

# Eufaula City Schools Salary Schedule



2025 - 2026

Approved by the Board on: approved 06/24/25 \* effective with contract year

Includes Amendments/Addendums approved on: approved 07/15/25 & \*proposed changes 08/26/25

\* effective with contract year; unless otherwise noted

## **General Information**

Certain explicit assumptions have been made in the preparation of this salary schedule. Those assumptions are as follows:

- New employees will begin employment under the guidelines contained in this salary schedule.
- Certain current employees may be “grandfathered” at existing rates of pay or salary schedules until separation, retirement, or job change.
- Salary schedule increases will be made according to mandates by the State Legislature and/or guidelines recommended by the Superintendent and approved by the Board.
- Wages will 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.
- All certified employees must be properly licensed for their respective positions.
- All employees will be paid in twelve (12) equal monthly installments, regardless of the terms of their employment. New employees who start at the beginning of the employment year will have the option of splitting their first check so that a paycheck will be received at the end of August or receiving the first full paycheck at the end of September OR they will be given the option to have their first year paid equally over 13 months beginning in August. New employees who start work after the beginning of the employment contract year will be paid for the actual days worked. In this situation, the pay will be calculated to be spread equally over the remaining months of the contract pay year.
- In the event that 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 proper adjustments and corrections during the current employment year.
- Persons employed for less than 20 hours per week will be paid at the rate approved by the Board at the time of employment and will submit a time sheet for each payroll period.
- Playoff and championship bonuses will be paid out in one lump sum at the end of each season, when proper documentation is sent by the Principal and approved.

## **Salary Schedule Placement**

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, Assistant 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:

- Years of verified public school experience. The Board recognizes experience in a regionally accredited private school on a ½ year recognized for each **full year** verified. A minimum of two (2) years of verified private school experience is required.
- Highest level of certification issued by the Alabama State Department of Education. Persons who do not hold a valid Alabama Professional Educator or Leader Certificate will be placed on the salary schedule at the Bachelor level, even if a higher degree has been earned. Once the Alabama Certificate has been issued, the employee is entitled to pay for any advanced degree for the advanced degree beginning with the beginning of the next pay period after the Alabama State Department of Education has recognized the advanced degree. If the recognition of the advanced degree occurs May 10 or after pay will not begin until the following school year.
- Highest degree earned as recognized by the Alabama State Department of Education.

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, Directors, and Coordinators will be placed on a 202, 222, 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. Professional Classified Administrators will be placed on a 202, 222, 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 the Superintendent and approved by the Board as recommended by the Superintendent.

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

## Terms of Appointment

Eufaula City Schools' employees are appointed upon recommendation of the Superintendent and approval by the Board as follows:

### Exempt Employees

Registered Nurse.....	187 Days
Teacher .....	187 Days
Media Specialist .....	187 Days
TEAMS Teacher .....	189 Days
Elementary Counselor.....	202 Days
Academic Coach .....	202 Days
Psychometrist .....	202 Days
Primary & Elementary School Assistant Principal .....	202 Days
Middle School Assistant Principal .....	202 Days
Mental Health Services Coordinator.....	202 Days
Career Coach .....	202 Days
JROTC Instructor .....	202 Days
Middle School Counselor .....	222 Days
Middle School Assistant Principal .....	222 Days
Agribusiness Teacher .....	222 Days
Behavior Specialist.....	222 Days
Parents as Teachers (PAT) Coordinator .....	240 Days
ALVA Testing Coordinator/Data Manager.....	240 Days
Superintendent.....	240 Days
Assistant Superintendent.....	240 Days
Associate Superintendent .....	240 Days
Chief School Financial Officer.....	240 Days
Central Office Director .....	240 Days
Central Office Supervisor.....	240 Days
Central Office Coordinator.....	240 Days
Instructional Data Specialist.....	240 Days
Exceptional Student Services Specialist.....	240 Days
Administrative Technology Specialist.....	240 Days
CNP Supervisor .....	240 Days
Principal .....	240 Days
High School Assistant Principal .....	240 Days
High School Counselor .....	240 Days
JROTC Instructor .....	240 Days
Instructional Technology Specialist .....	240 Days
Technology Tech.....	240 Days

### Non-Exempt Employees

Bus Driver, Bus Monitor .....	183 Days
Paraprofessional.....	183 Days
CNP Workers.....	185 Days
Access Facilitator .....	187 Days
Auxiliary Teachers (First Class PRE-K) .....	187 Days

School Secretary .....	187 Days
CNP Manager .....	192 Days
Custodian.....	192 Days
School Secretary .....	192 Days
School Secretary .....	202 Days
Communications Specialist .....	202 Days
Elementary School Bookkeeper .....	222 Days
Primary School Bookkeeper .....	222 Days
Parent Liaison.....	240 Days
School Secretary .....	240 Days
Central Office Secretary .....	240 Days
High School Bookkeeper.....	240 Days
Middle School Bookkeeper.....	240 Days
Parents as Teacher Parent Educator.....	240 Days
Central Office Bookkeepers.....	240 Days
Administrative Assistant.....	240 Days
Maintenance Technician .....	240 Days
Custodian.....	240 Days
Mechanic .....	240 Days
Bus Shop Assistant .....	240 Days

**Certified Teacher  
Full Time - 187 Days**

Years Public School Experience	2025-2026				
	Bachelor's	Masters	6-Year	Doctoral	Non-Degreed
	BS	MS	6Y	DR	ND
0	47,600	51,875	55,936	59,995	47,600
1	47,600	51,875	55,936	59,995	47,600
2	47,600	51,875	55,936	59,995	47,600
3	49,616	57,058	61,524	65,997	49,616
4	49,616	57,058	61,524	65,997	49,616
5	49,616	57,058	61,524	65,997	49,616
6	51,792	59,558	64,237	68,881	51,792
7	51,792	59,558	64,237	68,881	51,792
8	51,792	59,558	64,237	68,881	51,792
9	53,356	61,358	66,177	70,962	53,356
10	53,888	61,971	66,838	71,671	53,888
11	54,428	62,591	67,506	72,387	54,428
12	54,972	63,217	68,181	73,111	54,972
13	55,522	63,848	68,864	73,842	55,522
14	56,077	64,487	69,551	74,581	56,077
15	56,638	65,133	70,248	75,327	56,638
16	57,204	65,783	70,950	76,080	57,204
17	57,776	66,441	71,660	76,841	57,776
18	58,354	67,105	72,377	77,608	58,354
19	58,937	67,776	73,101	78,384	58,937
20	59,527	68,454	73,831	79,169	59,527
21	60,122	69,139	74,570	79,961	60,122
22	60,723	69,831	75,314	80,760	60,723
23	61,330	70,528	76,068	81,567	61,330
24	61,944	71,234	76,829	82,383	61,944
25	62,563	71,946	77,597	83,207	62,563
26	63,188	72,665	78,373	84,039	63,188
27	63,821	73,392	79,157	84,880	63,821
28	64,459	74,126	79,948	85,728	64,459
29	65,104	74,867	80,748	86,586	65,104
30	65,754	75,616	81,555	87,452	65,754
31	66,412	76,372	82,371	88,325	66,412
32	67,077	77,136	83,195	89,209	67,077
33	67,747	77,907	84,027	90,102	67,747
34	68,424	78,686	84,867	91,003	68,424
35	69,109	79,473	85,715	91,912	69,109

Internal Code: T/T

The anniversary date of experience shall be used to determine the appropriate step for qualified public education experience.

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.



**Certified Teacher  
Full Time - 202 Days**

Years Public School Experience	2025-2026				
	Bachelor's	Masters	6-Year	Doctoral	Non-Degreed
	BS	MS	6Y	DR	ND
0	51,418	56,036	60,423	64,807	51,418
1	51,418	56,036	60,423	64,807	51,418
2	51,418	56,036	60,423	64,807	51,418
3	53,596	61,635	66,459	71,291	53,596
4	53,596	61,635	66,459	71,291	53,596
5	53,596	61,635	66,459	71,291	53,596
6	55,946	64,335	69,389	74,406	55,946
7	55,946	64,335	69,389	74,406	55,946
8	55,946	64,335	69,389	74,406	55,946
9	57,636	66,280	71,485	76,654	57,636
10	58,210	66,942	72,199	77,420	58,210
11	58,794	67,612	72,921	78,193	58,794
12	59,381	68,287	73,650	78,975	59,381
13	59,975	68,969	74,388	79,765	59,975
14	60,575	69,660	75,130	80,563	60,575
15	61,181	70,358	75,883	81,369	61,181
16	61,792	71,060	76,641	82,182	61,792
17	62,410	71,770	77,408	83,004	62,410
18	63,035	72,488	78,183	83,833	63,035
19	63,664	73,213	78,965	84,671	63,664
20	64,302	73,945	79,753	85,519	64,302
21	64,944	74,685	80,552	86,375	64,944
22	65,593	75,432	81,355	87,238	65,593
23	66,249	76,185	82,169	88,110	66,249
24	66,912	76,948	82,992	88,991	66,912
25	67,581	77,717	83,821	89,881	67,581
26	68,257	78,494	84,659	90,780	68,257
27	68,940	79,279	85,506	91,689	68,940
28	69,629	80,072	86,361	92,605	69,629
29	70,326	80,872	87,225	93,531	70,326
30	71,028	81,681	88,097	94,467	71,028
31	71,739	82,498	88,978	95,410	71,739
32	72,458	83,323	89,868	96,365	72,458
33	73,181	84,156	90,767	97,329	73,181
34	73,912	84,998	91,675	98,303	73,912
35	74,653	85,848	92,590	99,285	74,653

Internal Code: T/TB

The anniversary date of experience shall be used to determine the appropriate step for qualified public education experience.

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.

**Certified Teacher  
Full Time - 222 Days**

**2025-2026**

<b>Years Public School Experience</b>	<b>Bachelor's BS</b>	<b>Masters MS</b>	<b>6-Year 6Y</b>	<b>Doctoral DR</b>	<b>Non-Degreed ND</b>
0	56,509	61,584	66,405	71,224	56,509
1	56,509	61,584	66,405	71,224	56,509
2	56,509	61,584	66,405	71,224	56,509
3	58,902	67,737	73,039	78,349	58,902
4	58,902	67,737	73,039	78,349	58,902
5	58,902	67,737	73,039	78,349	58,902
6	61,485	70,705	76,259	81,773	61,485
7	61,485	70,705	76,259	81,773	61,485
8	61,485	70,705	76,259	81,773	61,485
9	63,342	72,842	78,563	84,244	63,342
10	63,974	73,570	79,347	85,085	63,974
11	64,615	74,306	80,140	85,935	64,615
12	65,261	75,049	80,942	86,794	65,261
13	65,913	75,798	81,753	87,663	65,913
14	66,572	76,557	82,568	88,540	66,572
15	67,238	77,324	83,396	89,426	67,238
16	67,910	78,095	84,229	90,319	67,910
17	68,590	78,876	85,072	91,223	68,590
18	69,276	79,664	85,923	92,133	69,276
19	69,968	80,461	86,783	93,055	69,968
20	70,668	81,266	87,649	93,987	70,668
21	71,375	82,079	88,527	94,927	71,375
22	72,088	82,901	89,410	95,875	72,088
23	72,808	83,728	90,305	96,834	72,808
24	73,537	84,566	91,209	97,802	73,537
25	74,272	85,411	92,120	98,780	74,272
26	75,015	86,265	93,041	99,768	75,015
27	75,766	87,128	93,972	100,767	75,766
28	76,523	88,000	94,911	101,773	76,523
29	77,289	88,880	95,861	102,792	77,289
30	78,061	89,768	96,819	103,820	78,061
31	78,842	90,666	97,788	104,856	78,842
32	79,632	91,573	98,766	105,906	79,632
33	80,427	92,488	99,753	106,966	80,427
34	81,230	93,413	100,751	108,036	81,230
35	82,044	94,348	101,758	109,115	82,044

Internal Code: T/TD

The anniversary date of experience shall be used to determine the appropriate step for qualified public education experience.  
 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.



**Certified Teacher  
Full Time - 240 Days**

Years Public School Experience	2025-2026				
	Bachelor's	Masters	6-Year	Doctoral	Non-Degreed
	BS	MS	6Y	DR	ND
0	61,091	66,578	71,790	76,999	61,091
1	61,091	66,578	71,790	76,999	61,091
2	61,091	66,578	71,790	76,999	61,091
3	63,678	73,230	78,961	84,702	63,678
4	63,678	73,230	78,961	84,702	63,678
5	63,678	73,230	78,961	84,702	63,678
6	66,470	76,438	82,443	88,403	66,470
7	66,470	76,438	82,443	88,403	66,470
8	66,470	76,438	82,443	88,403	66,470
9	68,478	78,748	84,933	91,074	68,478
10	69,161	79,535	85,781	91,984	69,161
11	69,854	80,331	86,638	92,903	69,854
12	70,552	81,134	87,505	93,832	70,552
13	71,258	81,944	88,382	94,770	71,258
14	71,970	82,764	89,263	95,719	71,970
15	72,690	83,593	90,158	96,676	72,690
16	73,416	84,427	91,059	97,642	73,416
17	74,151	85,272	91,970	98,619	74,151
18	74,893	86,124	92,890	99,603	74,893
19	75,641	86,985	93,819	100,600	75,641
20	76,398	87,855	94,756	101,607	76,398
21	77,162	88,734	95,705	102,624	77,162
22	77,933	89,623	96,659	103,649	77,933
23	78,712	90,517	97,627	104,685	78,712
24	79,500	91,423	98,604	105,732	79,500
25	80,294	92,337	99,589	106,789	80,294
26	81,097	93,260	100,585	107,857	81,097
27	81,909	94,193	101,592	108,937	81,909
28	82,728	95,135	102,607	110,025	82,728
29	83,555	96,086	103,634	111,126	83,555
30	84,390	97,047	104,670	112,238	84,390
31	85,235	98,018	105,717	113,358	85,235
32	86,088	98,998	106,774	114,493	86,088
33	86,948	99,987	107,842	115,639	86,948
34	87,816	100,987	108,920	116,795	87,816
35	88,696	101,997	110,008	117,962	88,696

Internal Code: T/TE

The anniversary date of experience shall be used to determine the appropriate step for qualified public education experience.

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.

**TEAMS Program (Contract Employment ONLY)**

Eligible Teachers and required to give up Non-Probationary Status)

\* Only for Secondary Math and Science Classroom Teachers teaching eligible courses Full Time

(\*\*Note: Other requirements apply)

**Full Time - 189 Days**

Years Public School Experience	2025-2026			
	Bachelor's	Masters	6-Year	Doctoral
	BS	MS	6Y	DR
0	50,521	57,285	61,346	65,404
1	54,082	62,194	67,061	71,932
2	56,972	65,514	70,661	75,769
3	58,638	67,433	72,730	77,988
4	60,350	69,401	74,851	80,263
5	62,105	71,420	77,030	82,600
6	63,909	73,493	79,267	84,997
7	65,759	75,622	81,561	87,458
8	67,074	77,132	83,193	89,208
9	68,415	78,676	84,856	90,993
10	69,440	79,857	86,128	92,356
11	70,482	81,055	87,421	93,741
12	71,540	82,271	88,731	95,148
13	71,540	82,271	88,731	95,148
14	71,540	82,271	88,731	95,148
15	72,616	83,510	90,069	96,581
16	72,616	83,510	90,069	96,581
17	72,616	83,510	90,069	96,581
18	73,717	84,774	91,432	98,043
19	73,717	84,774	91,432	98,043
20	73,717	84,774	91,432	98,043
21	74,838	86,065	92,823	99,535
22	74,838	86,065	92,823	99,535
23	74,838	86,065	92,823	99,535
24	75,981	87,378	94,241	101,056
25	75,981	87,378	94,241	101,056
26	75,981	87,378	94,241	101,056
27	77,148	88,721	95,688	102,607

Internal Code: T/TM

The anniversary date of experience shall be used to determine the appropriate step for qualified public education experience.

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.

An annual supplement of \$5,000 will be paid to those teaching in Alabama State Department of Education-identified hard-to-staff schools, and teachers remain eligible for National Board Certified stipends.

## Administrative and Other Exempt Positions

(placement based on years of administrative experience)

### ALVA Testing Coordinator/Data Manager

240 Days

Public School Experience	
0 - 4	53,410
5 - 9	54,211
10 - 15	55,295
16+	56,124

Internal Code: /DM

### Assistant Principal - Eufaula Primary School, Eufaula Elementary

202 Days

Public School Experience	Bachelor's BS	Masters MS	6-Year 6Y	Doctoral DO
0 - 4		66,486	68,321	70,156
5 - 9		67,483	69,318	71,154
10 - 15		68,833	70,668	72,503
16+		69,865	71,700	73,536

Internal Code: A6/A1

### Assistant Principal - Admiral Moorer Middle School

202 Days

Public School Experience	Bachelor's BS	Masters MS	6-Year 6Y	Doctoral DO
0 - 4		70,193	72,028	73,864
5 - 9		71,246	73,081	74,917
10 - 15		72,671	74,506	76,342
16+		73,761	75,596	77,432

Internal Code: A3/A1

### Assistant Principal - Admiral Moorer Middle School

222 Days

Public School Experience	Bachelor's BS	Masters MS	6-Year 6Y	Doctoral DO
0 - 4		77,143	78,978	80,814
5 - 9		78,300	80,135	81,971
10 - 15		79,866	81,701	83,537
16+		81,064	82,899	84,735

Internal Code: A2/AP



**Assistant Principal - Alternative Learning Center****240 Days**

Public School Experience	Bachelor's BS	Masters MS	6-Year 6Y	Doctoral DO
0 - 4		87,802	89,638	91,473
5 - 9		89,120	90,955	92,790
10 - 15		90,902	92,737	94,573
16+		92,265	94,101	95,936

Internal Code:

**Assistant Principal - Eufaula High School****240 Days**

Public School Experience	Bachelor's BS	Masters MS	6-Year 6Y	Doctoral DO
0 - 4		87,802	89,638	91,473
5 - 9		89,120	90,955	92,790
10 - 15		90,902	92,737	94,573
16+		92,265	94,101	95,936

Internal Code: A1/P1

**Supervisor - Certified (Identified Positions)****240 Days**

Public School Experience	Bachelor's BS	Masters MS	6-Year 6Y	Doctoral DO
0 - 4		83,397	85,233	87,068
5 - 9		84,648	86,484	88,319
10 - 15		86,341	88,176	90,012
16+		87,636	89,472	91,307

Internal Code: SC/AV

**Coordinator - Certified (Identified Positions)****240 Days**

Public School Experience	Bachelor's BS	Masters MS	6-Year 6Y	Doctoral DO
0 - 4		99,240	101,076	102,911
5 - 9		100,729	102,564	104,400
10 - 15		102,743	104,579	106,414
16+		104,285	106,120	107,955

Internal Code: C/AV



**Director**240 Days

Public School Experience	Bachelor's BS	Masters MS	6-Year 6Y	Doctoral DO
0 - 4	106,481	109,239	111,075	112,910
5 - 9	108,079	110,878	112,713	114,548
10 - 15	110,240	113,095	114,931	116,766
16+	111,894	114,792	116,627	118,462

Internal Code: D/AV

**Behavior Specialist**222 Days

Public School Experience	Bachelor's BS	Masters MS	6-Year 6Y	Doctoral DO
0 - 4	55,183	56,618	58,383	60,149
5 - 9	56,011	57,467	59,233	60,999
10 - 15	57,131	58,616	60,382	62,148
16+	57,988	59,495	61,261	63,027

Internal Code: BS

**Supervisor (non-certified) - Child Nutrition Program**240 Days

Public School Experience	Bachelor's BS	Masters MS	6-Year 6Y	Doctoral DO
0 - 4	65,191	66,952	68,788	70,624
5 - 9	66,169	67,956	69,793	71,628
10 - 15	67,492	69,316	71,152	72,987
16+	68,505	70,355	72,192	74,027

Internal Code: CS/LS

**Associate Superintendent**240 Days

Public School Experience	Bachelor's BS	Masters MS	6-Year 6Y	Doctoral DO
0 - 4		121,300	123,070	124,841
5 - 9		123,120	124,890	126,660
10 - 15		125,582	127,352	129,123
16+		127,466	129,236	131,006

Internal Code:

**Assistant Superintendent**240 Days

Public School Experience	Bachelor's BS	Masters MS	6-Year 6Y	Doctoral DO
0 - 4		125,752	127,588	129,423
5 - 9		127,639	129,474	131,309
10 - 15		130,191	132,027	133,862
16+		132,144	133,980	135,815

Internal Code: AZ/AV

## Contract Administrative (Exempt)

### Eufaula Primary School Principal

<b>240 Days - Negotiated Contract</b>	<b>\$ 108,205</b>
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### Eufaula Elementary School Principal

<b>240 Days - Negotiated Contract</b>	<b>\$ 104,000</b>
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### Admiral Moorer Middle School Principal

<b>240 Days - Negotiated Contract</b>	<b>\$ 112,365</b>
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### Eufaula High School Principal

<b>240 Days - Negotiated Contract</b>	<b>\$ 125,000</b>
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### Chief School Financial Officer

<b>240 Days - Negotiated Contract</b>	<b>\$ 136,000</b>
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### Superintendent

<b>240 Days - Negotiated Contract</b>	<b>\$ 183,360</b>
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**The below information is FULLY dependent on what is passed by the State and will only be given IF they send the funding AND approve the employees individually.**

2024-2025 will begin a special incentive program for Active Principals and Assistant Principals in PreK-12 schools where the State will send supplements based on completed professional development upon documented, completed hours submitted from the Principals and Assistant Principals as specified by the Alabama State Department of Education and the approved Act. See specific details below. This will be paid in lump sum, probably in September of each year, after it is received from the State. Applicable benefits will be deducted so as no cost to the district.

Section 16-6I-5 - Funding; use of funds; annual supplement; report

(a) Any appropriation by the Legislature shall be used, in part, to fund salary supplements and related benefit costs for school administrators and other costs relating to the program.

(b)

(1) The department shall provide an annual supplement of up to ten thousand dollars (\$10,000) to any principal and up to five thousand dollars (\$5,000) to any assistant principal who successfully completes the program, is employed full-time in a public preK-12 school, and is properly certified by the state.

The department shall provide additional supplements of up to five thousand dollars (\$5,000) to any principal and up to two thousand five hundred dollars (\$2,500) to any assistant principal serving in a low-performing school or high-poverty school. The amount of any supplement provided by this subdivision is subject to appropriations by the Legislature. Successful completion of the program shall consist of the following:

a. Beginning with all then currently employed principals and assistant principals, as of October 1, 2024, annual completion of five additional days of approved, high-quality professional learning as described in Section 4.

b. Beginning with all newly employed, first-time principals, as of July 1, 2024, or later, annual completion of five additional days of approved, high-quality professional learning and participation in a new school administrator mentor program.

c. Beginning with the 2027-2028 school year, all then currently employed and new principals, in addition to the five additional days of high-quality professional learning, participation in the evaluation system created in Section 4.

d. Beginning with the 2029-2030 school year, all then currently employed principals, in addition to the five additional days of high-quality professional learning, participation in the evaluation system created in Section 4 and participation in and completion of the year-long leadership academy in accordance with a schedule for completion as developed and disseminated by the superintendent.

e. Beginning with the 2029-2030 school year, for newly employed principals, annual completion of five additional days of high-quality professional learning, participation in the evaluation system created in Section 4, participation and ultimately completion of the mentorship program, and participation in and ultimately graduation from the year-long leadership academy.

(2) Notwithstanding subdivision (1), any individual employed as a principal on July 1, 2024, shall be exempt from the mentoring requirement.

(c) Upon completion of the evaluation system, it is the intent of the Legislature that additional supplements be provided to principals who meet or exceed student growth goals as identified through the evaluation system in low-performing schools and high-poverty schools.

(d) On or before January 1, 2024, the superintendent shall submit a report to the Legislature detailing the number of school administrators expected to receive the annual supplement provided in subsection (b) for the 2025 fiscal year. The report shall be submitted to the Chair of the Senate Finance and Taxation Education Committee, Chair of the House Ways and Means Education Committee, and the Legislative Fiscal Officer.

Ala. Code § 16-6I-5 (1975)

Added by Act 2023-340, § 5, eff. 6/1/2023.

**Eufaula High School**  
**Supplements**

A CDL is required for all coaching/athletic supplements listed below. A reduction of 25% of the supplement amount will be applied for all that do not hold a valid CDL (unless Administration approves a doctor's note). CDL must be received prior to December 31st to be eligible for the Full Supplement or prorated pay based on the Full Supplement. If received later, supplement pay will remain at the reduced rate for the remainder of the contract year.

# of Supplements	Assignment	Full Supplement \$ Amount	Supplement reduced by 25% if no valid CDL	Internal Code
<b>Athletic Supplements</b>				
1	Athletic Coordinator	5,000.00		AD
1	Asst. Head Football Coach	5,000.00	3,750.00	AH
1	Head Football Coach (240 Day Extended Term)	Negotiable (\$21,000)	Negotiable	HF
2	Offensive Coordinator	6,000.00	4,500.00	AC
2	Defensive Coordinator	6,000.00	4,500.00	AC
4	Assistant Football Coach	5,000.00	3,750.00	JF or T2
4	JV Boys Football	1,500.00	1,125.00	9F
1	Head Boys Basketball Coach	10,000.00	7,500.00	BB
2	Assistant Boys Basketball Coach	3,500.00	2,625.00	AB
1	JV Boys Basketball	3,000.00	2,250.00	9B
1	Head Girls Basketball Coach	10,000.00	7,500.00	GB
2	Assistant Girls Basketball Coach	3,500.00	2,625.00	AG
1	JV Girls Basketball	3,000.00	* 2,250.00	9G
1	Head Baseball Coach	9,000.00	6,750.00	HB
1	Assistant Baseball Coach	3,500.00	2,625.00	JB
2	JV Baseball Coach	3,000.00	2,250.00	JV
1	Head Volleyball Coach	9,000.00	6,750.00	HV
1	Assistant Volleyball	3,500.00	2,625.00	AV
1	Head Softball Coach	9,000.00	6,750.00	HS
1	Assistant Softball Coach	3,500.00	2,625.00	JS
2	JV Softball Coach	3,000.00	2,250.00	9S
1	Track Coach*	5,000.00	3,750.00	TR
1	Assistant Track*	1,000.00	750.00	
1	Cross Country Coach	2,000.00	1,500.00	CC
1	Golf Coach*	1,700.00	1,275.00	GB (G)
1	Tennis Coach	5,000.00	3,750.00	TE
1	Assistant Tennis Coach	1,700.00	1,275.00	N2
1	Varsity Cheer Coach	9,000.00	6,750.00	VC
1	Assistant Varsity Cheer Coach	3,500.00	2,625.00	JC
1	Head Swim Coach	1,700.00	1,275.00	SW
2	Strength & Conditioning	1,500.00	1,125.00	SC
1	Head Boys Soccer Coach	5,500.00	4,125.00	SO
1	Assistant Boys Soccer Coach	2,200.00	1,650.00	AS
1	Head Girls Soccer Coach*	5,500.00	4,125.00	GS
1	Assistant Girls Soccer Coach*	2,200.00	1,650.00	AS
--	Summer Camp (one supplement per person approved)	1,000.00		

\* Sports marked with an \* will not be paid until the sport has enough participants to make a team for the season.

Note: A daily stipend for certified employees that are required to attend a meeting or workshop outside of their contract days to be paid \$100 for a full day (minimum of 7 hours) or \$50 for a half day (minimum of 3.5 hours). The Professional Development and Travel must be pre-approved to be eligible for the stipend.

ECS will begin paying Spring sport supplements in January of each year. No supplement payment for spring sports will be made September through December.

\*\*\* The same person can not be named to multiple supplements in the same sport, without specific Board approval.

### Athletic Team Playoff and Championship Bonus

(applies to all AHSAA sanctioned sports)\*

\*Approved form to be submitted by Athletic Coordinator for payment

Win Area Championship / Win 1st Round		
	Head Coach	200.00
	Assistant Coach	100.00
Win 2nd Round		
	Head Coach	200.00
	Assistant Coach	100.00
Win Quarter-Final		
	Head Coach	300.00
	Assistant Coach	150.00
Win Semi Round		
	Head Coach	400.00
	Assistant Coach	175.00
Win State Championship		
	Head Coach	3,000.00
	Assistant Coach	1,500.00
Cheer		
Nationals		
	Win 1st	3,000.00
	Top 5 Placement	250.00
	Top 10 Placement	100.00
State		
	Win 1st	1,500.00
	Top 5 Placement	250.00
	Top 10 Placement	100.00

### Coaching Bonus for Coaches of AHSAA Sanctioned Individual Sports State Champions (for example: Track and eSports)

State		500.00

All coaching personnel, middle and high school, are expected to perform athletic duties throughout the school year. All coaches will be expected to have non-active coaching responsibilities in other sports to include, but not limited to, timers, judges, ticket sellers or takers, transportation of or supervision of non-players, etc. as the need may arise, at the direction of the Athletic Coordinator.

### Other Supplements

# of Supplements	Assignment	Full Supplement \$ Amount		SS/SP
1	Choral	3,000.00		CH
2	Theater (Public Performance Required)	2,000.00		T
1	Technical Theater (Public Performance Required)	2,000.00		TT
1	Music Theater (Public Performance Required)	500.00		MT
1	Band (plus extended contract to 222 days)	Negotiable (\$12,000)		BD
3	Assistant Band	1,500.00		BA
3	Band Summer Camp	1,000.00		
1	Yearbook	1,500.00		YB
1	Junior Sponsor	1,100.00		JR
1	Senior Sponsor	1,100.00		SR
1	National Honor Society	510.00		NH
1	SGA	510.00		SG
1	Videographer	5,000.00		VG
2	Implementation of the JumboTron	2,500.00		
1	Fishing Team Sponsor	800.00		C1/F
1	eSports Sponsor	800.00		ES
1	Debate Team	800.00		DE
1	FBLA Advisor*	800.00		FA
2	FFA Advisor*	800.00		FF
1	DECA Advisor*	800.00		DC
1	HOSA Advisor*	800.00		HA
1	Skills USA Advisor*	800.00		SA
2	JROTC Advisor*	800.00		
1	TSA Advisor*	800.00		TA

\*CTE teachers not on extended contract



**AMMS  
Supplements**

# of Supplements	Assignment	Full Supplement \$ Amount	Supplement reduced by 25% if no valid CDL	CS/C2
<b>Athletic Supplements</b>				
1	Head Football Coach	5,000.00	3,750.00	HF
3	Assistant Football Coach	2,000.00	1,500.00	JF
1	Boys Basketball Coach	1,800.00	1,350.00	BB
1	Boys Asst Basketball Coach	800.00	600.00	AB
1	Girls Basketball Coach	1,800.00	1,350.00	GB
1	Girls Asst Basketball Coach	800.00	600.00	AG
1	Boys Baseball Coach*	1,800.00	1,350.00	HB
1	Assistant Boys Baseball Coach*	800.00	600.00	JB
1	Girls Softball Coach*	1,800.00	1,350.00	SF
1	Assistant Girls Softball Coach*	800.00	600.00	JS
1	Volleyball Coach	1,800.00	1,350.00	V
1	Assistant Volleyball Coach	800.00	600.00	AV
1	Cheerleader Coach	2,500.00	1,875.00	C
--	Summer Camp (one supplement per person)	1,000.00		
<b>Other Supplements</b>				
1	Band	1,900.00		S3/SP BD
1	Choral (If same person for Choral is at 2 locations, only one supplement will be named and given.)	1,900.00		CH
1	Yearbook	700.00		YB
1	Honor Society (NJHS)	510.00		NH
1	Assistant NJHS / Anchor Rep	510.00		NA

\* Sports marked with an \* will not be paid until the sport has enough participants to make a team for the season, as provided by the Athletic Coordinator.

**Eufaula Elementary School**

# of Supplements	Assignment	Supplement \$ Amount	
1	Yearbook	300.00	ES/YB

**Other Supplements**

# of Supplements	Assignment	Supplement \$ Amount	
1	Lead Nurse	1,000.00	LN
1	PAT Assistant Coordinator	3,000.00	PT
1	Assistant Homeless Liaison	3,000.00	,
1	Board Administrative Assistant	7,000.00	AM
1	Public Relations Liaison	7,000.00	PC
4	Speech Teacher*	10,000.00	SP

\* This includes the State allocated supplement for Speech Teachers; local will fund the difference. See reduction notice below.

**Special Education Classroom Teacher Supplement (approved February 15, 2022, effective beginning 2022-2023 school year)**  
Annual \$6000.00 supplement for existing and newly hired special education teachers (that have full Sped certification) (This includes the State allocated supplement; local will fund the difference.) ; Note: Beginning with the 2026-2027 salary schedule, the Sped supplement will be reduced by \$1,000 per year until it reaches the amount awarded by the state. In addition the Speech Teacher supplement will be reduced by \$2,000 per year until it reaches the amount awarded by the state.

\*Note: All signing bonuses, Incentives, or Supplements are taxable and all regular payroll taxes will be withheld.

## Substitutes

Classification	Hourly Rate	Route Rate	Method of Payment
Bus Driver Substitute (AM or PM Shift)		42.50	EC-BOE
Bus Driver Substitute (AM & PM Shift)		85.00	EC-BOE
		Daily Rate (8 hours per day)	Method of Payment
	Hourly Rate		
Classified Staff	13.00	104.00	Contracted through an outside source
Teacher/Non-Certified	13.00	104.00	Contracted through an outside source
Long-Term Classified or Non-Certified Teacher*	14.38	115.00	Contracted through an outside source
Teacher/Certified	17.50	140.00	Contracted through an outside source
Long-Term Certified Teacher*		185.00	Contracted through an outside source
Nurse - Registered	30.00	240.00	Contracted through an outside source
Nurse - LPN	30.00	240.00	Contracted through an outside source
	Hourly Rate		
Sped Paraprofessional I (up to 7.5 hours per day)	was \$ 12.75	13.00	Contracted through an outside source
Sped Paraprofessional II (up to 7.5 hours per day)		14.56	Contracted through an outside source
Sped Paraprofessional III (up to 7.5 hours per day)		16.64	Contracted through an outside source

\* ECS will notify Kelly Services if the position qualifies as a long term substitute.

\*\* Approved 02/16/2021

### Special Education (Sped) Paraprofessionals through Kelly Services Incentives

New Hire Incentive for Long-term Sped Paraprofessional through Kelly Services at the beginning of the School Year (effective beginning 2022 contract year)	\$ 500.00
Long-term Sped Paraprofessional Attendance Incentive through Kelly Services (those who miss no more than 5 days during the school year).	\$ 500.00

## Compensation for Employees Performing Work IN ADDITION to Normal Job Duties

Classification	Hourly Rate	Daily Rate
Certified Teacher	\$ 25.00	
Examples: Saturday School, After-school Tutorial, Homebound Services, Extended Day (This will not include teachers driving bus routes and bus trips.)		
Certified Administrators (after regularly scheduled work day)	\$ 30.00	
Examples: Twilight Administrator; 21st Century Site Administrator		
Secondary Teachers working during their Planning Period	per day if planning period worked	\$ 50.00
Example: Secondary Teachers approved to teach during planning period due to teacher shortages.		
Classified Employees working extra duties that are different from their original job (Interpreters)	\$ 15.00	
Bus Activities (Teachers not already receiving a supplement for the route or activity they are driving for. Teachers assisting as a bus monitor as preapproved. Substitute Bus Drivers for Field Trips or other events not a regular route. Paid per approved time sheet.)	\$ 21.25	Half the amount of AM/PM shifts
Registered Nurse	\$ 25.00	
Example: Extended Day		
		<b>Per Athletic Event</b>
Non-coaching Athletic related duties (for those employees not currently receiving an athletic supplement). <i>*This will be billed to the school that assigns the duties.</i>		30.00
Examples: Gatekeepers, Ticket Sellers, Ticket Takers		
Event Examples: Double Header Baseball, Basketball		

## Compensation for Non-Employees Performing Temporary, Part-Time Tasks

Classification	Hourly Rate
Certified, Temporary, Part-Time Appointments (example: Contract Interventionist)	30.00
Classified, Temporary, Part-Time Appointments (example: Sub Bus Driver for extra-curricular (non-routes), Interpreters)	20.00
Classified, Contracted Bookkeeper	25.00
Registered Nurse, Contracted	30.00

On occasion, shared employees with Eufraula City Schools and ALVA may be eligible for a supplement to be fully reimbursed by K12, Inc. Should ECS receive a letter from K12 stating the amount and that they will 100% reimburse ECS, these employees may be paid the eligible and referenced supplement detailed in the letter.

Summer School and Summer Enrichment			Daily Rate	Hourly Rate
21st Century Site Administrator (if not already on contract)			262.50	35.00
Certified Teacher (based on a 7.5 hour work day)			262.50	35.00
Nurses (based on a 7.5 hour work day)			262.50	35.00
Non-Certified Teacher/Para/Auxiliary Teacher/Facilitator			NA	15.00
Child Nutrition Program (Workers or Managers)			NA	15.00
Custodian (not on contract)			NA	15.00
Bus Monitor			NA	15.00
Bus Driver			NA	20.00
Summer Maintenance/Technology Helper			NA	11.44

\*Certified and Classified Employees will be required to punch in and out.

**New Hire Incentive for Classroom Teachers (updated June 16, 2020; approved February 18, 2020; revised the June 27, 2017 incentive)**

Hard to Fill Teaching Areas: Secondary Math, Secondary Science, Secondary English, Special-Education, and Spanish (with new hire start date after 02/18/20 for these special areas)\* only pertains to fully certified in these areas; not emergency certifications; mid-year hires not eligible until beginning of the next school year, if returning

Year 1:	\$	3,000.00	Paid in August, unless otherwise approved
Year 2:	\$	1,500.00	Paid in August, unless otherwise approved
Year 3:	\$	1,500.00	Paid in August, unless otherwise approved

**New Hire Incentive for Elementary Classroom Teachers (approved April 20, 2021)\* only pertains to fully certified in these areas; not emergency certifications; mid-year hires not eligible until beginning of the next school year, if returning**

Year 1:	\$	2,000.00	Paid in August, unless otherwise approved
Year 2:	\$	1,000.00	Paid in August, unless otherwise approved
Year 3:	\$	500.00	Paid in August, unless otherwise approved

In the event that the individual resigns, retires or is terminated, the individual will be responsible for reimbursing the Board for a prorated portion of the signing bonus as follows:

- ☐ Separation in months 1-3: 100% of signing bonus;
- ☐ Separation in months 4-6: 75% of signing bonus;
- ☐ Separation in months 7-9: 50% of signing bonus;
- ☐ Separation in months 10-12: 25% of signing bonus.

\*Note: The signing bonus is taxable and all regular payroll taxes will be withheld.

**Bus Driver Incentive (approved August 1, 2013 - November 14, 2023)**

Year 1:	\$	500.00	Paid upon employment with first check
Year 2:	\$	500.00	Paid in month following 12-month anniversary

**Bus Driver Incentive (approved November 14, 2023, effective 11/15/23)**

Year 1:	\$	1,000.00	Paid upon employment with first check
Year 2:	\$	1,000.00	Paid in month following 12-month anniversary
Year 3:	\$	1,000.00	Paid in month following 24-month anniversary

\*Note: All signing bonuses, Incentives, or Supplements are taxable and all regular payroll taxes will be withheld.



Instructional Paraprofessionals

Qualified		
Days	183	
Hours/Day Years Service	7.5 Annual	1372.5
<1	21,205.13	
1 <2	21,374.77	
2 <3	21,567.14	
3 <4	22,321.99	
4 <5	22,478.24	
5 <6	22,613.11	
6 <7	22,748.79	
7 <8	22,885.28	
8 <9	23,091.25	
9 <10	23,183.62	
10+	23,318.08	
Internal Code:		P1/ A

Access Facilitator		
Days	187	
Hours/Day Years Service	8 Annual	1496
<1	29,583.70	
1 <2	29,820.37	
2 <3	30,088.76	
3 <4	31,141.86	
4 <5	31,359.86	
5 <6	31,548.02	
6 <7	31,737.30	
7 <8	31,927.73	
8 <9	32,214.58	
9 <10	32,343.44	
10+	32,537.50	
Internal Code:		AF

Auxiliary Teacher - Pre-K\*

Days		
Hours/Day Years Service	8 Annual	1496
Grant Rate*	22,889.00	*
1<3	22,980.36	
3<6	23,113.20	
6<8	23,379.68	
8+	23,828.48	
Internal Code:		PO

\* Paid according to the Grant requirements; Grant Funded (PO/ A) on Grant Step. This amount could change when the grant guidelines are received.

# School Bookkeeper / Secretary

EES & EPS		AMMS	EHS			
Days	222	240	240			
Hours/Day	8	8	8	1776	1920	1920
Years Service	Annual	Annual	Annual			
<1	30,027.70	36,420.63	40,074.94			
1 <2	30,265.32	36,698.79	40,372.74			
2 <3	30,534.78	37,014.23	40,710.44			
3 <4	31,592.13	38,251.98	42,035.56			
4 <5	31,811.00	38,508.19	42,309.86			
5 <6	31,999.91	38,729.34	42,546.62			
6 <7	32,189.96	38,951.82	42,784.80			
7 <8	32,381.15	39,175.63	43,024.41			
8 <9	32,669.61	39,514.07	43,385.74			
9 <10	32,800.29	39,672.12	43,559.28			
10+	32,990.53	39,902.22	43,811.93			
Internal Code:	EB/	MB/	HB/			

# School Secretary

Days	187	192	202	240				
Hours/Day	8	8	8	8	1496	1536	1616	1920
Years Service	Annual	Annual	Annual	Annual				
<1	24,381.32	25,033.23	26,337.05	31,291.54				
1 <2	24,576.37	25,233.50	26,547.74	31,541.87				
2 <3	24,797.56	25,460.60	26,786.67	31,825.75				
3 <4	25,665.48	26,351.72	27,724.20	32,939.65				
4 <5	25,845.14	26,536.18	27,918.27	33,170.23				
5 <6	26,000.21	26,695.40	28,085.78	33,369.25				
6 <7	26,156.21	26,855.57	28,254.30	33,569.46				
7 <8	26,313.14	27,016.70	28,423.82	33,770.88				
8 <9	26,550.24	27,260.14	28,679.94	34,075.17				
9 <10	26,656.44	27,369.18	28,794.66	34,211.47				
10+	26,811.05	27,527.92	28,961.67	34,409.90				
Internal Code:	S	ES	S1	S5				

### CNP Manager

	EES & EPS	AMMS	EHS			
Days	192	192	192			
Hours/Day Years Service	8 Annual	8 Annual	8 Annual	1536	1536	1536
<1	25,023.70	27,509.49	30,457.67			
1 <2	25,212.18	27,718.56	30,701.33			
2 <3	25,425.84	27,955.65	30,977.64			
3 <4	26,264.51	28,886.03	32,061.86			
4 <5	26,438.01	29,088.23	32,286.29			
5 <6	26,587.81	29,262.76	32,480.01			
6 <7	26,738.49	29,438.34	32,674.89			
7 <8	26,890.04	29,614.97	32,870.94			
8 <9	27,118.92	29,881.50	33,166.78			
9 <10	27,227.39	30,001.03	33,299.44			
10+	27,385.31	30,175.03	33,492.58			

Internal Code: EM/L7 MM/LM HM/LM

\* \$500 Stipend for CNP workers or managers that receive Safe-Serv Certification in the year the certification is received or renewed. (To be submitted for payment by CNP Supervisor)

### CNP Assistant Manager

Days	192	
Hours/Day Years Service	8 Annual	1536
<1	24,522.24	
1 <2	24,718.42	
2 <3	24,940.88	
3 <4	25,813.81	
4 <5	25,994.51	
5 <6	26,150.48	
6 <7	26,307.38	
7 <8	26,465.23	
8 <9	26,703.41	
9 <10	26,810.23	
10+	26,965.73	

Internal Code: L4/L8

### Mental Health Services Coordinator (Exempt)

Days	202	
Hours/Day Years Service	8 Annual	1616
<1	48,798.92	
1 <2	49,286.91	
2 <3	49,829.07	
3 <4	51,573.08	
4 <5	52,604.55	
5 <6	53,561.95	
7 <8	53,776.20	
8+	54,098.85	

Internal Code: HS

\*Grant Funded

### CNP Workers

Days	185	185	185	185				
Hours/Day Years Service	4 Annual	6 Annual	6.5 Annual	8 Annual	740	1110	1202.5	1480
<1	11,775.99	17,663.99	19,135.98	23,551.98				
1 <2	11,870.20	17,805.30	19,289.07	23,740.40				
2 <3	11,977.03	17,965.54	19,462.67	23,954.06				
3 <4	12,396.23	18,594.34	20,143.87	24,792.45				
4 <5	12,483.00	18,724.50	20,284.87	24,966.00				
5 <6	12,557.90	18,836.85	20,406.58	25,115.79				
6 <7	12,633.24	18,949.87	20,529.02	25,266.49				
7 <8	12,709.04	19,063.57	20,652.20	25,418.09				
8 <9	12,823.56	19,235.34	20,838.28	25,647.12				
9 <10	12,874.85	19,312.28	20,921.64	25,749.71				
10+	12,949.53	19,424.29	21,042.98	25,899.06				

Internal Code: L3 L1/L6 L2/LB L/L8

\* Note: This scale is for Nurses hired 07/01/23 or later

**School Nurse State Matrix  
Full Time - 187 Days**

**2025-2026**

<b>Years Nursing Experience</b>	<b>LPN</b>	<b>RN-ASSN</b>	<b>RN-BSN</b>	<b>RN-MSN</b>	<b>RN-DNP</b>
0	33,390	44,764	48,269	52,049	56,124
1	33,390	44,764	48,269	52,049	56,124
2	33,390	44,764	48,269	52,049	56,124
3	37,319	49,236	53,090	57,248	61,730
4	37,319	49,236	53,090	57,248	61,730
5	37,319	49,236	53,090	57,248	61,730
6	38,955	51,394	55,418	59,758	64,437
7	38,955	51,394	55,418	59,758	64,437
8	38,955	51,394	55,418	59,758	64,437
9	40,131	52,946	57,092	61,562	66,382
10	40,532	53,475	57,662	62,177	67,045
11	40,937	54,009	58,238	62,799	67,715
12	41,347	54,550	58,822	63,427	68,394
13	41,760	55,096	59,409	64,062	69,077
14	42,179	55,647	60,004	64,702	69,768
15	42,601	56,204	60,604	65,350	70,466
16	43,026	56,765	61,210	66,003	71,170
17	43,457	57,333	61,822	66,663	71,882
18	43,891	57,906	62,440	67,329	72,601
19	44,330	58,485	63,064	68,002	73,327
20	44,772	59,070	63,694	68,682	74,060
21	45,221	59,661	64,332	69,370	74,801
22	45,673	60,257	64,974	70,062	75,548
23	46,130	60,860	65,625	70,763	76,304
24	46,591	61,469	66,282	71,472	77,068
25	47,057	62,083	66,944	72,186	77,838
26	47,527	62,703	67,613	72,907	78,616
27	48,003	63,331	68,291	73,637	79,403
28	48,483	63,964	68,973	74,373	80,196
29	48,968	64,604	69,662	75,117	80,999
30	49,457	65,250	70,358	75,867	81,808
31	49,952	65,902	71,062	76,626	82,626
32	50,452	66,562	71,774	77,393	83,453
33	50,956	67,227	72,490	78,166	84,287
34	51,465	67,899	73,215	78,947	85,130
35	51,980	68,578	73,947	79,738	85,981

Internal Code: SN/      NL                      NS                      NB                      NM                      NN

\* ECS School Nurses will be paid the higher of the State Matrix or the ECS Matrix.



\* Nurses Matrix for Nurses hired prior to 07/01/23 prior to State Matrix

### School Nurse (ECS Matrix)

**Full Time - 187 Day Contract (8 hours per day)**

Nursing Experience	LPN	RN	RN / MS
0 - 2 years	25,799	49,080	56,442
3 - 5 years	28,353	53,983	62,075
6 - 8 years	29,573	56,347	64,798
9 - 11 years	29,956	57,103	65,668
12 - 14 years	30,495	58,140	66,857
15 - 17 years	31,167	59,465	68,386
18 - 20 years	31,542	60,234	69,267
21 - 23 years	31,919	61,001	70,156
24 - 26 years	32,597	61,729	70,881
27+ Years	33,277	62,457	71,610

Internal Code: N/SS SN/SS SN/MS

\* ECS School Nurses will be paid the higher of the State Matrix or the ECS Matrix.

### Administrative Assistant

**# of Days 240**

Hours/Day Years Service	8 Annual	1920
<1	49,619.82	
1 <2	49,985.61	
2 <3	50,400.41	
3 <4	52,028.06	
4 <5	52,364.98	
5 <6	52,655.80	
6 <7	52,948.36	
7 <8	53,242.67	
8 <9	53,686.79	
9 <10	53,901.53	
10+	54,214.16	

Internal Code: AS/



**Central Office  
Bookkeeper/ Secretary -  
Accounting**

# of Days	240	
Hours/Day	8	
Years Service	Annual	1920
<1	46,689.02	
1 <2	46,998.19	
2 <3	47,348.78	
3 <4	48,724.48	
4 <5	49,009.25	
5 <6	49,255.05	
6 <7	49,502.32	
7 <8	49,751.08	
8<9	50,126.45	
9<10	50,326.96	
10+	50,618.85	

Internal Code: BC/

**Central Office Secretary**

# of Days	240	
Hours/Day	8	
Years Service	Annual	1920
<1	34,215.32	
1 <2	34,489.04	
2 <3	34,799.44	
3 <4	36,017.42	
4 <5	36,269.55	
5 <6	36,487.16	
6 <7	36,706.09	
7 <8	36,926.32	
8<9	37,259.05	
9<10	37,408.08	
10+	37,625.05	

Internal Code: CO/

**Maintenance Technician\***

# of Days	240	
Hours/Day	8	
Years Service	Annual	1920
<1	44,346.99	
1 <2	44,701.76	
2 <3	45,104.08	
3 <4	46,682.72	
4 <5	47,009.50	
5 <6	47,291.56	
6 <7	47,575.31	
7 <8	47,860.76	
8<9	48,291.74	
9<10	48,484.90	
10+	48,766.12	

Internal Code: MT

*\* Additional \$4,000 if valid Industry-recognized certificate or license is held*

**Technology Tech (Exempt)**

# of Days	240	
Hours/Day	8	
Years Service	Annual	1920
<1	49,436.81	
1 <2	49,832.30	
2 <3	50,280.79	
3 <4	52,040.62	
4 <5	52,404.90	
5 <6	52,719.33	
6 <7	53,035.65	
7 <8	53,353.86	
8<9	53,834.05	
9<10	54,049.38	
10+	54,373.68	

Internal Code: TN/TN

### Custodian (Maid/Janitor)

Days	192	192	240	240				
Hours/Day	4	8	4	8				
Years Service	Annual	Annual	Annual	Annual	768	1536	960	1920
<1	11,865.60	23,731.20	14,832.00	29,664.00				
1 <2	11,960.52	23,921.05	14,950.66	29,901.31				
2 <3	12,068.17	24,136.34	15,085.21	30,170.42				
3 <4	12,490.56	24,981.11	15,613.19	31,226.39				
4 <5	12,577.99	25,155.98	15,722.49	31,444.97				
5 <6	12,653.46	25,306.91	15,816.82	31,633.64				
6 <7	12,729.38	25,458.76	15,911.72	31,823.45				
7 <8	12,805.75	25,611.51	16,007.19	32,014.39				
8 <9	12,921.01	25,842.01	16,151.26	32,302.52				
9 <10	12,972.69	25,945.38	16,215.86	32,431.73				
10+	13,047.93	26,095.86	16,309.91	32,619.83				

Internal Code: J1/J4 J3/J8 J4/JV J

### Communications Specialist (Classified - Non-Exempt)

# of Days	202	
Hours/Day	8	1616
Years Service	Annual	
<1	35,845.03	
1 <2	36,109.27	
2 <3	36,408.92	
3 <4	37,584.73	
4 <5	37,828.12	
5 <6	38,038.20	
6 <7	38,249.54	
7 <8	38,462.15	
8 <9	38,782.98	
9 <10	39,093.24	
10+	39,484.17	

Internal Code: AC

### Career Coach (Exempt)

# of Days	202	
Hours/Day	8	1616
Years Service	Annual	
<1	50,106.00	
1 <2	50,549.41	
2 <3	50,992.83	
3 <4	51,400.77	
4+	51,914.78	

Internal Code: CR

\*State Earned and Funded

**PAT Coordinator\* (Exempt)**

# of Days	240	
Hours/Day	8	
Years Service	Annual	1920
<1	37,768.96	
1 <2	38,071.12	
2 <3	38,413.76	
3 <4	39,758.24	
4 <5	40,036.55	
5 <6	40,276.76	
6 <7	40,518.42	
7 <8	40,761.54	
8 <9	41,128.40	
9 <10	41,292.91	
10+	41,532.41	

\*Grant Funded

YA/YA

**Parents as Teacher Parent****Educator\***

# of Days	240	
Hours/Day	8	
Years	Annual	1920
<1	30,223.53	
1 <2	30,286.50	
2 <3	30,508.24	
3 <4	31,378.30	
4 <5	31,558.40	
5 <6	31,713.85	
6 <7	31,870.23	
7 <8	32,027.55	
8 <9	32,264.97	
9 <10	32,394.03	
10+	32,581.91	

\*Grant Funded

PT/PT

**Mechanic**

# of Days	240	
Hours/Day	8	
Years Service	Annual	1920
<1	46,362.22	
1 <2	46,733.13	
2 <3	47,153.73	
3 <4	48,804.10	
4 <5	49,145.72	
5 <6	49,440.60	
6 <7	49,737.24	
7 <8	50,035.67	
8 <9	50,485.98	
9 <10	50,687.93	
10+	50,981.92	

Internal Code:

M/BV

**Parent Liaison**

# of Days	240	
Hours/Day	8	
Years	Annual	1920
<1	29,664.00	
1 <2	29,901.31	
2 <3	30,170.42	
3 <4	31,226.39	
4 <5	31,444.97	
5 <6	31,633.64	
6 <7	31,823.45	
7 <8	32,014.39	
8 <9	32,302.52	
9 <10	32,431.73	
10+	32,619.83	

Internal Code:

EL

**Bus Driver - Full Time**

# of Days 183

Hours/Day Years Service	4 Annual	732
<1	18,025.00	
1 <2	18,169.20	
2 <3	18,332.72	
3 <4	18,974.37	
4 <5	19,107.19	
5 <6	19,221.83	
6 <7	19,337.16	
7 <8	19,453.19	
8 <9	19,628.47	
9 <10	19,706.98	
10+	19,821.28	

Internal Code: B1/BD

**Bus Shop Assistant**

# of Days 240

Hours/Day Years	8 Annual	1920
<1	34,980.86	
1 <2	35,260.72	
2 <3	35,578.06	
3 <4	36,823.29	
4 <5	37,081.05	
5 <6	37,303.54	
6 <7	37,527.36	
7 <8	37,752.52	
8 <9	38,092.29	
9 <10	38,244.66	
10+	38,466.48	

Internal Code: BA

**Bus Driver - Special Needs Bus**

# of Days 183

Hours/Day Years Service	5 Annual	915
<1	20,498.29	
1 <2	20,662.27	
2 <3	20,848.23	
3 <4	21,577.92	
4 <5	21,728.97	
5 <6	21,859.34	
6 <7	21,990.50	
7 <8	22,122.44	
8 <9	22,321.78	
9 <10	22,411.06	
10+	22,541.05	

Internal Code: B2/BD

**Bus Monitor**

# of Days 183

Hours/Day Years	5 Annual	915
<1	14,136.75	
1 <2	14,249.84	
2 <3	14,378.09	
3 <4	14,881.33	
4 <5	14,985.50	
5 <6	15,075.41	
6 <7	15,165.86	
7 <8	15,256.86	
8 <9	15,394.17	
9 <10	15,455.74	
10+	15,545.39	

Internal Code: B3/BA

The Eufaula City Schools Board of Education does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following people have been designated to handle inquiries regarding the non-discrimination policies:

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