receive one-fourth (1/4) of the amount paid to the Head Coach. Coaches and sponsors must participate in EVERY GAME to qualify for the incentive.

Athletic Administration

High School AD/Stadium Manager/Eligibility Coordintor	7	$ 10,000.00	15
Feeder Pattern AD	8	$ 1,500.00	5
Middle School Eligibility Coordinator	15	$ 500.00	

All Sponsors and individuals receiving supplemental compensation must comply with guidelines established by the SDE & BCS to qualify for the supplement and/or the incentive. BCS reserves the right to prorate or terminate supplements and/or incentives due to non-compliance or other good and just cause.

Position Title	Per School	Stipend/Supplemental Amount
Academic Sponsor - Elementary and K-8		
Math Derby	1	$400 annually
Social Science Fair (3rd thru 5th grade)	1	$500 annually
Science Olympiad	1	$400 annually
Spelling Bee	1	$200 annually
Academic Bowl	1	$500 annually
Academic Sponsor -Middle & K-8		
Science Olympiad	1	$600 annually
Math Team (6th thru 8th grade)	1	$600 annually
Social Science Fair (6th thru 8th grade)	1	$500 annually
Spelling Bee	1	$200 annually
Academic Bowl	1	$500 annually
Academic Sponsor 9-12		
Math Teams	3	$720 annually
Social Science Fair	1	$500 annually
Science Olympiad	1	$720 annually
Academic Bowl	1	$500 annually
Debate Team	1	$500 annually
Poetry/Spoken Word	1	$500 annually
Ed Cyber Club (HighSchools)		$500 per semester
JROTC instructors Extra Duties		$500 per semester
District-wide		
Department Head - District-Wide		$3,600 annually
District-wide Athletic Director		$7,500 annually
District-wide Assistant Athletic Director		$4,000 annually
District-wide Fine Arts Program Specialist		$4,000 annually
Intramural Activities		$3,600 annually
TEAMS Hard To Staff Supplement (**Select Middle/High Schools Only**)		$5,000 annually

Position Title	Per School	Stipend/Supplemental Amount
Virtual School		
Virtual Program Coordinator		$833 monthly
Virtual Program Counselor		$625 monthly
Virtual Program Data Entry		$625 monthly
Fine Arts		
Fine Arts Director		$7,500 annually
Head Band Director	1	$5,200 annually
Auxilary Sponsor	1	$2,400 annually
Nurses		
Registered Nurse Team Lead		$250 monthly
Miscellaneous		
Ed Tech Leads		$500 per semester
Tech Coding Club		$500 per semester
Liasons After School Care		$35 per hour
Department Head - Local Schools		$500 annually
Special Ed. Lead Teacher - Local Schools		$500 annually
Local SPED Teacher		$3,500 annually
State SPED Teacher		$1,200 annually
State SPED Teacher - Speech Language Pathologist		$1,000 annually
Building Test Coordinator/Local School Technology Coordinator		$1,000 annually
School Partnerships Coordinator	1	$1,000 annually
Certified		
Tutor		$35 per hour
Access Lab/Distance Learning		$25 per hour
READ 180		$35 per hour
MATH 180		$35 per hour
Credit Recovery		$25 per hour
Classified		
Tutor		$25 per hour
Access Lab/Distance Learning,		$20 per hour
READ 180		$25 per hour
MATH 180		$25 per hour
Credit Recovery		$20 per hour

Position Title	Per School	Stipend/Supplemental Amount
Law Enforcement Officers		
Law Enforcement Officers		$50 per hour
Professional Development		
Professional Development Presenter, ACT Facilitators		$25 per hour
Principal Coach		$500 per month
Principal Mentor		$6,000 annually
Athletics		
Game Workers (Ticket Takers, Parking Attendants, Cashiers, etc.)		$15 per hour
Game Managers		$25 per hour
***Child Nutrition:**		
Certification I		$250 annually
Certification II		$500 annually
Certification III		$750 annually
Certification IV		$1000 annually
Net Profit Margin (net profit /net revenues)		*Manager/Asst. Manager
10% to 14%		$750/$375 annually
15% to 20%		$900/$450 annually
21% to 30%		$1,100/$550 annually
31% & above		$1,250/$625 annually

***CNP Managers & Assistant Managers must work a full year to meet these qualifications and will be paid by the last working day in December, based on the performance indicators of the previous fiscal year.**

Position Title	Per School	Stipend/Supplemental Amount
Summer School		
Certified		
Promotional Teachers		$40 per hour
Special Education Teachers		$35 per hour
Counselors		$40 per hour
Alabama Literacy Act Summer / Numeracy Camps (K - 3)		$35 per hour
Credit Recovery (9 - 12)		$35 per hour
Enrichment Non-Promotional Teacher		$35 per hour
Classified		
Enrichment Non-Promotional Teacher		$25 per hour
Registered Nurse (RN)		$35 per hour
Licensed Practical Nurse (LPN)		$25 per hour
Child Nutrition Managers		$28 per hour
Child Nutrition Workers		$25 per hour
Non-Certified Staff (Paraprofessionals/Office Workers/Custodians/Bus Drivers)		$25 per hour
Intersession		
Certified		
Promotional Teachers		$40 per hour
Special Education Teachers		$40 per hour
Counselors		$40 per hour
Alabama Literacy Act Summer / Numeracy Camps (K - 3)		$40 per hour
Credit Recovery (9 - 12)		$35 per hour
Non-Promotional Teacher		$40 per hour
Classified		
Non-Promotional Teacher		$30 per hour
Registered Nurse (RN)		$40 per hour
Licensed Practical Nurse (LPN)		$30 per hour
Child Nutrition Managers		$33 per hour
Child Nutrition Workers		$30 per hour
Non- Certified Staff (Paraprofessionals/Office Workers/Bus Drivers)		$30 per hour