

Huntsville School District

Licensed Salary Schedule

2026-2027

YRS	Step	Bachelors	Masters	Specialist	Ed.D./Ph.D.
0	1	\$50,000	\$51,000	\$52,000	\$53,000
1	2	\$50,000	\$51,000	\$52,000	\$53,000
2	3	\$50,000	\$51,000	\$52,000	\$53,000
3	4	\$50,000	\$51,000	\$52,000	\$53,000
4	5	\$50,000	\$51,000	\$52,000	\$53,000
5	6	\$50,000	\$51,000	\$52,000	\$53,000
6	7	\$50,150	\$51,180	\$52,210	\$53,240
7	8	\$50,300	\$51,360	\$52,420	\$53,480
8	9	\$50,450	\$51,540	\$52,630	\$53,720
9	10	\$50,600	\$51,720	\$52,840	\$53,960
10	11	\$50,750	\$51,900	\$53,050	\$54,200
11	12	\$51,050	\$52,250	\$53,450	\$54,650
12	13	\$51,350	\$52,600	\$53,850	\$55,100
13	14	\$51,650	\$52,950	\$54,250	\$55,550
14	15	\$51,950	\$53,300	\$54,650	\$56,000
15	16	\$52,250	\$53,650	\$55,050	\$56,450
16	17	\$52,850	\$54,350	\$55,850	\$57,350
17	18	\$53,450	\$55,050	\$56,650	\$58,250
20	19	\$54,650	\$56,450	\$58,050	\$59,650
25	20	\$57,050	\$59,250	\$60,850	\$62,450
30 or more	21	\$61,850	\$64,850	\$66,450	\$68,050

*As required by Act 237 of 2023, all full-time certified personnel whose salaries were below \$48,000 will be increased to \$50,000. Also, all full-time certified employees whose salaries were \$48,000 or above will be increased by \$2,000.

Licensed Substitute Teacher	\$100 per day	Licensed after hours	\$30 per hour
(Extended - 10 consecutive days)	\$105 per day	tutoring/Home Bound Instruction	
		Mileage Reimbursement	\$0.52/mile

Grant funded salary positions will be paid as stipulated by the grant memorandum of understanding (MOU) and/or grant agreement parameters for the length of the grant. These positions may not be reflected on the normal salary schedule but will be disclosed according to standard practices and procedures.

**Any certified staff member whose 2025–2026 salary exceeds the amount they would earn under the 2026–2027 salary schedule will have their salary maintained at the 2025–2026 level. This salary will remain in effect until the employee's years of experience or degree level result in compensation that exceeds their 2025–2026 salary.

Date Adopted: February 3, 2026

/s/ Whitney Comer, President of the Huntsville School Board

Additional Duty Salary Schedule

Football Program	Index	Coordinators	Rate
Sr. High Head Football Coach	0.233	Wellness Coordinator	\$1,000
Sr. High Associate Head Football Coach	0.186	District ALE Coordinator	\$1,500
Jr. High Head Football Coach	0.110	Bright Futures Coordinator	\$1,500
7th Grade Head Football Coach	0.095	ESOL Coordinator	\$1,500
Assistant Football Coach	0.078	GT Coordinator	\$1,500
Basketball Programs		Additional Duties	
Sr. High Head Boys/Girls Basketball Coach	0.233	Parental Involvement Facilitator (One per campus)	\$500
Jr. High Head Boys/Girls Basketball Coach	0.110		
7th Grade Head Basketball Coach	0.095		
Assistant Basketball Coach	0.078		
Track & Cross Country Programs		Certifications/Endorsements (Only paid if they are currently being used)	
Sr. High Head Track Coach	0.095	GT Certification	\$1,500
Track Assistant Coach	0.035	SPED Certification	\$1,500
Cross Country Head Coach	0.084	ESOL	\$1,200
Cross Country Assistant Coach	0.035	Concurrent Credit Certification	\$1,800
Baseball & Softball Programs		Certifications (Paid one time upon completion and verification)	
Head Baseball Coach	0.110	National Board Certification	\$2,000
Baseball Assistant Coach	0.035	Master or Lead Professional Educator	\$500
Head Softball Coach	0.110		
Softball Assistant Coach	0.035		
Volleyball Program		Additional Duties (Amount paid each semester)	
Head Volleyball Coach	0.215	Title IX Coordinator (per semester)	\$2,500
Jr. High Head Volleyball Coach	0.110	Hosting a pre-service educator (per semester)	\$500
Volleyball Assistant Coach	0.035	Mentor Teacher (per semester/per mentee)	\$500
Soccer Program		Professional Development Presenter	
Head Girls/Boys Soccer Coach	0.095	Full Day	\$80
Soccer Assistant Coach	0.024	1/2 Day	\$50
Wrestling Program		Campus Duties (Limited to 1 per high school campus)	
Head Boys/Girls Wrestling Coach	0.095	Student Council Sponsor	\$1,000
Assistant Wrestling Coach	0.024	Academic Teams Coach	\$1,500
		State Approved CTSO Sponsor (Excludes FFA because they have extended days) Ex. FCCLA, FBLA, Skills USA, etc. (1 per organization)	\$1,500
Band & Choir Programs		Campus Duties (Limited to 1 per campus)	
Senior Band Director	0.233	Drama (High School Only)	\$1,500
Choir Director	0.110	Yearbook (middle/high school/St. Paul)	\$1,500
Assistant Band Director	0.110	Yearbook (Hunt. Elementary)	\$500
Other Athletic Programs		Campus Duties (Limited to 2 per campus)	
Hunt. Sr. High Cheer Sponsor	0.110	Senior Class Sponsor	\$750
Hunt. Jr. High Cheer Sponsor	0.040	Junior Class Sponsor	\$1,000
SP Cheer Sponsor	0.045	Sophomore Class Sponsor	\$750
Head Bowling Coach	0.035	Freshman Class Sponsor	\$750
Golf Coach	0.035	Graduation Coordinator (\$500 each if 2 people)	\$1,000

To calculate additional duties:

Indexes: Licensed salary schedule x (1 + index(s)) = Total Salary

Rates: Licensed salary schedule + rate(s) = Total Salary

*For staff members with multiple additional duties, all applicable rates, indexes, or a combination of both shall be combined prior to calculating the total salary.

Date Adopted: February 3, 2026

/s/ Whitney Comer, President of the Huntsville School Board

26-27 Administration Salary Schedule

Position	Days	Base Salary	Years Experience	Index
Superintendent	240	Negotiable	0	1.00
Assistant Superintendent	240	\$90,000	1	1.01
Director of Athletics	240	\$75,000	2	1.02
Director of Personnel and Program Compliance	240	\$71,500	3	1.03
Director of Special Education and Student Services	240	\$71,500	4	1.04
Director of Federal Programs/Educational Examiner	240	\$71,500	5	1.05
High School Principal	240	\$81,500	6	1.06
Middle School Principal	240	\$77,000	7	1.07
Elementary Principal	240	\$76,000	8	1.08
Intermediate Principal	240	\$76,000	9	1.09
K-12 Principal (St. Paul)	240	\$81,500	10	1.10
Assistant High/Middle Principal	240	\$67,000	11	1.11
Assistant Elementary Principal	225	\$63,500	12	1.12
Assistant Administrator K-12	225	\$63,500	13	1.13
			14	1.14
			15	1.15
			16	1.16
			17	1.17

*Years of experience shall be based on completed educational years, with a maximum of seventeen (17) years recognized.

** Admin Salary Calculation: Admin Position Base x completed educational years index = Total Admin Salary Ex. \$71,500 (Admin Base) x 1.15 (15 years Experience) = \$82,225.00

***In the event that placement on the 2026-2027 salary schedule results in a salary increase exceeding \$3,000, the increase shall be implemented incrementally. An increase of no more than \$3,000 shall be applied in the 2026–27 school year, with additional increases of up to \$3,000 in each succeeding year until the employee's salary reaches the amount prescribed by the salary schedule. This only applies to administrative positions listed on the Administration Salary Schedule.

Date Adopted: February 3, 2026

/s/ Whitney Comer, President of the Huntsville School Board