

Salary Schedules

2025-2026

Effective: October 1, 2025 – September 30, 2026

Board Approved July 28, 2025

Pelham City Board of Education is an Equal Opportunity Employer and prohibits discrimination and harassment of any kind. Pelham City 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. Pelham City 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.

Pelham City 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 Pelham City Board of Education employees to perform their expected job duties is not tolerated.

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 work and daily rate of pay,

3. That certain current employees are "grandfathered" at existing rates of pay or salary schedules until retirement, termination, or job change,

4. That salary increases or raises will be made in accordance with mandates of the State Legislature and/or guidelines established by the Superintendent and Board,

5. That wages should be increased in a step fashion based upon experience and/or certification up to a predetermined maximum to reflect an employee's increasing competence over the tenure of employment,

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

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

8. That 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.

9. The Pelham City Board of Education adopts and applies the Alabama State Department of Education's current minimum salary schedule to establish base teacher pay in the school system ("state matrix"). The Board further authorizes additional teacher pay above the state matrix based on a teacher's total years of service, as reflected here. Absent further action by the Board, future legislative or other increases to the state matrix or minimum teacher compensation will apply to the base pay under the state matrix only, not the additional pay that the Board authorizes above the state matrix. For ease of reference, the base teacher pay and additional teacher pay are combined and summarized in the following attached schedules.

Years of Experience

Experience is defined as the number of years of service in a particular position, job, or classification within the Pelham City School System, not the total years of service.

For employment outside the System that is substantially analogous in required work skills, knowledge, etc., to a position within the System, some credit for experience may be given. The Pelham City School System, through the Superintendent, Director of Human Resources, and immediate supervisor, shall have the responsibility for determination of exactly what skills are analogous and the amount of experience to be credited.

Teacher placement on the salary schedule shall be determined by the number of years teaching experience in public education including public post-secondary institutions. Private school experience would only be granted at the decision of the Superintendent. Up to four years for active, full-time military service shall also be granted.

It is the responsibility of the employee to verify the accuracy and correctness of his/her compensation and to promptly call questions and discrepancies to the attention of his/her Principal/Director. It is also the responsibility of the employee to submit appropriate verification of experience, degree/certification, military experience, and/or other information offering compensation to the Human Resources Department. Experience credit will only be awarded in the scholastic year (July 1 - June 30) in which it is received. It is the responsibility of the employee to request a Supplement EXP from all previous school districts and verify receipt with the appropriate Human Resources employee.

Level of Certification

Professional employees shall be paid at the level of the highest degree earned as recognized by the Alabama State Department of Education. Should an employee earn an advanced degree after his/her initial employment, the employee will be paid for the advanced degree as soon as the degree is recognized by the State Department of Education. It is the employee's responsibility to notify the Human Resources Department upon meeting the qualifications for an advanced degree. Each teacher who holds valid certification from the National Board for Professional Teaching Standards will be given an annual lump sum of $5,000.00 upon receipt of funds from the Alabama State Department of Education. It is the employee's responsibility to notify the Human Resources Department of initial National Board certification.

Employee Benefits

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

- Blue Cross and Blue Shield
- VIVA

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

Pelham City Schools currently provides all eligible full-time employees (minimum of 20 hours per week) with a Basic Life/Accidental Death & Dismemberment policy of an amount equal to 1 times your annual salary at no cost to you, but in no event will this policy on you be less than $10,000 or more than $200,000. This policy also includes dependent life for spouse and dependent children 14 days to age 26 of $2,000.

Pelham City Schools also provides, at no cost to the employee, a Travel Assistance Program through Mutual of Omaha as well as an Employee Assistance Program.

Pelham City Schools offers voluntary dental and vision insurance that are separate policies similar to the PEEHIP supplemental coverage. There are also options for life, long-term disability, critical illness and accident coverages. The employee must meet with an enrollment counselor upon beginning employment or during open enrollment to enroll in the benefits.

Additional information is available on the web at

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

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

Teacher Retirement

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

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

Employee Benefits (continued)

Supplemental Retirement Savings Plan

RSA-1 is an eligible deferred compensation plan as defined by Section 457 of the Internal Revenue Code of the United States. The plan is authorized by §36-27A-1, et. seq., Code of Alabama 1975. Under this deferred compensation plan, a public employee may elect to defer receipt of a portion of his or her

salary until a later determined date, usually at retirement or termination of service. Because receipt of the income is deferred, the deferred income is not included in the participant's current federal or state of Alabama gross taxable income.

You can enroll in RSA-1 at any time. Enrollment forms are located at

https://www.rsa-al.gov/uploads/files/RSA-1_EN_RSA-1_Enrollment.pdf

To participate in RSA-1 you must complete the:

- RSA-1 Enrollment form
- Beneficiary Designation form
- Investment Option Election for New Accounts form

Submit the completed forms to the RSA-1 Deferred Compensation Plan to establish an account. Deferrals should not be submitted until RSA-1 has received the RSA-1 Enrollment form. Once an account is established, you initiate salary deferrals by filing an Authorization to Defer Compensation form (see below) with the Pelham City Schools Payroll Department. You can only defer contributions to RSA-1 through payroll deductions. Do not send the Authorization to Defer Compensation form to RSA-1 or the RSA.

https://www.rsa-al.gov/uploads/files/RSA-1_ADC_Authorization_to_Defer_Compensation.pdf

Leave Days and Vacation

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

Each employee (professional and classified) will accrue five personal leave days per year that are non-cumulative from year to year. Two days will be at no cost to the employee. For a certified employee, the remaining three will cost the employee the current in-system pay rate for a non-professional certified substitute teacher. For a classified employee, the employee will be charged an amount equal to the Board's total cost to provide a replacement employee for the day.

The Board shall allow all twelve-month professional/classified employees twelve vacation days per year (July 1 - June 30) . Up to twenty (20) days of vacation may be accumulated. Vacation leave days may not be bought, sold, or donated. Accumulated unused vacation leave will NOT be paid upon resignation, retirement, or death.

Placement on Salary Schedule

Professional and Administrative Positions

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

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

The Chief School Financial Officer will be placed on a 240-day contract as negotiated and approved by the Board of Education.

The Superintendent will be placed on a 240-day contract as negotiated with and approved by the Board of Education.

Classified Positions

All classified employees shall be paid on the appropriate salary schedule for their job classification. Years of experience shall be determined by the number of years at that job classification in Pelham City Schools. Placement on the salary schedule at the time of employment for related job experience in the private sector is determined by the Superintendent. The Superintendent, shall be authorized to allow for work experience in the same position in another school system or comparable experience in the private sector at the time of initial employment. The Superintendent, shall also have the authority to place an individual who is being promoted at a step on the salary schedule that will prevent a reduction in pay as a result of promotion.

Pelham City Schools
2025-2026 Salary Schedule
Teacher and Other Certified Employees - B.S.
9 Month - 187 Days

Exp/Years	State Minimum	PCS Add	PCS Total
0	$47,600.00	$2,500.00	$50,100.00
1	$47,600.00	$2,500.00	$50,100.00
2	$47,600.00	$2,500.00	$50,100.00
3	$49,616.00	$2,500.00	$52,116.00
4	$49,616.00	$2,500.00	$52,116.00
5	$49,616.00	$2,500.00	$52,116.00
6	$51,792.00	$3,000.00	$54,792.00
7	$51,792.00	$3,000.00	$54,792.00
8	$51,792.00	$3,000.00	$54,792.00
9	$53,356.00	$3,000.00	$56,356.00
10	$53,888.00	$3,000.00	$56,888.00
11	$54,428.00	$3,000.00	$57,428.00
12	$54,972.00	$3,000.00	$57,972.00
13	$55,522.00	$3,000.00	$58,522.00
14	$56,077.00	$3,000.00	$59,077.00
15	$56,638.00	$3,500.00	$60,138.00
16	$57,204.00	$3,500.00	$60,704.00
17	$57,776.00	$3,500.00	$61,276.00
18	$58,354.00	$3,500.00	$61,854.00
19	$58,937.00	$3,500.00	$62,437.00
20	$59,527.00	$3,500.00	$63,027.00
21	$60,122.00	$3,500.00	$63,622.00
22	$60,723.00	$3,500.00	$64,223.00
23	$61,330.00	$3,500.00	$64,830.00
24	$61,944.00	$3,500.00	$65,444.00
25	$62,563.00	$3,500.00	$66,063.00
26	$63,188.00	$3,500.00	$66,688.00
27	$63,821.00	$3,500.00	$67,321.00
28	$64,459.00	$3,500.00	$67,959.00
29	$65,104.00	$3,500.00	$68,604.00
30	$65,754.00	$2,875.00	$68,629.00
31	$66,412.00	$2,243.00	$68,655.00
32	$67,077.00	$1,604.00	$68,681.00
33	$67,747.00	$960.00	$68,707.00
34	$68,424.00	$309.00	$68,733.00
35	$69,109.00	$0.00	$69,109.00
>35	$69,109.00	$0.00	$69,109.00

Pelham City Schools
2025-2026 Salary Schedule
Teacher and Other Certified Employees - M.S.
9 Month - 187 Days

Exp/Years	State Minimum	PCS Add	PCS Total
0	$51,875.00	$2,500.00	$54,375.00
1	$51,875.00	$2,500.00	$54,375.00
2	$51,875.00	$2,500.00	$54,375.00
3	$57,058.00	$2,500.00	$59,558.00
4	$57,058.00	$2,500.00	$59,558.00
5	$57,058.00	$2,500.00	$59,558.00
6	$59,558.00	$3,000.00	$62,558.00
7	$59,558.00	$3,000.00	$62,558.00
8	$59,558.00	$3,000.00	$62,558.00
9	$61,358.00	$3,000.00	$64,358.00
10	$61,971.00	$3,000.00	$64,971.00
11	$62,591.00	$3,000.00	$65,591.00
12	$63,217.00	$3,500.00	$66,717.00
13	$63,848.00	$3,500.00	$67,348.00
14	$64,487.00	$3,500.00	$67,987.00
15	$65,133.00	$3,500.00	$68,633.00
16	$65,783.00	$3,500.00	$69,283.00
17	$66,441.00	$3,500.00	$69,941.00
18	$67,105.00	$4,000.00	$71,105.00
19	$67,776.00	$4,000.00	$71,776.00
20	$68,454.00	$4,000.00	$72,454.00
21	$69,139.00	$4,000.00	$73,139.00
22	$69,831.00	$4,000.00	$73,831.00
23	$70,528.00	$4,000.00	$74,528.00
24	$71,234.00	$4,000.00	$75,234.00
25	$71,946.00	$4,000.00	$75,946.00
26	$72,665.00	$4,000.00	$76,665.00
27	$73,392.00	$4,000.00	$77,392.00
28	$74,126.00	$4,000.00	$78,126.00
29	$74,867.00	$4,000.00	$78,867.00
30	$75,616.00	$3,280.00	$78,896.00
31	$76,372.00	$2,554.00	$78,926.00
32	$77,136.00	$1,819.00	$78,955.00
33	$77,907.00	$1,078.00	$78,985.00
34	$78,686.00	$329.00	$79,015.00
35	$79,473.00	$0.00	$79,473.00
>35	$79,473.00	$0.00	$79,473.00

Pelham City Schools
2025-2026 Salary Schedule
Teacher and Other Certified Employees - ED.S.
9 Month - 187 Days

Exp/Years	State Minimum	PCS Add	PCS Total
0	$55,936.00	$2,500.00	$58,436.00
1	$55,936.00	$2,500.00	$58,436.00
2	$55,936.00	$2,500.00	$58,436.00
3	$61,524.00	$2,500.00	$64,024.00
4	$61,524.00	$2,500.00	$64,024.00
5	$61,524.00	$2,500.00	$64,024.00
6	$64,237.00	$2,500.00	$66,737.00
7	$64,237.00	$2,500.00	$66,737.00
8	$64,237.00	$2,500.00	$66,737.00
9	$66,177.00	$2,500.00	$68,677.00
10	$66,838.00	$2,500.00	$69,338.00
11	$67,506.00	$2,500.00	$70,006.00
12	$68,181.00	$2,500.00	$70,681.00
13	$68,864.00	$2,500.00	$71,364.00
14	$69,551.00	$2,500.00	$72,051.00
15	$70,248.00	$3,000.00	$73,248.00
16	$70,950.00	$3,000.00	$73,950.00
17	$71,660.00	$3,000.00	$74,660.00
18	$72,377.00	$3,000.00	$75,377.00
19	$73,101.00	$3,000.00	$76,101.00
20	$73,831.00	$3,000.00	$76,831.00
21	$74,570.00	$3,000.00	$77,570.00
22	$75,314.00	$3,000.00	$78,314.00
23	$76,068.00	$3,000.00	$79,068.00
24	$76,829.00	$3,000.00	$79,829.00
25	$77,597.00	$3,000.00	$80,597.00
26	$78,373.00	$3,000.00	$81,373.00
27	$79,157.00	$3,000.00	$82,157.00
28	$79,948.00	$3,000.00	$82,948.00
29	$80,748.00	$3,000.00	$83,748.00
30	$81,555.00	$2,224.00	$83,779.00
31	$82,371.00	$1,440.00	$83,811.00
32	$83,195.00	$648.00	$83,843.00
33	$84,027.00	$0.00	$84,027.00
34	$84,867.00	$0.00	$84,867.00
35	$85,715.00	$0.00	$85,715.00
>35	$85,715.00	$0.00	$85,715.00

Pelham City Schools
2025-2026 Salary Schedule
Teacher and Other Certified Employees - DO
9 Month - 187 Days

Exp/Years	State Minimum	PCS Add	PCS Total
0	$59,995.00	$2,500.00	$62,495.00
1	$59,995.00	$2,500.00	$62,495.00
2	$59,995.00	$2,500.00	$62,495.00
3	$65,997.00	$2,500.00	$68,497.00
4	$65,997.00	$2,500.00	$68,497.00
5	$65,997.00	$2,500.00	$68,497.00
6	$68,881.00	$2,500.00	$71,381.00
7	$68,881.00	$2,500.00	$71,381.00
8	$68,881.00	$2,500.00	$71,381.00
9	$70,962.00	$2,500.00	$73,462.00
10	$71,671.00	$2,500.00	$74,171.00
11	$72,387.00	$2,500.00	$74,887.00
12	$73,111.00	$2,500.00	$75,611.00
13	$73,842.00	$2,500.00	$76,342.00
14	$74,581.00	$2,500.00	$77,081.00
15	$75,327.00	$3,000.00	$78,327.00
16	$76,080.00	$3,000.00	$79,080.00
17	$76,841.00	$3,000.00	$79,841.00
18	$77,608.00	$3,000.00	$80,608.00
19	$78,384.00	$3,000.00	$81,384.00
20	$79,169.00	$3,000.00	$82,169.00
21	$79,961.00	$3,000.00	$82,961.00
22	$80,760.00	$3,000.00	$83,760.00
23	$81,567.00	$3,000.00	$84,567.00
24	$82,383.00	$3,000.00	$85,383.00
25	$83,207.00	$3,000.00	$86,207.00
26	$84,039.00	$3,000.00	$87,039.00
27	$84,880.00	$3,000.00	$87,880.00
28	$85,728.00	$3,000.00	$88,728.00
29	$86,586.00	$3,000.00	$89,586.00
30	$87,452.00	$2,168.00	$89,620.00
31	$88,325.00	$1,328.00	$89,653.00
32	$89,209.00	$479.00	$89,688.00
33	$90,102.00	$0.00	$90,102.00
34	$91,003.00	$0.00	$91,003.00
35	$91,912.00	$0.00	$91,912.00
>35	$91,912.00	$0.00	$91,912.00

Pelham City Schools
2025-2026
Salary Schedule
TEAMS Teacher
9 Month - 189 Days

Exp/Years	B.S.	M.S.	ED.S.	DO
0	$50,521.00	$57,285.00	$61,346.00	$65,405.00
1	$54,082.00	$62,194.00	$67,061.00	$71,932.00
2	$56,972.00	$65,514.00	$70,661.00	$75,769.00
3	$58,638.00	$67,433.00	$72,730.00	$77,988.00
4	$60,350.00	$69,401.00	$74,851.00	$80,263.00
5	$62,105.00	$71,420.00	$77,030.00	$82,600.00
6	$63,909.00	$73,493.00	$79,267.00	$84,997.00
7	$65,759.00	$75,622.00	$81,561.00	$87,458.00
8	$67,074.00	$77,132.00	$83,193.00	$89,208.00
9	$68,415.00	$78,676.00	$84,856.00	$90,993.00
10	$69,440.00	$79,857.00	$86,128.00	$92,356.00
11	$70,482.00	$81,055.00	$87,421.00	$93,741.00
12	$71,540.00	$82,271.00	$88,731.00	$95,148.00
13	$71,540.00	$82,271.00	$88,731.00	$95,148.00
14	$71,540.00	$82,271.00	$88,731.00	$95,148.00
15	$72,616.00	$83,510.00	$90,069.00	$96,581.00
16	$72,616.00	$83,510.00	$90,069.00	$96,581.00
17	$72,616.00	$83,510.00	$90,069.00	$96,581.00
18	$73,717.00	$84,774.00	$91,432.00	$98,043.00
19	$73,717.00	$84,774.00	$91,432.00	$98,043.00
20	$73,717.00	$84,774.00	$91,432.00	$98,043.00
21	$74,838.00	$86,065.00	$92,823.00	$99,535.00
22	$74,838.00	$86,065.00	$92,823.00	$99,535.00
23	$74,838.00	$86,065.00	$92,823.00	$99,535.00
24	$75,981.00	$87,378.00	$94,241.00	$101,056.00
25	$75,981.00	$87,378.00	$94,241.00	$101,056.00
26	$75,981.00	$87,378.00	$94,241.00	$101,056.00
27	$77,148.00	$88,721.00	$95,688.00	$102,607.00

Pelham City Schools
2025-2026 Salary Schedule
Instructional Support
Reading Coach and Math Coach
10 Month - 207 Days

Exp/Years	B.S.	M.S.	ED.S.	DO
0	$55,459.00	$60,302.00	$64,798.00	$69,291.00
1	$55,459.00	$60,302.00	$64,798.00	$69,291.00
2	$55,459.00	$60,302.00	$64,798.00	$69,291.00
3	$57,803.00	$66,041.00	$70,984.00	$75,935.00
4	$57,803.00	$66,041.00	$70,984.00	$75,935.00
5	$57,803.00	$66,041.00	$70,984.00	$75,935.00
6	$60,786.00	$69,384.00	$73,987.00	$79,127.00
7	$60,786.00	$69,384.00	$73,987.00	$79,127.00
8	$60,786.00	$69,384.00	$73,987.00	$79,127.00
9	$62,519.00	$71,375.00	$76,135.00	$81,430.00
10	$63,108.00	$72,054.00	$76,867.00	$82,216.00
11	$63,704.00	$72,740.00	$77,606.00	$83,009.00
12	$64,308.00	$74,009.00	$78,354.00	$83,810.00
13	$64,915.00	$74,709.00	$79,109.00	$84,620.00
14	$65,532.00	$75,415.00	$79,870.00	$85,437.00
15	$66,728.00	$76,129.00	$81,216.00	$86,839.00
16	$67,353.00	$76,850.00	$81,993.00	$87,672.00
17	$67,987.00	$77,578.00	$82,780.00	$88,514.00
18	$68,626.00	$78,890.00	$83,574.00	$89,363.00
19	$69,272.00	$79,633.00	$84,375.00	$90,224.00
20	$69,924.00	$80,382.00	$85,183.00	$91,092.00
21	$70,584.00	$81,141.00	$86,001.00	$91,969.00
22	$71,249.00	$81,906.00	$86,825.00	$92,853.00
23	$71,921.00	$82,679.00	$87,659.00	$93,747.00
24	$72,601.00	$83,461.00	$88,501.00	$94,649.00
25	$73,287.00	$84,247.00	$89,351.00	$95,561.00
26	$73,977.00	$85,044.00	$90,210.00	$96,482.00
27	$74,689.00	$85,849.00	$91,078.00	$97,414.00
28	$75,385.00	$86,661.00	$91,955.00	$98,353.00
29	$76,098.00	$87,482.00	$92,839.00	$99,303.00
30	$76,098.00	$87,482.00	$92,839.00	$99,303.00
31	$76,098.00	$87,482.00	$92,839.00	$99,303.00

Pelham City Schools
2025-2026 Salary Schedule
Schedule A
10 Month - 200 Days

Exp/Years	B.S.	M.S.	ED.S.	DO
0	$53,583.00	$58,262.00	$62,606.00	$66,947.00
1	$53,583.00	$58,262.00	$62,606.00	$66,947.00
2	$53,583.00	$58,262.00	$62,606.00	$66,947.00
3	$55,848.00	$63,807.00	$68,583.00	$73,367.00
4	$55,848.00	$63,807.00	$68,583.00	$73,367.00
5	$55,848.00	$63,807.00	$68,583.00	$73,367.00
6	$58,730.00	$67,037.00	$71,485.00	$76,451.00
7	$58,730.00	$67,037.00	$71,485.00	$76,451.00
8	$58,730.00	$67,037.00	$71,485.00	$76,451.00
9	$60,404.00	$68,961.00	$73,560.00	$78,676.00
10	$60,973.00	$69,617.00	$74,267.00	$79,435.00
11	$61,549.00	$70,280.00	$74,981.00	$80,201.00
12	$62,133.00	$71,506.00	$75,704.00	$80,975.00
13	$62,719.00	$72,182.00	$76,433.00	$81,758.00
14	$63,315.00	$72,864.00	$77,169.00	$82,547.00
15	$64,471.00	$73,554.00	$78,469.00	$83,902.00
16	$65,075.00	$74,251.00	$79,220.00	$84,707.00
17	$65,687.00	$74,954.00	$79,980.00	$85,520.00
18	$66,305.00	$76,222.00	$80,747.00	$86,341.00
19	$66,929.00	$76,940.00	$81,521.00	$87,172.00
20	$67,559.00	$77,663.00	$82,302.00	$88,011.00
21	$68,197.00	$78,397.00	$83,092.00	$88,858.00
22	$68,839.00	$79,136.00	$83,888.00	$89,713.00
23	$69,488.00	$79,883.00	$84,694.00	$90,576.00
24	$70,145.00	$80,638.00	$85,508.00	$91,448.00
25	$70,808.00	$81,398.00	$86,329.00	$92,329.00
26	$71,475.00	$82,168.00	$87,159.00	$93,219.00
27	$72,163.00	$82,945.00	$87,998.00	$94,119.00
28	$72,835.00	$83,730.00	$88,845.00	$95,027.00
29	$73,524.00	$84,523.00	$89,699.00	$95,944.00
30	$73,524.00	$84,523.00	$89,699.00	$95,944.00
31	$73,524.00	$84,523.00	$89,699.00	$95,944.00
32	$73,524.00	$84,523.00	$89,699.00	$95,944.00
33	$73,524.00	$84,523.00	$89,869.00	$96,366.00
34	$73,524.00	$84,523.00	$90,766.00	$97,329.00
35	$73,914.00	$84,997.00	$91,674.00	$98,302.00
>35	$73,914.00	$84,997.00	$91,674.00	$98,302.00

Pelham City Schools
2025-2026 Salary Schedule
Schedule B
10.5 Month - 210 Days

Exp/Years	B.S.	M.S.	ED.S.	DO
0	$56,263.00	$61,175.00	$65,736.00	$70,295.00
1	$56,263.00	$61,175.00	$65,736.00	$70,295.00
2	$56,263.00	$61,175.00	$65,736.00	$70,295.00
3	$58,640.00	$66,997.00	$72,012.00	$77,036.00
4	$58,640.00	$66,997.00	$72,012.00	$77,036.00
5	$58,640.00	$66,997.00	$72,012.00	$77,036.00
6	$61,667.00	$70,390.00	$75,060.00	$80,273.00
7	$61,667.00	$70,390.00	$75,060.00	$80,273.00
8	$61,667.00	$70,390.00	$75,060.00	$80,273.00
9	$63,424.00	$72,409.00	$77,238.00	$82,610.00
10	$64,022.00	$73,098.00	$77,981.00	$83,407.00
11	$64,628.00	$73,794.00	$78,730.00	$84,212.00
12	$65,240.00	$75,082.00	$79,489.00	$85,025.00
13	$65,856.00	$75,792.00	$80,255.00	$85,846.00
14	$66,481.00	$76,508.00	$81,027.00	$86,675.00
15	$67,695.00	$77,232.00	$82,393.00	$88,097.00
16	$68,329.00	$77,964.00	$83,181.00	$88,943.00
17	$68,972.00	$78,703.00	$83,979.00	$89,797.00
18	$69,621.00	$80,034.00	$84,785.00	$90,659.00
19	$70,275.00	$80,788.00	$85,598.00	$91,531.00
20	$70,937.00	$81,546.00	$86,418.00	$92,412.00
21	$71,607.00	$82,317.00	$87,247.00	$93,301.00
22	$72,282.00	$83,094.00	$88,084.00	$94,199.00
23	$72,963.00	$83,877.00	$88,929.00	$95,105.00
24	$73,653.00	$84,670.00	$89,784.00	$96,020.00
25	$74,348.00	$85,468.00	$90,646.00	$96,945.00
26	$75,049.00	$86,276.00	$91,518.00	$97,881.00
27	$75,772.00	$87,092.00	$92,398.00	$98,825.00
28	$76,477.00	$87,917.00	$93,288.00	$99,779.00
29	$77,201.00	$88,750.00	$94,184.00	$100,742.00
30	$77,201.00	$88,750.00	$94,184.00	$100,742.00
31	$77,201.00	$88,750.00	$94,184.00	$100,742.00
32	$77,201.00	$88,750.00	$94,184.00	$100,742.00
33	$77,201.00	$88,750.00	$94,363.00	$101,184.00
34	$77,201.00	$88,750.00	$95,305.00	$102,195.00
35	$77,610.00	$89,247.00	$96,258.00	$103,217.00
>35	$77,610.00	$89,247.00	$96,258.00	$103,217.00

Pelham City Schools
2025-2026 Salary Schedule
Schedule C
11 Month - 220 Days

Exp/Years	B.S.	M.S.	ED.S.	DO
0	$58,942.00	$64,088.00	$68,867.00	$73,642.00
1	$58,942.00	$64,088.00	$68,867.00	$73,642.00
2	$58,942.00	$64,088.00	$68,867.00	$73,642.00
3	$61,433.00	$70,188.00	$75,442.00	$80,704.00
4	$61,433.00	$70,188.00	$75,442.00	$80,704.00
5	$61,433.00	$70,188.00	$75,442.00	$80,704.00
6	$64,603.00	$73,741.00	$78,634.00	$84,096.00
7	$64,603.00	$73,741.00	$78,634.00	$84,096.00
8	$64,603.00	$73,741.00	$78,634.00	$84,096.00
9	$66,444.00	$75,857.00	$80,916.00	$86,544.00
10	$67,071.00	$76,579.00	$81,693.00	$87,379.00
11	$67,705.00	$77,308.00	$82,479.00	$88,221.00
12	$68,347.00	$78,657.00	$83,274.00	$89,073.00
13	$68,991.00	$79,400.00	$84,077.00	$89,934.00
14	$69,647.00	$80,151.00	$84,886.00	$90,802.00
15	$70,918.00	$80,910.00	$86,316.00	$92,292.00
16	$71,583.00	$81,677.00	$87,142.00	$93,179.00
17	$72,256.00	$82,450.00	$87,979.00	$94,073.00
18	$72,936.00	$83,844.00	$88,822.00	$94,976.00
19	$73,622.00	$84,635.00	$89,674.00	$95,890.00
20	$74,316.00	$85,430.00	$90,533.00	$96,813.00
21	$75,016.00	$86,236.00	$91,402.00	$97,744.00
22	$75,723.00	$87,050.00	$92,278.00	$98,684.00
23	$76,437.00	$87,871.00	$93,164.00	$99,634.00
24	$77,159.00	$88,702.00	$94,060.00	$100,593.00
25	$77,889.00	$89,538.00	$94,962.00	$101,562.00
26	$78,623.00	$90,385.00	$95,875.00	$102,542.00
27	$79,380.00	$91,239.00	$96,798.00	$103,532.00
28	$80,118.00	$92,103.00	$97,730.00	$104,530.00
29	$80,877.00	$92,976.00	$98,669.00	$105,539.00
30	$80,877.00	$92,976.00	$98,669.00	$105,539.00
31	$80,877.00	$92,976.00	$98,669.00	$105,539.00
32	$80,877.00	$92,976.00	$98,669.00	$105,539.00
33	$80,877.00	$92,976.00	$98,856.00	$106,003.00
34	$80,877.00	$92,976.00	$99,843.00	$107,062.00
35	$81,306.00	$93,497.00	$100,842.00	$108,133.00
>35	$81,306.00	$93,497.00	$100,842.00	$108,133.00

Pelham City Schools
2025-2026 Salary Schedule
Schedule D
12 Month

Exp/Years	B.S.	M.S.	ED.S.	DO
0	$64,300.00	$69,850.00	$75,063.00	$80,271.00
1	$64,300.00	$69,850.00	$75,063.00	$80,271.00
2	$64,300.00	$69,850.00	$75,063.00	$80,271.00
3	$66,952.00	$76,503.00	$82,234.00	$87,974.00
4	$66,952.00	$76,503.00	$82,234.00	$87,974.00
5	$66,952.00	$76,503.00	$82,234.00	$87,974.00
6	$70,399.00	$80,366.00	$85,716.00	$91,677.00
7	$70,399.00	$80,366.00	$85,716.00	$91,677.00
8	$70,399.00	$80,366.00	$85,716.00	$91,677.00
9	$72,405.00	$82,676.00	$88,206.00	$94,347.00
10	$73,089.00	$83,462.00	$89,055.00	$95,257.00
11	$73,781.00	$84,258.00	$89,912.00	$96,176.00
12	$74,481.00	$85,716.00	$90,778.00	$97,106.00
13	$75,186.00	$86,527.00	$91,655.00	$98,044.00
14	$75,898.00	$87,346.00	$92,537.00	$98,991.00
15	$77,273.00	$88,174.00	$94,085.00	$100,605.00
16	$77,999.00	$89,010.00	$94,986.00	$101,571.00
17	$78,733.00	$89,854.00	$95,897.00	$102,547.00
18	$79,475.00	$91,361.00	$96,818.00	$103,532.00
19	$80,228.00	$92,223.00	$97,747.00	$104,528.00
20	$80,980.00	$93,092.00	$98,684.00	$105,535.00
21	$81,744.00	$93,971.00	$99,632.00	$106,552.00
22	$82,515.00	$94,859.00	$100,588.00	$107,577.00
23	$83,295.00	$95,754.00	$101,555.00	$108,612.00
24	$84,082.00	$96,661.00	$102,532.00	$109,660.00
25	$84,877.00	$97,574.00	$103,517.00	$110,717.00
26	$85,679.00	$98,497.00	$104,514.00	$111,785.00
27	$86,491.00	$99,429.00	$105,518.00	$112,865.00
28	$87,310.00	$100,372.00	$106,534.00	$113,954.00
29	$88,138.00	$101,323.00	$107,562.00	$115,054.00
30	$88,154.00	$101,342.00	$107,581.00	$115,077.00
31	$88,171.00	$101,361.00	$107,601.00	$115,097.00
32	$88,188.00	$101,379.00	$107,623.00	$115,120.00
33	$88,205.00	$101,400.00	$107,843.00	$115,640.00
34	$88,222.00	$101,419.00	$108,920.00	$116,796.00
35	$88,696.00	$101,997.00	$110,010.00	$117,961.00
>35	$88,696.00	$101,997.00	$110,010.00	$117,961.00

Pelham City Schools
2025-2026 Salary Schedule
Schedule E
12 Month

Exp/Years	B.S.	M.S.	ED.S.	DO
0	$64,300.00	$72,348.00	$76,397.00	$81,608.00
1	$64,300.00	$72,348.00	$76,397.00	$81,608.00
2	$64,300.00	$72,348.00	$76,397.00	$81,608.00
3	$67,045.00	$76,870.00	$82,600.00	$88,342.00
4	$67,045.00	$76,870.00	$82,600.00	$88,342.00
5	$67,045.00	$76,870.00	$82,600.00	$88,342.00
6	$70,433.00	$80,400.00	$85,749.00	$91,710.00
7	$70,433.00	$80,400.00	$85,749.00	$91,710.00
8	$70,433.00	$80,400.00	$85,749.00	$91,710.00
9	$72,502.00	$82,772.00	$88,302.00	$94,441.00
10	$73,185.00	$83,559.00	$89,152.00	$95,358.00
11	$73,889.00	$84,366.00	$90,021.00	$96,284.00
12	$74,579.00	$85,815.00	$90,877.00	$97,203.00
13	$75,284.00	$86,625.00	$91,753.00	$98,143.00
14	$75,960.00	$87,408.00	$92,599.00	$99,054.00
15	$77,316.00	$88,219.00	$94,129.00	$100,647.00
16	$78,090.00	$89,101.00	$95,077.00	$101,661.00
17	$78,846.00	$89,967.00	$96,009.00	$102,659.00
18	$79,632.00	$91,518.00	$96,974.00	$103,688.00
19	$80,264.00	$92,259.00	$97,784.00	$104,565.00
20	$81,029.00	$93,141.00	$98,732.00	$105,481.00
21	$81,788.00	$94,015.00	$99,675.00	$106,595.00
22	$82,581.00	$94,924.00	$100,652.00	$107,641.00
23	$83,406.00	$95,866.00	$101,667.00	$108,724.00
24	$84,239.00	$96,817.00	$102,688.00	$109,816.00
25	$84,999.00	$97,696.00	$103,639.00	$110,839.00
26	$85,737.00	$98,554.00	$104,570.00	$111,841.00
27	$86,568.00	$99,506.00	$105,595.00	$112,940.00
28	$87,384.00	$100,444.00	$106,607.00	$114,025.00
29	$88,246.00	$101,430.00	$107,562.00	$115,367.00
30	$88,246.00	$101,430.00	$107,874.00	$115,367.00
31	$88,246.00	$101,430.00	$107,874.00	$115,367.00
32	$88,246.00	$101,430.00	$107,874.00	$115,367.00
33	$88,246.00	$101,430.00	$107,874.00	$115,640.00
34	$88,246.00	$101,430.00	$108,921.00	$116,796.00
35	$88,697.00	$101,998.00	$110,011.00	$117,965.00
>35	$88,697.00	$101,998.00	$110,011.00	$117,965.00

Pelham City Schools
2025-2026 Salary Schedule
Schedule F
12 Month

Exp/Years	B.S.	M.S.	ED.S.	DO
0	$64,336.00	$75,550.00	$78,844.00	$82,138.00
1	$64,336.00	$75,550.00	$78,844.00	$82,138.00
2	$64,336.00	$75,550.00	$78,844.00	$82,138.00
3	$68,357.00	$80,272.00	$83,772.00	$88,342.00
4	$68,357.00	$80,272.00	$83,772.00	$88,342.00
5	$68,357.00	$80,272.00	$83,772.00	$88,342.00
6	$70,769.00	$83,105.00	$86,729.00	$91,710.00
7	$70,769.00	$83,105.00	$86,729.00	$91,710.00
8	$70,769.00	$83,105.00	$86,729.00	$91,710.00
9	$73,181.00	$85,938.00	$89,686.00	$94,441.00
10	$73,181.00	$85,938.00	$89,686.00	$95,358.00
11	$73,181.00	$85,938.00	$89,686.00	$96,284.00
12	$75,794.00	$89,084.00	$93,242.00	$97,203.00
13	$75,794.00	$89,084.00	$93,242.00	$98,143.00
14	$75,794.00	$89,396.00	$93,242.00	$99,054.00
15	$77,452.00	$91,143.00	$95,299.00	$100,647.00
16	$77,452.00	$91,143.00	$95,299.00	$101,661.00
17	$77,452.00	$91,143.00	$95,299.00	$102,659.00
18	$79,906.00	$94,089.00	$98,326.00	$103,688.00
19	$79,906.00	$94,089.00	$98,326.00	$104,565.00
20	$79,906.00	$94,089.00	$98,326.00	$105,481.00
21	$82,398.00	$97,087.00	$101,403.00	$106,595.00
22	$82,398.00	$97,087.00	$101,403.00	$107,641.00
23	$82,398.00	$97,087.00	$101,403.00	$108,724.00
24	$84,105.00	$98,847.00	$103,201.00	$109,816.00
25	$84,105.00	$98,847.00	$104,513.00	$110,839.00
26	$84,105.00	$98,847.00	$104,513.00	$111,841.00
27	$85,059.00	$99,886.00	$107,561.00	$112,940.00
28	$85,059.00	$99,886.00	$107,561.00	$114,025.00
29	$85,059.00	$99,886.00	$107,561.00	$115,367.00
30	$86,760.00	$101,883.00	$108,919.00	$115,367.00
31	$86,760.00	$101,883.00	$108,919.00	$115,367.00
32	$86,760.00	$101,883.00	$108,919.00	$115,367.00
33	$86,760.00	$101,883.00	$110,009.00	$115,640.00
34	$86,760.00	$101,883.00	$110,009.00	$116,796.00
35	$86,760.00	$101,883.00	$110,009.00	$117,965.00
36	$86,760.00	$101,883.00	$110,009.00	$117,965.00

Pelham City Schools
2025-2026 Salary Schedule
Schedule G
12 Month

Exp/Years	B.S.	M.S.	ED.S.	DO
0	$69,230.00	$80,445.00	$83,738.00	$87,033.00
1	$69,230.00	$80,445.00	$83,738.00	$87,033.00
2	$69,230.00	$80,445.00	$83,738.00	$87,033.00
3	$73,556.00	$85,472.00	$88,972.00	$92,472.00
4	$73,556.00	$85,472.00	$88,972.00	$92,472.00
5	$73,556.00	$85,472.00	$88,972.00	$92,472.00
6	$76,153.00	$88,490.00	$92,113.00	$95,736.00
7	$76,153.00	$88,490.00	$92,113.00	$95,736.00
8	$76,153.00	$88,490.00	$92,113.00	$95,736.00
9	$78,749.00	$91,506.00	$95,253.00	$99,000.00
10	$78,749.00	$91,506.00	$95,253.00	$99,000.00
11	$78,749.00	$91,506.00	$95,253.00	$99,000.00
12	$81,189.00	$94,354.00	$98,471.00	$102,590.00
13	$81,189.00	$94,354.00	$98,471.00	$102,590.00
14	$81,189.00	$94,354.00	$98,471.00	$102,590.00
15	$82,833.00	$96,392.00	$100,510.00	$104,628.00
16	$82,833.00	$96,392.00	$100,510.00	$104,628.00
17	$82,833.00	$96,392.00	$100,510.00	$104,628.00
18	$83,783.00	$97,569.00	$101,686.00	$105,804.00
19	$83,783.00	$97,569.00	$101,686.00	$105,804.00
20	$83,783.00	$97,569.00	$101,686.00	$105,804.00
21	$86,366.00	$100,650.00	$104,847.00	$109,045.00
22	$86,366.00	$100,650.00	$104,847.00	$109,045.00
23	$86,366.00	$100,650.00	$104,847.00	$109,045.00
24	$88,929.00	$103,402.00	$107,678.00	$111,955.00
25	$88,929.00	$103,402.00	$107,678.00	$111,955.00
26	$88,929.00	$103,402.00	$107,678.00	$111,955.00
27	$89,866.00	$104,423.00	$108,699.00	$112,975.00
28	$89,866.00	$104,423.00	$108,699.00	$114,025.00
29	$89,866.00	$104,423.00	$108,699.00	$115,367.00
30	$90,764.00	$105,467.00	$109,786.00	$115,367.00
31	$90,764.00	$105,467.00	$109,786.00	$115,367.00
32	$90,764.00	$105,467.00	$109,786.00	$115,367.00
33	$90,764.00	$105,467.00	$109,786.00	$115,640.00
34	$90,764.00	$105,467.00	$109,786.00	$116,796.00
35	$90,764.00	$105,467.00	$110,010.00	$117,965.00
36	$90,764.00	$105,467.00	$110,010.00	$117,965.00

Pelham City Schools
2025-2026 Salary Schedule
Schedule H
12 Month

Exp/Years	B.S.	M.S.	ED.S.	DO
0	$70,729.00	$84,017.00	$87,311.00	$90,605.00
1	$70,729.00	$84,017.00	$87,311.00	$90,605.00
2	$70,729.00	$84,017.00	$87,311.00	$90,605.00
3	$75,150.00	$89,267.00	$92,768.00	$96,268.00
4	$75,150.00	$89,267.00	$92,768.00	$96,268.00
5	$75,150.00	$89,267.00	$92,768.00	$96,268.00
6	$77,802.00	$92,419.00	$96,043.00	$99,665.00
7	$77,802.00	$92,419.00	$96,043.00	$99,665.00
8	$77,802.00	$92,419.00	$96,043.00	$99,665.00
9	$80,455.00	$95,569.00	$99,317.00	$103,063.00
10	$80,455.00	$95,569.00	$99,317.00	$103,063.00
11	$80,455.00	$95,569.00	$99,317.00	$103,063.00
12	$82,301.00	$97,934.00	$102,050.00	$106,168.00
13	$82,301.00	$97,934.00	$102,050.00	$106,168.00
14	$82,301.00	$97,934.00	$102,050.00	$106,168.00
15	$84,178.00	$100,262.00	$104,380.00	$108,498.00
16	$84,178.00	$100,262.00	$104,380.00	$108,498.00
17	$84,178.00	$100,262.00	$104,380.00	$108,498.00
18	$85,265.00	$101,609.00	$105,726.00	$109,823.00
19	$85,265.00	$101,609.00	$105,726.00	$109,823.00
20	$85,265.00	$101,609.00	$105,726.00	$109,823.00
21	$88,014.00	$104,939.00	$109,135.00	$113,333.00
22	$88,014.00	$104,939.00	$109,135.00	$113,333.00
23	$88,014.00	$104,939.00	$109,135.00	$113,333.00
24	$89,902.00	$106,894.00	$111,132.00	$115,368.00
25	$89,902.00	$106,894.00	$111,132.00	$115,368.00
26	$89,902.00	$106,894.00	$111,132.00	$115,368.00
27	$90,962.00	$108,050.00	$112,286.00	$116,522.00
28	$90,962.00	$108,050.00	$112,286.00	$116,522.00
29	$90,962.00	$108,050.00	$112,286.00	$116,522.00
30	$91,872.00	$109,130.00	$113,410.00	$117,688.00
31	$91,872.00	$109,130.00	$113,410.00	$117,688.00
32	$91,872.00	$109,130.00	$113,410.00	$117,688.00
33	$91,872.00	$109,130.00	$113,410.00	$117,688.00
34	$91,872.00	$109,130.00	$113,410.00	$117,688.00
35	$91,872.00	$109,130.00	$113,410.00	$117,688.00
36	$91,872.00	$109,130.00	$113,410.00	$117,688.00

Pelham City Schools
2025-2026 Salary Schedule
Schedule I
12 Month

Exp/Years	B.S.	M.S.	ED.S.	DO
0	$76,613.00	$90,591.00	$93,885.00	$97,180.00
1	$76,613.00	$90,591.00	$93,885.00	$97,180.00
2	$76,613.00	$90,591.00	$93,885.00	$97,180.00
3	$81,402.00	$96,254.00	$99,753.00	$103,253.00
4	$81,402.00	$96,254.00	$99,753.00	$103,253.00
5	$81,402.00	$96,254.00	$99,753.00	$103,253.00
6	$84,275.00	$99,650.00	$103,274.00	$106,898.00
7	$84,275.00	$99,650.00	$103,274.00	$106,898.00
8	$84,275.00	$99,650.00	$103,274.00	$106,898.00
9	$87,147.00	$103,047.00	$106,794.00	$110,541.00
10	$87,147.00	$103,047.00	$106,794.00	$110,541.00
11	$87,147.00	$103,047.00	$106,794.00	$110,541.00
12	$89,400.00	$105,856.00	$109,975.00	$114,092.00
13	$89,400.00	$105,856.00	$109,975.00	$114,092.00
14	$89,400.00	$105,856.00	$109,975.00	$114,092.00
15	$91,356.00	$108,283.00	$112,400.00	$116,517.00
16	$91,356.00	$108,283.00	$112,400.00	$116,517.00
17	$91,356.00	$108,283.00	$112,400.00	$116,517.00
18	$92,488.00	$109,684.00	$113,802.00	$117,919.00
19	$92,488.00	$109,684.00	$113,802.00	$117,919.00
20	$92,488.00	$109,684.00	$113,802.00	$117,919.00
21	$93,622.00	$111,092.00	$115,208.00	$119,326.00
22	$93,622.00	$111,092.00	$115,208.00	$119,326.00
23	$93,622.00	$111,092.00	$115,208.00	$119,326.00
24	$94,693.00	$112,069.00	$116,187.00	$120,304.00
25	$94,693.00	$112,069.00	$116,187.00	$120,304.00
26	$94,693.00	$112,069.00	$116,187.00	$120,304.00
27	$95,766.00	$113,239.00	$117,356.00	$121,474.00
28	$95,766.00	$113,239.00	$117,356.00	$121,474.00
29	$95,766.00	$113,239.00	$117,356.00	$121,474.00
30	$96,724.00	$114,371.00	$118,530.00	$122,689.00
31	$96,724.00	$114,371.00	$118,530.00	$122,689.00
32	$96,724.00	$114,371.00	$118,530.00	$122,689.00
33	$96,724.00	$114,371.00	$118,530.00	$122,689.00
34	$96,724.00	$114,371.00	$118,530.00	$122,689.00
35	$96,724.00	$114,371.00	$118,530.00	$122,689.00
36	$96,724.00	$114,371.00	$118,530.00	$122,689.00

Pelham City Schools
2025-2026 Salary Schedule
Schedule J
12 Month

Exp/Years	B.S.	M.S.	ED.S.	DO
0	$81,018.00	$94,996.00	$98,291.00	$101,584.00
1	$81,018.00	$94,996.00	$98,291.00	$101,584.00
2	$81,018.00	$94,996.00	$98,291.00	$101,584.00
3	$86,081.00	$100,934.00	$104,433.00	$107,933.00
4	$86,081.00	$100,934.00	$104,433.00	$107,933.00
5	$86,081.00	$100,934.00	$104,433.00	$107,933.00
6	$89,120.00	$104,495.00	$108,119.00	$111,744.00
7	$89,120.00	$104,495.00	$108,119.00	$111,744.00
8	$89,120.00	$104,495.00	$108,119.00	$111,744.00
9	$92,157.00	$108,058.00	$111,806.00	$115,552.00
10	$92,157.00	$108,058.00	$111,806.00	$115,552.00
11	$92,157.00	$108,058.00	$111,806.00	$115,552.00
12	$94,906.00	$111,362.00	$115,480.00	$119,599.00
13	$94,906.00	$111,362.00	$115,480.00	$119,599.00
14	$94,906.00	$111,362.00	$115,480.00	$119,599.00
15	$96,861.00	$113,789.00	$117,906.00	$122,024.00
16	$96,861.00	$113,789.00	$117,906.00	$122,024.00
17	$96,861.00	$113,789.00	$117,906.00	$122,024.00
18	$97,994.00	$115,190.00	$119,308.00	$123,426.00
19	$97,994.00	$115,190.00	$119,308.00	$123,426.00
20	$97,994.00	$115,190.00	$119,308.00	$123,426.00
21	$99,129.00	$116,598.00	$120,715.00	$124,832.00
22	$99,129.00	$116,598.00	$120,715.00	$124,832.00
23	$99,129.00	$116,598.00	$120,715.00	$124,832.00
24	$100,199.00	$117,575.00	$121,693.00	$125,810.00
25	$100,199.00	$117,575.00	$121,693.00	$125,810.00
26	$100,199.00	$117,575.00	$121,693.00	$125,810.00
27	$101,272.00	$118,745.00	$122,863.00	$126,980.00
28	$101,272.00	$118,745.00	$122,863.00	$126,980.00
29	$101,272.00	$118,745.00	$122,863.00	$126,980.00
30	$102,285.00	$119,932.00	$124,092.00	$128,250.00
31	$102,285.00	$119,932.00	$124,092.00	$128,250.00
32	$102,285.00	$119,932.00	$124,092.00	$128,250.00
33	$102,285.00	$119,932.00	$124,092.00	$128,250.00
34	$102,285.00	$119,932.00	$124,092.00	$128,250.00
35	$102,285.00	$119,932.00	$124,092.00	$128,250.00
36	$102,285.00	$119,932.00	$124,092.00	$128,250.00

Pelham City Schools
2025-2026 Salary Schedule
Schedule K
12 Month

Exp/Years	B.S.	M.S.	ED.S.	DO
0	$81,018.00	$99,890.00	$103,185.00	$106,478.00
1	$81,018.00	$99,890.00	$103,185.00	$106,478.00
2	$81,018.00	$99,890.00	$103,185.00	$106,478.00
3	$86,081.00	$106,134.00	$109,633.00	$113,133.00
4	$86,081.00	$106,134.00	$109,633.00	$113,133.00
5	$86,081.00	$106,134.00	$109,633.00	$113,133.00
6	$89,120.00	$109,879.00	$113,502.00	$117,126.00
7	$89,120.00	$109,879.00	$113,502.00	$117,126.00
8	$89,120.00	$109,879.00	$113,502.00	$117,126.00
9	$92,157.00	$113,625.00	$117,373.00	$121,119.00
10	$92,157.00	$113,625.00	$117,373.00	$121,119.00
11	$92,157.00	$113,625.00	$117,373.00	$121,119.00
12	$94,906.00	$117,480.00	$121,598.00	$125,715.00
13	$94,906.00	$117,480.00	$121,598.00	$125,715.00
14	$94,906.00	$117,480.00	$121,598.00	$125,715.00
15	$96,861.00	$119,906.00	$124,024.00	$128,142.00
16	$96,861.00	$119,906.00	$124,024.00	$128,142.00
17	$96,861.00	$119,906.00	$124,024.00	$128,142.00
18	$97,994.00	$121,307.00	$125,426.00	$129,544.00
19	$97,994.00	$121,307.00	$125,426.00	$129,544.00
20	$97,994.00	$121,307.00	$125,426.00	$129,544.00
21	$99,129.00	$122,715.00	$126,833.00	$130,951.00
22	$99,129.00	$122,715.00	$126,833.00	$130,951.00
23	$99,129.00	$122,715.00	$126,833.00	$130,951.00
24	$100,199.00	$123,693.00	$127,810.00	$131,928.00
25	$100,199.00	$123,693.00	$127,810.00	$131,928.00
26	$100,199.00	$123,693.00	$127,810.00	$131,928.00
27	$101,272.00	$124,863.00	$128,981.00	$133,098.00
28	$101,272.00	$124,863.00	$128,981.00	$133,098.00
29	$101,272.00	$124,863.00	$128,981.00	$133,098.00
30	$102,285.00	$126,111.00	$130,271.00	$134,429.00
31	$102,285.00	$126,111.00	$130,271.00	$134,429.00
32	$102,285.00	$126,111.00	$130,271.00	$134,429.00
33	$102,285.00	$126,111.00	$130,271.00	$134,429.00
34	$102,285.00	$126,111.00	$130,271.00	$134,429.00
35	$102,285.00	$126,111.00	$130,271.00	$134,429.00
36	$102,285.00	$126,111.00	$130,271.00	$134,429.00

*Supplement of $2,500 per year of proven successful principal experience may be added to the positions of Chief Academic Officer.

Pelham City Schools
2025-2026 Salary Schedule
Schedule L – Assistant Superintendent
12 Month

Exp/Years	M.S.	ED.S.	DO
15	$142,000.00	$146,000.00	$150,000.00
16	$144,000.00	$148,000.00	$152,000.00
17	$146,000.00	$150,000.00	$154,000.00
18	$148,000.00	$152,000.00	$156,000.00
19	$150,000.00	$156,000.00	$160,000.00
20	$152,000.00	$158,000.00	$164,000.00
21	$155,500.00	$162,500.00	$169,500.00
22	$155,500.00	$162,500.00	$169,500.00
23	$155,500.00	$162,500.00	$169,500.00
24	$156,500.00	$163,500.00	$170,500.00
25	$156,500.00	$163,500.00	$170,500.00
26	$156,500.00	$163,500.00	$170,500.00
27	$158,000.00	$165,000.00	$172,000.00
28	$158,000.00	$165,000.00	$172,000.00
29	$158,000.00	$165,000.00	$172,000.00
30	$160,000.00	$167.000.00	$174,000.00
31	$160,000.00	$167,000.00	$174,000.00
32	$160,000.00	$167,000.00	$174,000.00

Pelham City Schools
2025-2026 Salary Schedule
School Nurse
9 Month - 187 Day

Exp/Years	LPN	Daily	RN-ASN	Daily	RN-BSN	Daily	RN-MSN	Daily	RN-DNP	Daily
0	$33,930.00	$181.44	$44,764.00	$239.38	$48,269.00	$258.12	$52,049.00	$278.34	$56,124.00	$300.13
1	$33,930.00	$181.44	$44,764.00	$239.38	$48,269.00	$258.12	$52,049.00	$278.34	$56,124.00	$300.13
2	$33,930.00	$181.44	$44,764.00	$239.38	$48,269.00	$258.12	$52,049.00	$278.34	$56,124.00	$300.13
3	$37,319.00	$199.57	$49,236.00	$263.29	$53,090.00	$283.90	$57,248.00	$306.14	$61,730.00	$330.11
4	$37,319.00	$199.57	$49,236.00	$263.29	$53,090.00	$283.90	$57,248.00	$306.14	$61,730.00	$330.11
5	$37,319.00	$199.57	$49,236.00	$263.29	$53,090.00	$283.90	$57,248.00	$306.14	$61,730.00	$330.11
6	$38,955.00	$208.32	$51,394.00	$274.83	$55,418.00	$296.35	$59,758.00	$319.56	$64,437.00	$344.58
7	$38,955.00	$208.32	$51,394.00	$274.83	$55,418.00	$296.35	$59,758.00	$319.56	$64,437.00	$344.58
8	$38,955.00	$208.32	$51,394.00	$274.83	$55,418.00	$296.35	$59,758.00	$319.56	$64,437.00	$344.58
9	$40,131.00	$214.60	$52,946.00	$283.13	$57,092.00	$305.30	$61,562.00	$329.21	$66,382.00	$354.98
10	$40,532.00	$216.75	$53,475.00	$285.96	$57,662.00	$308.35	$62,177.00	$332.50	$67,045.00	$358.53
11	$40,937.00	$218.91	$54,009.00	$288.82	$58,238.00	$311.43	$62,799.00	$335.82	$67,715.00	$362.11
12	$41,347.00	$221.11	$54,550.00	$291.71	$58,822.00	$314.56	$63,427.00	$339.18	$68,394.00	$365.74
13	$41,760.00	$223.32	$55,096.00	$294.63	$59,409.00	$317.70	$64,062.00	$342.58	$69,077.00	$369.40
14	$42,179.00	$225.56	$55,647.00	$297.58	$60,004.00	$320.88	$64,702.00	$346.00	$69,768.00	$373.09
15	$42,601.00	$227.81	$56,204.00	$300.56	$60,604.00	$324.09	$65,350.00	$349.47	$70,446.00	$376.72
16	$43,026.00	$230.09	$56,765.00	$303.56	$61,210.00	$327.33	$66,003.00	$352.96	$71,170.00	$380.59
17	$43,457.00	$232.39	$57,333.00	$306.59	$61,822.00	$330.60	$66,663.00	$356.49	$71,882.00	$384.40
18	$43,891.00	$234.71	$57,906.00	$309.66	$62,440.00	$333.90	$67,329.00	$360.05	$72,601.00	$388.24
19	$44,330.00	$237.06	$58,485.00	$312.75	$63,064.00	$337.24	$68,002.00	$363.65	$73,327.00	$392.12
20	$44,772.00	$239.42	$59,070.00	$315.88	$63,694.00	$340.61	$68,682.00	$367.28	$74,060.00	$396.04
21	$45,221.00	$241.82	$59,661.00	$319.04	$64,332.00	$344.02	$69,370.00	$370.96	$74,801.00	$400.01
22	$45,673.00	$244.24	$60,257.00	$322.23	$64,974.00	$347.45	$70,062.00	$374.66	$75,548.00	$404.00
23	$46,130.00	$246.68	$60,860.00	$325.45	$65,625.00	$350.94	$70,763.00	$378.41	$76,304.00	$408.04
24	$46,591.00	$249.15	$61,469.00	$328.71	$66,282.00	$354.45	$71,472.00	$382.20	$77,068.00	$412.13
25	$47,057.00	$251.64	$62,083.00	$331.99	$66,944.00	$357.99	$72,186.00	$386.02	$77,838.00	$416.25
26	$47,527.00	$254.16	$62,703.00	$335.31	$67,613.00	$361.57	$72,907.00	$389.88	$78,616.00	$420.41
27	$48,003.00	$256.70	$63,331.00	$338.67	$68,291.00	$365.19	$73,637.00	$393.78	$79,403.00	$424.61
28	$48,483.00	$259.27	$63,964.00	$342.05	$68,973.00	$368.84	$74,373.00	$397.72	$80,196.00	$428.86
29	$48,968.00	$261.86	$64,604.00	$345.48	$69,662.00	$372.52	$75,117.00	$401.70	$80,999.00	$433.15
30	$49,457.00	$264.48	$65,250.00	$348.93	$70,358.00	$376.25	$75,867.00	$405.71	$81,808.00	$437.48
31	$49,952.00	$267.12	$65,902.00	$352.42	$71,062.00	$380.01	$76,626.00	$409.76	$82,626.00	$441.85
32	$50,452.00	$269.80	$66,562.00	$355.95	$71,774.00	$383.82	$77,393.00	$413.87	$83,453.00	$446.27
33	$50,956.00	$272.49	$67,227.00	$359.50	$72,490.00	$387.65	$78,166.00	$418.00	$84,287.00	$450.73
34	$51,465.00	$275.21	$67,899.00	$363.10	$73,215.00	$391.52	$78,947.00	$422.18	$85,130.00	$455.24
35	$51,980.00	$277.97	$68,578.00	$366.73	$73,947.00	$395.44	$79,738.00	$426.41	$85,981.00	$459.79

Pelham City Schools
2025-2026 Salary Schedule
Lead Nurse
12 Month

Exp/Years	LPN	Daily	RN-ASN	Daily	RN-BSN	Daily	RN-MSN	Daily	RN-DNP	Daily
0	$43,547.00	$181.45	$57,452.00	$239.38	$61,950.00	$258.13	$66,801.00	$278.34	$72,031.00	$300.13
1	$43,547.00	$181.45	$57,452.00	$239.38	$61,950.00	$258.13	$66,801.00	$278.34	$72,031.00	$300.13
2	$43,547.00	$181.45	$57,452.00	$239.38	$61,950.00	$258.13	$66,801.00	$278.34	$72,031.00	$300.13
3	$47,897.00	$199.57	$63,191.00	$263.30	$68,137.00	$283.90	$73,474.00	$306.14	$79,226.00	$330.11
4	$47,897.00	$199.57	$63,191.00	$263.30	$68,137.00	$283.90	$73,474.00	$306.14	$79,226.00	$330.11
5	$47,897.00	$199.57	$63,191.00	$263.30	$68,137.00	$283.90	$73,474.00	$306.14	$79,226.00	$330.11
6	$49,996.00	$208.32	$65,961.00	$274.84	$71,125.00	$296.35	$76,695.00	$319.56	$82,700.00	$344.58
7	$49,996.00	$208.32	$65,961.00	$274.84	$71,125.00	$296.35	$76,695.00	$319.56	$82,700.00	$344.58
8	$49,996.00	$208.32	$65,961.00	$274.84	$71,125.00	$296.35	$76,695.00	$319.56	$82,700.00	$344.58
9	$51,506.00	$214.61	$67,953.00	$283.14	$73,274.00	$305.31	$79,011.00	$329.21	$85,197.00	$354.99
10	$52,020.00	$216.75	$68,632.00	$285.97	$74,005.00	$308.35	$79,800.00	$332.50	$86,048.00	$358.53
11	$52,540.00	$218.92	$69,317.00	$288.82	$74,744.00	$311.43	$80,598.00	$335.83	$86,907.00	$362.11
12	$53,066.00	$221.11	$70,011.00	$291.71	$75,494.00	$314.56	$81,404.00	$339.18	$87,779.00	$365.75
13	$53,596.00	$223.32	$70,712.00	$294.63	$76,247.00	$317.70	$82,219.00	$342.58	$88,655.00	$369.40
14	$54,134.00	$225.56	$71,419.00	$297.58	$77,011.00	$320.88	$83,040.00	$346.00	$89,542.00	$373.09
15	$54,676.00	$227.82	$72,134.00	$300.56	$77,781.00	$324.09	$83,872.00	$349.47	$90,412.00	$376.72
16	$55,221.00	$230.09	$72,854.00	$303.56	$78,559.00	$327.33	$84,710.00	$352.96	$91,342.00	$380.59
17	$55,774.00	$232.39	$73,583.00	$306.60	$79,344.00	$330.60	$85,557.00	$356.49	$92,255.00	$384.40
18	$56,331.00	$234.71	$74,318.00	$309.66	$80,137.00	$333.90	$86,412.00	$360.05	$93,178.00	$388.24
19	$56,895.00	$237.06	$75,061.00	$312.75	$80,938.00	$337.24	$87,276.00	$363.65	$94,110.00	$392.13
20	$57,462.00	$239.43	$75,812.00	$315.88	$81,747.00	$340.61	$88,149.00	$367.29	$95,051.00	$396.05
21	$58,038.00	$241.83	$76,571.00	$319.05	$82,566.00	$344.03	$89,032.00	$370.97	$96,002.00	$400.01
22	$58,618.00	$244.24	$77,336.00	$322.23	$83,390.00	$347.46	$89,920.00	$374.67	$96,960.00	$404.00
23	$59,205.00	$246.69	$78,110.00	$325.46	$84,225.00	$350.94	$90,819.00	$378.41	$97,931.00	$408.05
24	$59,796.00	$249.15	$78,891.00	$328.71	$85,068.00	$354.45	$91,729.00	$382.20	$98,911.00	$412.13
25	$60,395.00	$251.65	$79,679.00	$332.00	$85,918.00	$357.99	$92,646.00	$386.03	$99,900.00	$416.25
26	$60,998.00	$254.16	$80,475.00	$335.31	$86,777.00	$361.57	$93,571.00	$389.88	$100,898.00	$420.41
27	$61,609.00	$256.70	$81,281.00	$338.67	$87,647.00	$365.20	$94,508.00	$393.78	$101,908.00	$424.62
28	$62,225.00	$259.27	$82,093.00	$342.05	$88,522.00	$368.84	$95,452.00	$397.72	$102,926.00	$428.86
29	$62,847.00	$261.86	$82,915.00	$345.48	$89,406.00	$372.53	$96,407.00	$401.70	$103,956.00	$433.15
30	$63,475.00	$264.48	$83,744.00	$348.93	$90,300.00	$376.25	$97,370.00	$405.71	$104,995.00	$437.48
31	$64,110.00	$267.13	$84,581.00	$352.42	$91,203.00	$380.01	$98,344.00	$409.77	$106,045.00	$441.85
32	$64,752.00	$269.80	$85,428.00	$355.95	$92,117.00	$383.82	$99,328.00	$413.87	$107,106.00	$446.28
33	$65,399.00	$272.50	$86,281.00	$359.50	$93,036.00	$387.65	$100,320.00	$418.00	$108,176.00	$450.73
34	$66,052.00	$275.22	$87,144.00	$363.10	$93,966.00	$391.53	$101,323.00	$422.18	$109,258.00	$455.24
35	$66,713.00	$277.97	$88,015.00	$366.73	$94,906.00	$395.44	$102,338.00	$426.41	$110,350.00	$459.79

Pelham City Schools
2025-2026 Salary Schedule
Bus Driver
Salary Based on Student Days Plus 3 Additional Days (181)

Step	Exp/Years	Daily Rate	Days
1	0	$98.46	$17,822.00
2	1	$98.46	$17,822.00
3	2	$98.46	$17,822.00
4	3	$100.92	$18,267.00
5	4	$100.92	$18,267.00
6	5	$100.92	$18,267.00
7	6	$100.92	$18,267.00
8	7	$100.92	$18,267.00
9	8	$103.39	$18,714.00
10	9	$103.39	$18,714.00
11	10	$103.39	$18,714.00
12	11	$103.39	$18,714.00
13	12	$103.39	$18,714.00
14	13	$103.39	$18,714.00
15	14	$105.86	$19,161.00
16	15	$108.37	$19,615.00
17	16	$108.37	$19,615.00
18	17	$108.37	$19,615.00
19	18	$111.62	$20,204.00
20	19	$111.62	$20,204.00
21	20	$111.62	$20,204.00
22	21	$114.96	$20,808.00
23	22	$114.96	$20,808.00
24	23	$114.96	$20,808.00
25	24	$118.41	$21,433.00
26	25	$118.41	$21,433.00
27	26	$118.41	$21,433.00
28	27	$121.97	$22,077.00
29	28	$121.97	$22,077.00
30	29	$121.97	$22,077.00
31	30	$121.97	$22,077.00
32	31	$121.97	$22,077.00
33	32	$121.97	$22,077.00
34	33	$121.97	$22,077.00
35	34	$121.97	$22,077.00

Pelham City Schools
2025-2026 Salary Schedule
Special Needs Aide
Salary Based on Student Days Plus 4 Additional Days
182 Days for 2025-2026 School Year

Step	Exp/Years	Hourly	Daily Rate	Annual - 182 Days
1	0	$18.14	$145.08	$26,406.00
1	1	$18.14	$145.08	$26,406.00
1	2	$18.14	$145.08	$26,406.00
2	3	$19.04	$152.35	$27,728.00
2	4	$19.04	$152.35	$27,728.00
2	5	$19.04	$152.35	$27,728.00
3	6	$19.50	$156.02	$28,396.00
3	7	$19.50	$156.02	$28,396.00
3	8	$19.50	$156.02	$28,396.00
4	9	$19.95	$159.61	$29,049.00
4	10	$19.95	$159.61	$29,049.00
4	11	$19.95	$159.61	$29,049.00
5	12	$20.40	$163.20	$29,703.00
5	13	$20.40	$163.20	$29,703.00
5	14	$20.40	$163.20	$29,703.00
6	15	$20.86	$166.87	$30,371.00

* Based on an 8 hour day

Paraprofessional/ Bilingual Paraprofessional/Exceptional Education Aide
Salary Based on Student Days Plus 4 Additional Days
182 Days for 2025-2026 School Year

Step	Exp/Years	Hourly	Daily Rate	Annual - 182 Days
1	0	$16.84	$134.72	$24,520.00
1	1	$16.84	$134.72	$24,520.00
1	2	$16.84	$134.72	$24,520.00
2	3	$17.69	$141.49	$25,752.00
2	4	$17.69	$141.49	$25,752.00
2	5	$17.69	$141.49	$25,752.00
3	6	$18.11	$144.84	$26,361.00
3	7	$18.11	$144.84	$26,361.00
3	8	$18.11	$144.84	$26,361.00
4	9	$18.52	$148.19	$26,970.00
4	10	$18.52	$148.19	$26,970.00
4	11	$18.52	$148.19	$26,970.00
5	12	$18.95	$151.61	$27,594.00
5	13	$18.95	$151.61	$27,594.00
5	14	$18.95	$151.61	$27,594.00
6	15	$19.37	$154.96	$28,203.00

* Based on an 8 hour day

These 2 Schedules Only –
Bachelor's Degree: Add $1,000 Master's Degree: Add $2,000

Pelham City Schools
2025-2026 Salary Schedule
Registered Behavior Technician
187 Day Contract

Step	Exp/Years	Hourly Rate	Daily Rate	Annual - 187 Days
1	0	$20.21	$161.68	$30,235.00
2	1	$20.52	$164.16	$30,698.00
3	2	$20.81	$166.48	$31,132.00
4	3	$21.31	$170.48	$31,880.00
5	4	$21.80	$174.40	$32,613.00
6	5	$22.29	$178.32	$33,346.00
7	6	$22.78	$182.24	$34,079.00
8	7	$23.09	$184.72	$34,543.00
9	8	$23.38	$187.04	$34,997.00
10	9	$23.98	$189.44	$35,426.00
11	10	$23.98	$191.84	$35,875.00
12	11	$24.28	$194.24	$36,323.00
13	12	$24.44	$195.52	$36,563.00
14	13	$24.58	$196.64	$36,772.00
15	14	$24.73	$197.84	$36,997.00
16	15	$24.87	$198.96	$37,206.00

Pelham City Schools
2025-2026 Salary Schedule
CNP Employee
Salary Based on Student Days Plus 5 Additional Days
183 Days for 2025-2026 School Year

Step	Exp/Years	Hourly	Daily Rate - 7.5 Hours Per Day	Annual - 183 Days	Daily Rate - 7 Hours Per Day	Annual - 183 Days	Daily Rate – 6 Hours Per Day	Annual - 183 Days
1	0	$18.14	$136.02	$24,892.00	$126.95	$23,232.00	$108.81	$19,913.00
1	1	$18.14	$136.02	$24,892.00	$126.95	$23,232.00	$108.81	$19,913.00
1	2	$18.14	$136.02	$24,892.00	$126.95	$23,232.00	$108.81	$19,913.00
2	3	$19.04	$142.83	$26,138.00	$133.30	$24,395.00	$114.26	$20,910.00
2	4	$19.04	$142.83	$26,138.00	$133.30	$24,395.00	$114.26	$20,910.00
2	5	$19.04	$142.83	$26,138.00	$133.30	$24,395.00	$114.26	$20,910.00
3	6	$19.50	$146.27	$26,768.00	$136.52	$24,983.00	$117.01	$21,414.00
3	7	$19.50	$146.27	$26,768.00	$136.52	$24,983.00	$117.01	$21,414.00
3	8	$19.50	$146.27	$26,768.00	$136.52	$24,983.00	$117.01	$21,414.00
4	9	$19.95	$149.63	$27,384.00	$139.66	$25,558.00	$119.71	$21,907.00
4	10	$19.95	$149.63	$27,384.00	$139.66	$25,558.00	$119.71	$21,907.00
4	11	$19.95	$149.63	$27,384.00	$139.66	$25,558.00	$119.71	$21,907.00
5	12	$20.40	$153.00	$27,999.00	$142.80	$26,133.00	$122.40	$22,400.00
5	13	$20.40	$153.00	$27,999.00	$142.80	$26,133.00	$122.40	$22,400.00
5	14	$20.40	$153.00	$27,999.00	$142.80	$26,133.00	$122.40	$22,400.00
6	15	$20.86	$156.44	$28,629.00	$146.01	$26,721.00	$125.15	$22,904.00

CNP Assistant Manager
Salary Based on Student Days Plus Additional 7 Days
185 Days for 2025-2026 School Year

Step	Exp/Years	Hourly	Daily Rate - 8 Hours Per Day	Annual - 185 Days	Annual Asst Mgr Supplement
1	0	$18.14	$145.08	$26,841.00	$3,500.00
1	1	$18.14	$145.08	$26,841.00	$3,500.00
1	2	$18.14	$145.08	$26,841.00	$3,500.00
2	3	$19.04	$152.35	$28,185.00	$3,500.00
2	4	$19.04	$152.35	$28,185.00	$3,500.00
2	5	$19.04	$152.35	$28,185.00	$3,500.00
3	6	$19.50	$156.02	$28,864.00	$3,500.00
3	7	$19.50	$156.02	$28,864.00	$3,500.00
3	8	$19.50	$156.02	$28,864.00	$3,500.00
4	9	$19.95	$159.61	$29,528.00	$3,500.00
4	10	$19.95	$159.61	$29,528.00	$3,500.00
4	11	$19.95	$159.61	$29,528.00	$3,500.00
5	12	$20.40	$163.20	$30,192.00	$6,500.00
5	13	$20.40	$163.20	$30,192.00	$6,500.00
5	14	$20.40	$163.20	$30,192.00	$6,500.00
6	15	$20.86	$166.87	$30,872.00	$6,500.00

Pelham City Schools
2025-2026 Salary Schedule

CNP Manager
Salary Based on Student Days Plus Additional 10 Days
188 Days for 2025-2026 School Year

Step	Exp/Years	Hourly	Daily Rate - 8 Hours Per Day	Annual - 188 Days	Annual Mgr Supplement
1	0	$18.14	$145.08	$27,276.00	$6,500.00
1	1	$18.14	$145.08	$27,276.00	$6,500.00
1	2	$18.14	$145.08	$27,276.00	$6,500.00
2	3	$19.04	$152.35	$28,642.00	$6,500.00
2	4	$19.04	$152.35	$28,642.00	$6,500.00
2	5	$19.04	$152.35	$28,642.00	$6,500.00
3	6	$19.50	$156.02	$29,332.00	$6,500.00
3	7	$19.50	$156.02	$29,332.00	$6,500.00
3	8	$19.50	$156.02	$29,332.00	$6,500.00
4	9	$19.95	$159.61	$30,007.00	$6,500.00
4	10	$19.95	$159.61	$30,007.00	$6,500.00
4	11	$19.95	$159.61	$30,007.00	$6,500.00
5	12	$20.40	$163.20	$30,682.00	$9,500.00
5	13	$20.40	$163.20	$30,682.00	$9,500.00
5	14	$20.40	$163.20	$30,682.00	$9,500.00
6	15	$20.86	$166.87	$31,372.00	$9,500.00

*Annual Supplement for SNA Certifications: Level 1 = $500 Level 2 = $750 Level 3 = $1,000 Level 4 = $1,500

These are applied to all CNP salary schedules

Pelham City Schools
2025-2026 Salary Schedule

Custodians
Rank I - 10 Month (200 Days) / Rank II - 12 Month (240 Days)
Based on an 8 Hour Day

Step	Exp/Years	Hourly	Daily Rate	Annual - 200 Days	Annual - 240 Days
1	0	$16.84	$134.72	$26,944.00	$32,334.00
2	1	$16.84	$134.72	$26,944.00	$32,334.00
3	2	$16.84	$134.72	$26,944.00	$32,334.00
4	3	$17.69	$141.52	$28,304.00	$33,964.80
5	4	$17.69	$141.52	$28,304.00	$33,964.80
6	5	$18.10	$144.80	$28,960.00	$34,752.00
7	6	$18.64	$149.12	$29,824.00	$35,788.80
8	7	$19.20	$153.60	$30,720.00	$36,864.00
9	8	$19.78	$158.24	$31,648.00	$37,977.60
10	9	$20.37	$162.96	$32,592.00	$39,110.40
11	10	$20.98	$167.84	$33,568.00	$40,281.60
12	11	$21.61	$172.88	$34,576.00	$41,491.20
13	12	$22.26	$178.08	$35,616.00	$42,739.20
14	13	$22.26	$178.08	$35,616.00	$42,739.20
15	14	$22.26	$178.08	$35,616.00	$42,739.20
16	15	$22.93	$183.44	$36,688.00	$44,025.60
17	16	$22.93	$183.44	$36,688.00	$44,025.60
18	17	$22.93	$183.44	$36,688.00	$44,025.60
19	18	$23.62	$188.96	$37,792.00	$45,350.40
20	19	$23.62	$188.96	$37,792.00	$45,350.40
21	20	$23.62	$188.96	$37,792.00	$45,350.40
22	21	$24.32	$194.56	$38,912.00	$46,694.40
23	22	$24.32	$194.56	$38,912.00	$46,694.40
24	23	$24.32	$194.56	$38,912.00	$46,694.40
25	24	$25.06	$200.48	$40,096.00	$48,115.20
26	25	$25.06	$200.48	$40,096.00	$48,115.20
27	26	$25.06	$200.48	$40,096.00	$48,115.20
28	27	$25.81	$206.48	$41,296.00	$49,555.20
29	28	$25.81	$206.48	$41,296.00	$49,555.20
30	29	$25.81	$206.48	$41,296.00	$49,555.20
31	30	$25.81	$206.48	$41,296.00	$49,555.20
32	31	$25.81	$206.48	$41,296.00	$49,555.20
33	32	$25.81	$206.48	$41,296.00	$49,555.20
34	33	$25.81	$206.48	$41,296.00	$49,555.20
35	34	$25.81	$206.48	$41,296.00	$49,555.20
36	35	$25.81	$206.48	$41,296.00	$49,555.20

Lead Custodian Supplement – Years 0-11 = $3,500 ; Years 12 and above = $4,500

Pelham City Schools
2025-2026 Salary Schedule

Tradesman

		Rank I			Rank II		
Step	**Exp/Years**	**Hourly**	**Daily Rate**	**Annual - 240 Days**	**Hourly**	**Daily Rate**	**Annual - 240 Days**
1	0	$23.25	$185.97	$44,632.00	$29.79	$238.35	$57,205.00
1	1	$23.25	$185.97	$44,632.00	$29.79	$238.35	$57,205.00
1	2	$23.25	$185.97	$44,632.00	$29.79	$238.35	$57,205.00
2	3	$24.41	$195.27	$46,865.00	$31.29	$250.35	$60,084.00
2	4	$24.41	$195.27	$46,865.00	$31.29	$250.35	$60,084.00
2	5	$24.41	$195.27	$46,865.00	$31.29	$250.35	$60,084.00
3	6	$24.99	$199.92	$47,981.00	$32.04	$256.31	$61,514.00
3	7	$24.99	$199.92	$47,981.00	$32.04	$256.31	$61,514.00
3	8	$24.99	$199.92	$47,981.00	$32.04	$256.31	$61,514.00
4	9	$25.57	$204.57	$49,098.00	$32.78	$262.26	$62,943.00
4	10	$25.57	$204.57	$49,098.00	$32.78	$262.26	$62,943.00
4	11	$25.57	$204.57	$49,098.00	$32.78	$262.26	$62,943.00
5	12	$26.15	$209.22	$50,214.00	$33.53	$268.22	$64,373.00
5	13	$26.15	$209.22	$50,214.00	$33.53	$268.22	$64,373.00
5	14	$26.15	$209.22	$50,214.00	$33.53	$268.22	$64,373.00
6	15	$26.73	$213.87	$51,330.00	$34.27	$274.18	$65,803.00

*Apprenticeship Card Supplement = 3,500
**Working Foreman Supplement = $3,500

Pelham City Schools
2025-2026 Salary Schedule
Supervisor/Manager – Transportation/Maintenance/Payroll/Accounts Payable/Child Nutrition
12 Month

Step	Exp/Years	Daily	Annual
1	0	$264.29	$63,430.00
1	1	$264.29	$63,430.00
1	2	$264.29	$63,430.00
2	3	$277.50	$66,601.00
2	4	$277.50	$66,601.00
2	5	$277.50	$66,601.00
3	6	$284.11	$68,186.00
3	7	$284.11	$68,186.00
3	8	$284.11	$68,186.00
4	9	$290.72	$69,773.00
4	10	$290.72	$69,773.00
4	11	$290.72	$69,773.00
5	12	$297.33	$71,359.00
5	13	$297.33	$71,359.00
5	14	$297.33	$71,359.00
6	15	$303.93	$72,944.00

* Add $3,600 Annually for Degree

Exempt Position

Pelham City Schools
2025-202 Salary Schedule

IT Technician
10 Month (200 Days) / 12 Month (240 Days)

Step	Exp/Years	Hourly	Daily Rate	Annual - 200 Days	Annual - 240 Days
1	0	$25.08	$200.65	$40,130.88	$48,157.06
1	1	$25.08	$200.65	$40,130.88	$48,157.06
1	2	$25.08	$200.65	$40,130.88	$48,157.06
2	3	$26.34	$210.69	$42,138.24	$50,565.89
2	4	$26.34	$210.69	$42,138.24	$50,565.89
2	5	$26.34	$210.69	$42,138.24	$50,565.89
3	6	$26.97	$215.75	$43,150.08	$51,780.10
3	7	$26.97	$215.75	$43,150.08	$51,780.10
3	8	$26.97	$215.75	$43,150.08	$51,780.10
4	9	$27.59	$220.73	$44,145.60	$52,974.72
4	10	$27.59	$220.73	$44,145.60	$52,974.72
4	11	$27.59	$220.73	$44,145.60	$52,974.72
5	12	$28.21	$225.71	$45,141.12	$54,169.34
5	13	$28.21	$225.71	$45,141.12	$54,169.34
5	14	$28.21	$225.71	$45,141.12	$54,169.34
6	15	$28.85	$230.76	$46,152.96	$55,383.55
6	16	$28.85	$230.76	$46,152.96	$55,383.55
6	17	$28.85	$230.76	$46,152.96	$55,383.55
7	18	$30.72	$245.78	$49,155.84	$58,987.01
7	19	$30.72	$245.78	$49,155.84	$58,987.01
7	20	$30.72	$245.78	$49,155.84	$58,987.01
8	21	$31.35	$250.84	$50,167.68	$60,201.22
8	22	$31.35	$250.84	$50,167.68	$60,201.22
8	23	$31.35	$250.84	$50,167.68	$60,201.22
9	24	$31.98	$255.82	$51,163.20	$61,395.84
9	25	$31.98	$255.82	$51,163.20	$61,395.84
9	26	$31.98	$255.82	$51,163.20	$61,395.84
10	27	$32.61	$260.88	$52,175.04	$62,610.05

* Lead Technician (Approved by Superintendent) - $3,500

Pelham City Schools
2025-2026 Salary Schedule

School Receptionist
Salary Based on Student Days Plus 4 Additional Days
182 Days for 2025-2026 School Year

Step	Exp/Years	Hourly	Daily Rate	Annual - 182 Days
1	0	$15.54	$124.36	$22,634.00
1	1	$15.54	$124.36	$22,634.00
1	2	$15.54	$124.36	$22,634.00
2	3	$16.32	$130.56	$23,762.00
2	4	$16.32	$130.56	$23,762.00
2	5	$16.32	$130.56	$23,762.00
3	6	$16.71	$133.66	$24,327.00
3	7	$16.71	$133.66	$24,327.00
3	8	$16.71	$133.66	$24,327.00
4	9	$17.11	$136.84	$24,906.00
4	10	$17.11	$136.84	$24,906.00
4	11	$17.11	$136.84	$24,906.00
5	12	$17.49	$139.94	$25,470.00
5	13	$17.49	$139.94	$25,470.00
5	14	$17.49	$139.94	$25,470.00
6	15	$17.88	$143.04	$26,035.00

* Based on an 8 hour day

Pelham City Schools
2025-2026 Salary Schedule

Secretary - Local School and Central Office

Step	Exp/Years	Hourly	Daily Rate	Annual 9.5 Month (190 Days)	Annual 10.5 Month (210 Days)	Annual 12 Month (240 Days)
1	0	$18.14	$145.08	$27,567.00	$30,468.00	$34,821.00
1	1	$18.14	$145.08	$27,567.00	$30,468.00	$34,821.00
1	2	$18.14	$145.08	$27,567.00	$30,468.00	$34,821.00
2	3	$19.04	$152.35	$28,946.00	$31,993.00	$36,564.00
2	4	$19.04	$152.35	$28,946.00	$31,993.00	$36,564.00
2	5	$19.04	$152.35	$28,946.00	$31,993.00	$36,564.00
3	6	$19.95	$159.61	$30,326.00	$33,519.00	$38,307.00
3	7	$19.95	$159.61	$30,326.00	$33,519.00	$38,307.00
3	8	$19.95	$159.61	$30,326.00	$33,519.00	$38,307.00
4	9	$20.86	$166.87	$31,706.00	$35,044.00	$40,050.00
4	10	$20.86	$166.87	$31,706.00	$35,044.00	$40,050.00
4	11	$20.86	$166.87	$31,706.00	$35,044.00	$40,050.00
5	12	$21.31	$170.46	$32,388.00	$35,798.00	$40,911.00
5	13	$21.31	$170.46	$32,388.00	$35,798.00	$40,911.00
5	14	$21.31	$170.46	$32,388.00	$35,798.00	$40,911.00
6	15	$21.77	$174.13	$33,086.00	$36,569.00	$41,793.00
6	16	$21.77	$174.13	$33,086.00	$36,569.00	$41,793.00
6	17	$21.77	$174.13	$33,086.00	$36,569.00	$41,793.00
7	18	$22.22	$177.72	$33,768.00	$37,323.00	$42,654.00
7	19	$22.22	$177.72	$33,768.00	$37,323.00	$42,654.00
7	20	$22.22	$177.72	$33,768.00	$37,323.00	$42,654.00
8	21	$22.67	$181.40	$34,466.00	$38,094.00	$43,536.00
8	22	$22.67	$181.40	$34,466.00	$38,094.00	$43,536.00
8	23	$22.67	$181.40	$34,466.00	$38,094.00	$43,536.00
9	24	$23.12	$184.99	$35,148.00	$38,848.00	$44,397.00
9	25	$23.12	$184.99	$35,148.00	$38,848.00	$44,397.00
9	26	$23.12	$184.99	$35,148.00	$38,848.00	$44,397.00
10	27	$23.58	$188.66	$35,846.00	$39,619.00	$45,279.00

* Based on an 8 hour day

**Includes secretaries trained to do registrar, webmaster, data entry

Pelham City Schools
2025-2026 Salary Schedule
Bookkeeper - Local School and Central Office
12 Month

Step	Exp/Years	Hourly	Daily Rate	Annual
1	0	$21.69	$173.48	$41,636.00
1	1	$21.69	$173.48	$41,636.00
1	2	$21.69	$173.48	$41,636.00
2	3	$22.62	$180.99	$43,438.00
2	4	$22.62	$180.99	$43,438.00
2	5	$22.62	$180.99	$43,438.00
3	6	$23.11	$184.91	$44,378.00
3	7	$23.11	$184.91	$44,378.00
3	8	$23.11	$184.91	$44,378.00
4	9	$24.51	$196.08	$47,061.00
4	10	$24.51	$196.08	$47,061.00
4	11	$24.51	$196.08	$47,061.00
5	12	$24.99	$199.92	$47,981.00
5	13	$24.99	$199.92	$47,981.00
5	14	$24.99	$199.92	$47,981.00
6	15	$25.46	$203.67	$48,882.00
6	16	$25.46	$203.67	$48,882.00
6	17	$25.46	$203.67	$48,882.00
7	18	$25.93	$207.43	$49,783.00
7	19	$25.93	$207.43	$49,783.00
7	20	$25.93	$207.43	$49,783.00
8	21	$26.40	$211.18	$50,684.00
8	22	$26.40	$211.18	$50,684.00
8	23	$26.40	$211.18	$50,684.00
9	24	$26.88	$215.02	$51,604.00
9	25	$26.88	$215.02	$51,604.00
9	26	$26.88	$215.02	$51,604.00
10	27	$27.34	$218.69	$52,486.00

* Based on 8 Hours Per Day

** Add $2,500 for Bachelor's Degree

Pelham City Schools
2025-2026 Salary Schedule

Staff Accountant
12 Month

Step	Exp/Years	Daily Rate	Annual
1	0	$201.17	$48,281.00
1	1	$201.17	$48,281.00
1	2	$201.17	$48,281.00
2	3	$208.61	$50,067.00
2	4	$208.61	$50,067.00
2	5	$208.61	$50,067.00
3	6	$216.15	$51,875.00
3	7	$216.15	$51,875.00
3	8	$216.15	$51,875.00
4	9	$223.68	$53,682.00
4	10	$223.68	$53,682.00
4	11	$223.68	$53,682.00
5	12	$227.48	$54,596.00
5	13	$227.48	$54,596.00
5	14	$227.48	$54,596.00
6	15	$231.21	$55,490.00
6	16	$231.21	$55,490.00
6	17	$231.21	$55,490.00
7	18	$235.01	$56,403.00
7	19	$235.01	$56,403.00
7	20	$235.01	$56,403.00
8	21	$238.83	$57,318.00
8	22	$238.83	$57,318.00
8	23	$238.83	$57,318.00
9	24	$242.55	$58,211.00
9	25	$242.55	$58,211.00
9	26	$242.55	$58,211.00
10	27	$246.36	$59,126.00

** Add $5,000 for Degree
Exempt Position

Pelham City Schools
2025-2026 Salary Schedule

Administrative Assistant to the Board and Superintendent
12 Month

Step	Exp/Years	Hourly	Daily Rate	Annual
1	0	$26.68	$213.47	$51,232.00
1	1	$26.68	$213.47	$51,232.00
1	2	$26.68	$213.47	$51,232.00
2	3	$28.12	$224.97	$53,994.00
2	4	$28.12	$224.97	$53,994.00
2	5	$28.12	$224.97	$53,994.00
3	6	$29.56	$236.48	$56,755.00
3	7	$29.56	$236.48	$56,755.00
3	8	$29.56	$236.48	$56,755.00
4	9	$31.00	$247.98	$59,516.00
4	10	$31.00	$247.98	$59,516.00
4	11	$31.00	$247.98	$59,516.00
5	12	$31.71	$253.69	$60,887.00
5	13	$31.71	$253.69	$60,887.00
5	14	$31.71	$253.69	$60,887.00
6	15	$32.44	$259.49	$62,278.00
6	16	$32.44	$259.49	$62,278.00
6	17	$32.44	$259.49	$62,278.00
7	18	$33.15	$265.20	$63,648.00
7	19	$33.15	$265.20	$63,648.00
7	20	$33.15	$265.20	$63,648.00
8	21	$33.87	$270.99	$65,039.00
8	22	$33.87	$270.99	$65,039.00
8	23	$33.87	$270.99	$65,039.00
9	24	$34.59	$276.71	$66,410.00
9	25	$34.59	$276.71	$66,410.00
9	26	$34.59	$276.71	$66,410.00
10	27	$35.31	$282.50	$67,800.00

* Based on 8 Hours Per Day
** Add $3,600 for
Degree

Pelham City Schools
2025-2026 Salary Schedule
Employee Pay Guidelines – Miscellaneous

After School Programs:

Lead Teacher	$20 per hour
Student Worker	$15 per hour

**Other staff will be contracted through Kelly Services and paid based on contractual agreement with Kelly Services*

Enhanced Learning Programs and Part-time Staff (Working During the School Day):

Nurse	
LPN	Non-Exempt Position – Paid at Overtime Rate
RN	$45 per hour
Facilitator	$30 per hour/ $120 for 1/2 half day/ $240 per day
Teacher	$37.50 per hour/ $150 for 1/2 half day/ $300 per day

Typically grades are assigned or set schedules are followed.

Professional Learning:

Trainer	$50 per hour/ $200 for 1/2 day/ $400 per day
Full Day Stipend	$150 per day
1/2 Day Training	$75 per day

****Adjunct Teacher and Part-time Retired Teachers who are assigned classes, responsible for all duties of a full-time teacher (content, grades, etc.) will be paid according to part-time contract approved by the Board.**

Retired Administrator: Part-time position with specialized assignment. Pay is negotiable and at the discretion of the Superintendent.

Transportation:

Midday Routes:

$45.00 -Special Needs Pre-K, FYI, LNLC up to 2 hours, five days per week. PONY to all PCS Schools and CO, 3 Days per week (days/times assigned by Superintendent.)

$75.00 – Academy of Craft, up to 4 hours, five days per week

$75.00 – Pathways to home, up to 4 hours, for students on a daily basis when students are taken home

Summer Program Routes – Paid at Daily Rate of Driver

Bus Substitute: $90.00

School Day Field Trip Pay:

$25.00	PCS school to PCS school
$50.00	During school up to 4 hours
$75.00	During school between 4-8 hours
$100.00	During school, over 8 hours

After-School/Non-school Day:

$75.00	Up to 4 hours
$100.00	4-8 hours
$125.00	8-10 hours
$150.00	Over 10 hours
$200.00	Over 12 hours on a non-school day