

**THE SCHOOL DISTRICT OF JACKSON COUNTY
2025-26 PAY GRADE CLASSIFICATION
ADMINISTRATIVE STAFF**

<u>SCHOOL ADMINISTRATIVE STAFF</u>	<u>PAY GRADE</u>	<u>DISTRICT ADMINISTRATIVE STAFF</u>	<u>PAY GRADE</u>
Principal, Elementary School	8 - 13	Deputy Superintendent	17 - 20
Principal, Middle School	12 - 15	Director	12 - 18
Principal, High School	13 - 16	School Psychologist	10 - 15
Principal, Adult Ed, JAS, AWD	8 - 13	Administrator	6 - 9
Principal, more than 1,500 students	16 - 18	School Mental Health Program Administrator	6 - 9
Assistant Principal, Elementary School	5 - 6	Assistant Director, Finance	5 - 9
Assistant Principal, Middle School	6 - 7	Supervisor, Federal Ed Programs/Grants	5 - 6
Assistant Principal, High School	6 - 8	Supervisor, Information Technology	5 - 6
Assistant Principal, more than 1,500 students	8	Supervisor, Student Information Services	5 - 6
Administrator, Jackson County Early Childhood Center	8 - 13		

School administrative staff pay grades dependent upon size of school and Superintendent's recommendation.
School administrative staff will follow the performance pay for salary adjustments.

District administrative staff pay grades dependent upon Superintendent's recommendation.

Administrative head of school salary shall be at higher annual and monthly rate than that paid to any other member in the school.

11-Month Assistant Principal's salaries shall be determined by multiplying the daily rate of pay by 226 days.

No annual leave may be earned for employees working less than twelve months.

If a four-day work week is in effect during the working days of any of the above classifications, the time shall be extended in either days or hours to complete the number of contract days.

The work day for all administrative staff shall be no less than 7.75 hours.

Pending approval by the Jackson County School Board in regular session on June 17, 2025

**JACKSON COUNTY SCHOOL BOARD
2025-26 SALARY SCHEDULE
ADMINISTRATIVE STAFF**

Placement Step	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	
Grade																							
1	61,589	62,364	63,139	63,914	64,689	65,464	66,239	67,014	67,789	68,564	69,339	70,114	70,889	71,664	72,439	73,214	73,989	74,764	75,539	76,314	77,089	77,864	
2	62,632	63,407	64,182	64,957	65,732	66,507	67,282	68,057	68,832	69,607	70,382	71,157	71,932	72,707	73,482	74,257	75,032	75,807	76,582	77,357	78,132	78,907	
3	63,676	64,451	65,226	66,001	66,776	67,551	68,326	69,101	69,876	70,651	71,426	72,201	72,976	73,751	74,526	75,301	76,076	76,851	77,626	78,401	79,176	79,951	
4	64,121	64,896	65,671	66,446	67,221	67,996	68,771	69,546	70,321	71,096	71,871	72,646	73,421	74,196	74,971	75,746	76,521	77,296	78,071	78,846	79,621	80,396	
5	65,763	66,538	67,313	68,088	68,863	69,638	70,413	71,188	71,963	72,738	73,513	74,288	75,063	75,838	76,613	77,388	78,163	78,938	79,713	80,488	81,263	82,038	
6	66,807	67,582	68,357	69,132	69,907	70,682	71,457	72,232	73,007	73,782	74,557	75,332	76,107	76,882	77,657	78,432	79,207	79,982	80,757	81,532	82,307	83,082	
7	67,850	68,625	69,400	70,175	70,950	71,725	72,500	73,275	74,050	74,825	75,600	76,375	77,150	77,925	78,700	79,475	80,250	81,025	81,800	82,575	83,350	84,125	
8	68,894	69,669	70,444	71,219	71,994	72,769	73,544	74,319	75,094	75,869	76,644	77,419	78,194	78,969	79,744	80,519	81,294	82,069	82,844	83,619	84,394	85,169	
9	69,938	70,713	71,488	72,263	73,038	73,813	74,588	75,363	76,138	76,913	77,688	78,463	79,238	80,013	80,788	81,563	82,338	83,113	83,888	84,663	85,438	86,213	
10	70,982	71,757	72,532	73,307	74,082	74,857	75,632	76,407	77,182	77,957	78,732	79,507	80,282	81,057	81,832	82,607	83,382	84,157	84,932	85,707	86,482	87,257	
11	72,025	72,800	73,575	74,350	75,125	75,900	76,675	77,450	78,225	79,000	79,775	80,550	81,325	82,100	82,875	83,650	84,425	85,200	85,975	86,750	87,525	88,300	
12	73,069	73,844	74,619	75,394	76,169	76,944	77,719	78,494	79,269	80,044	80,819	81,594	82,369	83,144	83,919	84,694	85,469	86,244	87,019	87,794	88,569	89,344	
13	74,113	74,888	75,663	76,438	77,213	77,988	78,763	79,538	80,313	81,088	81,863	82,638	83,413	84,188	84,963	85,738	86,513	87,288	88,063	88,838	89,613	90,388	
14	75,156	75,931	76,706	77,481	78,256	79,031	79,806	80,581	81,356	82,131	82,906	83,681	84,456	85,231	86,006	86,781	87,556	88,331	89,106	89,881	90,656	91,431	
15	76,200	76,975	77,750	78,525	79,300	80,075	80,850	81,625	82,400	83,175	83,950	84,725	85,500	86,275	87,050	87,825	88,600	89,375	90,150	90,925	91,700	92,475	
16	77,244	78,019	78,794	79,569	80,344	81,119	81,894	82,669	83,444	84,219	84,994	85,769	86,544	87,319	88,094	88,869	89,644	90,419	91,194	91,969	92,744	93,519	
17	78,287	79,062	79,837	80,612	81,387	82,162	82,937	83,712	84,487	85,262	86,037	86,812	87,587	88,362	89,137	89,912	90,687	91,462	92,237	93,012	93,787	94,562	
18	79,331	80,106	80,881	81,656	82,431	83,206	83,981	84,756	85,531	86,306	87,081	87,856	88,631	89,406	90,181	90,956	91,731	92,506	93,281	94,056	94,831	95,606	
19	80,375	81,150	81,925	82,700	83,475	84,250	85,025	85,800	86,575	87,350	88,125	88,900	89,675	90,450	91,225	92,000	92,775	93,550	94,325	95,100	95,875	96,650	
20	81,419	82,194	82,969	83,744	84,519	85,294	86,069	86,844	87,619	88,394	89,169	89,944	90,719	91,494	92,269	93,044	93,819	94,594	95,369	96,144	96,919	97,694	

Supplements:

- (1) A supplement of \$2,400 shall be added for those holding Specialists' certification or for a Director of Finance who is a CPA holding a Master's Degree, or a supplement of \$3,900 shall be added for those holding a Doctorate Degree. An individual can only receive one Advanced Degree supplement.
- (2) A supplement of 10% of employees annual salary shall be added for the Threat Management Compliance Assistant.
- (3) A School Based Administrator hired on or after July 1, 2011 will not receive these supplements as an increase to the annual salary, but as a supplement.

Performance Pay - School Based Administrative Staff hired on or after July 1, 2014:

Performance pay is based on receiving either a highly effective or effective rating as determined by their evaluation per 1012.22 and 1012.34 F.S. Performance pay is in lieu of step increases and will occur if the Superintendent recommends increases for the school administrative staff and the School Board approves. Any School Based Administrator hired before July 1, 2014, may elect to opt into performance pay, but may not return to the non-performance based schedule. The performance pay salary adjustment listed below will be an add on to base salary.

- (1) Effective \$775
- (2) Highly Effective \$1,000

Pending approval by the Jackson County School Board in regular session June 17, 2025

**JACKSON COUNTY SCHOOL BOARD
2025-26 INSTRUCTIONAL PERFORMANCE SALARY SCHEDULE
HIRED ON or AFTER JULY 1, 2011**

BASE SALARY				
Placement	Hourly	Daily	Monthly	Annual
0	29.62	229.59	3,750.00	45,000.00
1	29.62	229.59	3,750.00	45,000.00
2	29.62	229.59	3,750.00	45,000.00
3	29.62	229.59	3,750.00	45,000.00
4	29.62	229.59	3,750.00	45,000.00
5	29.79	230.87	3,770.83	45,250.00
6	29.79	230.87	3,770.83	45,250.00
7	29.79	230.87	3,770.83	45,250.00
8	29.79	230.87	3,770.83	45,250.00
9	29.79	230.87	3,770.83	45,250.00
10	29.95	232.14	3,791.67	45,500.00
11	30.05	232.91	3,804.17	45,650.00
12	30.21	234.16	3,824.58	45,895.00
13	30.64	237.47	3,878.75	46,545.00
14	31.07	240.79	3,932.92	47,195.00
15	31.50	244.11	3,987.08	47,845.00
16	31.93	247.42	4,041.25	48,495.00
17	32.35	250.74	4,095.42	49,145.00
18	32.78	254.06	4,149.58	49,795.00
19	33.13	256.77	4,193.92	50,327.00
20	33.56	260.09	4,248.08	50,977.00
21	33.99	263.40	4,302.25	51,627.00
22	34.42	266.72	4,356.42	52,277.00
23	34.84	270.04	4,410.58	52,927.00
24	35.27	273.35	4,464.75	53,577.00
25	35.70	276.67	4,518.92	54,227.00
26	36.13	279.98	4,573.08	54,877.00
27	36.55	283.30	4,627.25	55,527.00
28	36.98	286.62	4,681.42	56,177.00
29	37.41	289.93	4,735.58	56,827.00
30	37.84	293.25	4,789.75	57,477.00

BASE SALARY:

Base Salary Placement is based on creditable years of experience determined when hired.

SALARY ADJUSTMENT INCREASE:

Salary adjustment increases are not automatic.

An Employee who is:

Highly effective, as determined by his or her evaluation, would receive a salary adjustment increase of \$500, to the employee's current base salary.

Effective, as determined by his or her evaluation, would receive a salary adjustment increase of \$50, to the employee's current base salary.

NOTES:

(1) **ADVANCED DEGREES:**

MASTERS Supplement of \$3,100 (maximum) a year shall be added as required by Section 1012.22 F.S.

SPECIALIST Supplement of \$6,200 (maximum) a year shall be added as required by Section 1012.22 F.S.

DOCTORATE Supplement of \$8,100 (maximum) a year shall be added as required by Sections 1012.22 F.S.

(2) *A one-time bonus of \$1,500 will be paid to teachers upon earning the state Reading Endorsement.*

(3) *Teacher stipends are paid at the rate of \$21.00 per hour.*

(4) *Beginning in School Year 2022-23, Speech Language Pathologist will receive a pay differential based on the following criteria:*

\$5.00 per hour for Licensed Speech Language Pathologist

\$2.50 per hour for Non-Licensed Speech Language Pathologist

(5) *A Speech Language Pathologist shall receive a supplement of \$1,200 for the supervision of one SLA; plus \$800 for each additional SLA supervised.*

Pending approval by the Jackson County School Board in regular session, June 17, 2025

JACKSON COUNTY SCHOOL BOARD
2025-26 INSTRUCTIONAL SALARY SCHEDULE - GRANDFATHERED
HIRED Prior to July 1, 2011

BACHELOR'S RANK III				
Step	Hourly	Daily	Monthly	Annual
15	31.2014	241.81	3,949.58	47,395.00
16	31.6294	245.13	4,003.75	48,045.00
17	32.0573	248.44	4,057.92	48,695.00
18	32.4852	251.76	4,112.08	49,345.00
19	32.8354	254.47	4,156.42	49,877.00
20	33.2633	257.79	4,210.58	50,527.00
21	33.6912	261.11	4,264.75	51,177.00
22	34.1192	264.42	4,318.92	51,827.00
23	34.5471	267.74	4,373.08	52,477.00
24	34.9750	271.06	4,427.25	53,127.00
25	35.4029	274.37	4,481.42	53,777.00
26	35.8308	277.69	4,535.58	54,427.00
27	36.2587	281.01	4,589.75	55,077.00
28	36.6866	284.32	4,643.92	55,727.00
29	37.1145	287.64	4,698.08	56,377.00
30	37.5425	290.95	4,752.25	57,027.00

MASTER'S RANK II				
Step	Hourly	Daily	Monthly	Annual
15	33.1646	257.03	4,198.08	50,377.00
16	33.5925	260.34	4,252.25	51,027.00
17	34.0204	263.66	4,306.42	51,677.00
18	34.4483	266.97	4,360.58	52,327.00
19	34.8762	270.29	4,414.75	52,977.00
20	35.3041	273.61	4,468.92	53,627.00
21	35.7321	276.92	4,523.08	54,277.00
22	36.1600	280.24	4,577.25	54,927.00
23	36.5879	283.56	4,631.42	55,577.00
24	37.0158	286.87	4,685.58	56,227.00
25	37.4437	290.19	4,739.75	56,877.00
26	37.8716	293.51	4,793.92	57,527.00
27	38.2995	296.82	4,848.08	58,177.00
28	38.7275	300.14	4,902.25	58,827.00
29	39.1554	303.45	4,956.42	59,477.00
30	39.5833	306.77	5,010.58	60,127.00

SPECIALIST RANK I-A				
Step	Hourly	Daily	Monthly	Annual
15	35.2054	272.84	4,456.42	53,477.00
16	35.6333	276.16	4,510.58	54,127.00
17	36.0612	279.47	4,564.75	54,777.00
18	36.4891	282.79	4,618.92	55,427.00
19	36.9171	286.11	4,673.08	56,077.00
20	37.3450	289.42	4,727.25	56,727.00
21	37.7729	292.74	4,781.42	57,377.00
22	38.2008	296.06	4,835.58	58,027.00
23	38.6287	299.37	4,889.75	58,677.00
24	39.0566	302.69	4,943.92	59,327.00
25	39.4845	306.01	4,998.08	59,977.00
26	39.9124	309.32	5,052.25	60,627.00
27	40.3404	312.64	5,106.42	61,277.00
28	40.7683	315.95	5,160.58	61,927.00
29	41.1962	319.27	5,214.75	62,577.00
30	41.6241	322.59	5,268.92	63,227.00

DOCTORATE RANK I				
Step	Hourly	Daily	Monthly	Annual
15	36.4562	282.54	4,614.75	55,377.00
16	36.8841	285.85	4,668.92	56,027.00
17	37.3120	289.17	4,723.08	56,677.00
18	37.7400	292.48	4,777.25	57,327.00
19	38.1679	295.80	4,831.42	57,977.00
20	38.5958	299.12	4,885.58	58,627.00
21	39.0237	302.43	4,939.75	59,277.00
22	39.4516	305.75	4,993.92	59,927.00
23	39.8795	309.07	5,048.08	60,577.00
24	40.3074	312.38	5,102.25	61,227.00
25	40.7354	315.70	5,156.42	61,877.00
26	41.1633	319.02	5,210.58	62,527.00
27	41.5912	322.33	5,264.75	63,177.00
28	42.0191	325.65	5,318.92	63,827.00
29	42.4470	328.96	5,373.08	64,477.00
30	42.8749	332.28	5,427.25	65,127.00

STEP INCREASE:

Step increases are not automatic: An employee who does not receive an effective or highly effective evaluation will not be eligible for a step or annual salary increase.

NOTES:

- (1) A one-time bonus of \$1,500 will be paid to teachers upon earning the state Reading Endorsement.
- (2) Teacher stipends are paid at the rate of \$21.00 per hour.
- (3) Beginning in School Year 2022-23, Speech Language Pathologist will receive a pay differential based on the following criteria:
 \$6.50 per hour for current grandfathered Licensed Speech Language Pathologist
 \$5.00 per hour for grandfathered Licensed Speech Language Pathologist who begin after January 2023
 \$2.50 per hour for grandfathered Non-Licensed Speech Language Pathologist who begin after January 2023
- (4) A Speech Language Pathologist shall receive a supplement of \$1,200 for the supervision of one SLA; plus \$800 for each additional SLA supe

Pending approval by the Jackson County School Board in regular session, June 17, 2025

**THE SCHOOL DISTRICT OF JACKSON COUNTY
2025-26**

SALARY SCHEDULE AND PROCEDURES FOR SUBSTITUTE TEACHERS

There are two kinds of substitute teachers: Day-to-Day and Contract. Salary schedules and procedures for the two kinds are as follows:

A. DAY-TO-DAY SUBSTITUTE

1. Employment is on a day-to-day basis, with no minimum or maximum number of days established.
2. Salary is the current Florida General Appropriations Act Minimum Wage rate of pay, based on the amount as follows:

Less than a college degree	Current FL General Appropriations Act Minimum Wage
AA/AS Degree	additional \$1.50 per hour
BA/BS or Higher Degree	additional \$3.00 per hour
3. Verification of a college degree must be on file in the personnel office. A complete college transcript showing highest degree is preferred. A copy of a diploma showing date of graduation will also be acceptable. Substitute salary shall not be paid retroactively.
4. Employment as a Day-to-Day substitute on this schedule is not an established position and cannot be considered as full-time employment.

B. CONTRACT SUBSTITUTE

TYPE A - DEGREE/CERTIFICATE

1. Type A contract substitute teacher is hired for a set number of days or weeks to replace a teacher who has been granted approved leave for illness, injury, or other absence. The contract (JC-130) is issued upon the request of the principal with the approval of the Superintendent. This part-time contract shall in no case be issued to exceed more than two days the number of days of the approved leave of absence of the teacher.
2. A contract substitute teacher must hold a valid regular Florida teaching certificate and must be certified in the area in which he/she is substituting. A copy of the certificate must be on file in the personnel office.
3. Salary for a Type A contract substitute teacher is based upon the highest acceptable level of training shown on the certificate, at the zero (0) year's experience level, in accordance with the currently adopted salary schedule for teachers, computed by dividing 196 days into the annual full-time salary and multiplied by the number of days of the contract. Contracted substitute salary shall not be paid retroactively. ADVANCED DEGREES will be paid on a pro-rated basis if work extends beyond six (6) months.
4. More than one-half year experience as a Type A Contract substitute in the same position shall be recognized as teaching experience in a regularly established position.

TYPE B - INTERN

1. Type B contract substitute (Intern) is completing a Teacher Education Program, filling an advertised instructional vacancy. The individual must have the approval of the Teacher Education Program supervisor.
2. Salary for a Type B contract substitute (Intern) will be Current Florida General Appropriations Act Minimum Wage plus additional \$3.00 per hour
3. Employment as a Type B contract substitute (Intern) on this schedule is not full-time employment and experience worked prior to receiving a teaching certificate cannot be considered teaching experience.

Pending approval by the Jackson County School Board in regular session on June 17, 2025

**THE SCHOOL DISTRICT OF JACKSON COUNTY
2025-26 SUPPLEMENTARY SALARY POSITION SCHEDULE**

Code		*Fall	*Winter	*Spring	Actual \$
ACADEMIC					
SUB30	Academic Coach - Middle/Secondary			1,080.00 =	1,080.00
SUB50	Vocational-Agriculture	1,642.50		1,642.50 =	3,285.00
SUB54	Yearbook Sponsor	742.50		742.50 =	1,485.00
SUB51	FBLA Sponsor	742.50		742.50 =	1,485.00
SUB52	FCCLA Sponsor	742.50		742.50 =	1,485.00
SUB63	Technology Students Association Sponsor	742.50		742.50 =	1,485.00
SUB64	BETA Sr. Sponsor	408.83		408.83 =	817.65
SUB65	BETA Jr. Sponsor	408.83		408.83 =	817.65
SUB70	HOSA	742.50		742.50 =	1,485.00
SUB46	Future Teacher of America Advisor--Grades 6-12	408.83		408.83 =	817.65
ARTS					
Band Director: Marching Band/Concert Band					
SUB21	Schools with 550 - 1000 Students--Grades 9-12	2,047.50		2,047.51 =	4,095.00
SUB22	Schools with 210 - 549 Students--Grades 9-12	1,597.50		1,597.51 =	3,195.00
SUB23	Schools with 0 - 209 Students--Grades 9-12	1,372.50		1,372.51 =	2,745.00
SUB24	Middle School - 7th & 8th Grades	1,372.50		1,372.51 =	2,745.00
SUB25	Assistant	1,012.50		1,012.49 =	2,025.00
Band Director: Pep Band/Concert Band					
SUB31	Schools with 550 - 1000 Students--Grades 9-12	2,047.50		2,047.51 =	4,095.00
SUB32	Schools with 210 - 549 Students--Grades 9-12	1,597.50		1,597.51 =	3,195.00
SUB33	Schools with 0 - 209 Students--Grades 9-12	1,372.50		1,372.51 =	2,745.00
Choral Director					
SUB26	Schools with 550 - 1000 Students--Grades 9-12	1,597.50		1,597.51 =	3,195.00
SUB27	Schools with 210 - 549 Students--Grades 9-12	1,372.50		1,372.51 =	2,745.00
SUB28	Schools with 0 - 209 Students--Grades 9-12	1,372.50		1,372.51 =	2,745.00
SUB29	Middle School - 7th & 8th Grades	1,012.50		1,012.49 =	2,025.00
SUB36	Drama	540.00		540.00 =	1,080.00
ATHLETICS					
Health Safety Coach					
SUA66	Schools with 6 or more outdoor eligible sports	1,462.50		1,462.49 =	2,925.00
SUA65	Schools with less than 6 outdoor eligible sports	1,080.00		1,080.01 =	2,160.00
Athletic Director - High School					
SUA01	Schools with 550 - 1000 Students--Grades 9-12	2,182.50		2,182.50 =	4,365.00
SUA02	Schools with 210 - 549 Students--Grades 9-12	1,642.50		1,642.50 =	3,285.00
SUA03	Schools with 0 - 209 Students--Grades 9-12	1,080.00		1,080.01 =	2,160.00
SUA04	Athletic Director - Middle School	1,080.00		1,080.01 =	2,160.00
Baseball - High School					
SUA31	Baseball Coach			3,870.00 =	3,870.00
SUA32	Baseball Coach - Assistant			1,935.00 =	1,935.00
Baseball - Middle School					
SUA56	Baseball Coach			2,160.00 =	2,160.00
SUA57	Baseball Coach - Assistant			1,080.00 =	1,080.00
Basketball - High School					
SUA13	Head Coach		4,095.00	=	4,095.00
SUA16	Assistant Coach		2,745.00	=	2,745.00
Basketball - Middle School					
SUA19	Head Coach	2,160.00		=	2,160.00
SUA20	Assistant Coach	1,080.00		=	1,080.00
SUA33	Cheerleading Coach - Varsity	1,935.00	1,935.00	=	3,870.00
SUA34	Cheerleading Coach - Middle School	1,620.00		=	1,620.00
SUA35	Cheerleading Coach - Jr. Varsity	967.50	967.50	=	1,935.00
SUA55	Cross Country - High School	2,475.00		=	2,475.00
Cross Country- Middle School (on campuses not including grades 9-12)					
SUA55	Cross Country - Middle School		2,160.00	=	2,160.00
SUA__	Cross Country - Middle School Assistant		1,080.00	=	1,080.00

*FALL Paid in December Check

*WINTER Paid in March Check

*SPRING Paid in June Check

**THE SCHOOL DISTRICT OF JACKSON COUNTY
2025-26 SUPPLEMENTARY SALARY POSITION SCHEDULE**

Code		*Fall	*Winter	*Spring	Actual \$
Football Coach - High School					
SUA05	Head Coach	5,850.00			= 5,850.00
	Assistant Coach	-			
SUA08	Schools with 550 - 1000 Students--Grades 9-12	3,015.00			= 3,015.00
SUA09	Schools with 210 - 549 Students--Grades 9-12	3,015.00			= 3,015.00
SUA10	Schools with 0 - 209 Students--Grades 9-12	2,745.00			= 2,745.00
Football Coach - Middle School					
SUA11	Head Coach	2,160.00			= 2,160.00
SUA12	Assistant Coach	1,080.00			= 1,080.00
SUA37	Golf Coach	1,080.00			= 1,080.00
SUA38	Eurhythmics Coach			1,485.00	= 1,485.00
Soccer - High School					
SUA39	Soccer Coach		3,870.00		= 3,870.00
SUA40	Soccer Coach - Assistant		1,935.00		= 1,935.00
Soccer - Middle School (on campuses not including grades 9-12)					
SUA39	Soccer Coach		2,160.00		= 2,160.00
SUA40	Soccer Coach - Assistant		1,080.00		= 1,080.00
Softball - High School					
SUA41	Softball Coach			3,870.00	= 3,870.00
SUA42	Softball Coach - Assistant			1,935.00	= 1,935.00
Softball - Middle School					
SUA43	Softball Coach			2,160.00	= 2,160.00
SUA58	Softball Coach - Assistant			1,080.00	= 1,080.00
SUA44	Tennis Coach			1,080.00	= 1,080.00
Track - High School					
SUA45	Track Coach			2,475.00	= 2,475.00
SUA46	Track Coach - Assistant			1,237.50	= 1,237.50
Track - Middle School (on campuses not including grades 9-12)					
SUA50	Track Coach			2,160.00	= 2,160.00
SUA46	Track Coach - Assistant			1,080.00	= 1,080.00
Volleyball - High School					
SUA47	Volleyball Coach - Varsity	3,870.00			= 3,870.00
SUA48	Volleyball Coach - Assistant	1,935.00			= 1,935.00
Volleyball - Middle School					
SUA49	Volleyball Coach			2,160.00	= 2,160.00
SUA59	Volleyball Coach - Assistant			1,080.00	= 1,080.00
SUA51	Weightlifting Coach	1,237.50	1,237.51		= 2,475.00
SUA52	Wrestling Coach		2,475.00		= 2,475.00
SUA53	Wrestling Coach - Assistant		1,237.50		= 1,237.50
		<u>#####</u>	<u>26,977.51</u>	<u>65,351.58</u>	<u>161,978.06</u>

*FALL Paid in December Check *WINTER Paid in March Check *SPRING Paid in June Check

Pending approval by the Jackson County School Board in regular session on June 17, 2025

**THE SCHOOL DISTRICT OF JACKSON COUNTY
2025-26 CLASSIFICATION AND HOURLY PAY GRADES
NON-INSTRUCTIONAL PERSONNEL**

<u>SCHOOLS - OFFICE & AIDES</u>	<u>PAY GRADE</u>	<u>DISTRICT - CLERICAL & FINANCE</u>	<u>PAY GRADE</u>	<u>TRANSPORTATION</u>	<u>PAY GRADE</u>
High School Secretary/Bookkeeper 256 Days/8 Hours 222 Days/8 Hours	16-26, 27	Office/Acct/Computer Specialist 256 Days/7.5 Hours 222 Days/7.5 Hours	14-26, 27	(256 Days/8 Hours) Shop Helper Vehicle Parts Clerk/Data Entry Operator Mechanic	9-12 12-15 15-18
High School Secretary/Bookkeeper with 1,500 or more students 256 Days/8 Hours	26-30	Clerical Aide (182 Days / 7.5 Hours) <u>MAINTENANCE & OPERATIONS</u> (256/191 Days/8 Hours)	11-23, 27	Skilled Mechanic Master Mechanic Chief Mechanic	33 33 33
Paraprofessional 182 Days/7.5 Hours 181 Days/4.0 Hours	11-23, 27	Construction Trades I (256 Days/8 Hours) Construction Trades II (256 Days/8 Hours) Construction Trades III (256 Days/8 Hours)	23 33 33	Bus Driver (181 Days/4 Hrs) Bus Monitor (181 Days)	25-30 11-16, 27
Data Entry Operator 256 Days/7.5 Hours 222 Days/7.5 Hours 191 Days/7.5 Hours	15-23, 27	Custodian Electrician I (256 Days/8 Hours) Electrician II - (256 Day/8 Hours) Electrician III (256 Day/8 Hours)	9-12 23 33 33	<u>SUBSTITUTES/TEMPORARY HELP</u> Bus Driver (Substitute) Interpreter Trainee* Interpreter II* Interpreter I*	25 21 25 29
Behavior Technician 182 Days/7.5 Hours	18-26, 27	General Maintenance Groundskeeper (256 Days/8 Hours) Head Custodian (256 Days/8 Hours) HVAC I (256 Days/8 Hours) HVAC II (256 Days/8 Hours) HVAC III (256 Days/8 Hours)	11-17 23 12-15 23 33 33	Extra-Curricular Activities School Lunch Subs Student Other	Min. Wage Min. Wage Min. Wage Min. Wage
<u>FOOD SERVICE</u> (186 Days)					
Baker	10-13	Low Voltage Infrastructure & Electronics Technician I Low Voltage Infrastructure & Electronics Technician II Low Voltage Infrastructure & Electronics Technician III	27-32 33 33		
Cashier	9-12	Maintenance Technician Master Technician	22-25 30-32	NOTE: Substitute and temporary help are paid at the zero (0) experience level - employment at this level is not an established position and is not considered full-time employment. *Requirements outlined in job descriptions	
General Worker	9-12	Plumber I (256 Days/8 Hours) Plumber II (256 Days/8 Hours) Plumber III (256 Days/8 Hours)	23 33 33		
Cook	12-14	Skilled Maintenance Skilled Technician	20-23 27-29		
Commodity Delivery 256 Days/8 Hours	10-16				
Accounting Clerk 256 Days/7.5 Hours	16-26				

- Personnel working fewer than 256 days are not entitled to annual leave.
- Pay grades dependent upon level of education, certification, experience, expertise and/or supervisor's recommendation.
- Maximum days and hours of employment are noted in parenthesis. If a four-day work week is in effect during the working days of any of the above classifications, the time shall be extended in either days or hours to complete the number of contract days.
- Experience in a related area of work with other state agencies or established businesses may be recognized (10 years maximum) on this schedule when the experience is documented in the employee's personnel file and upon recommendation of the employee's immediate supervisor.
- Paraprofessionals employed on a less than full-time basis shall be considered temporary help and the NOTE is applicable to them.
- School Lunch General Workers who have received certification on or before September 1 of each year shall receive supplement of \$200.
- Middle and high school data entry operators shall work 256 days.
- Elementary school data entry operators shall work either 222 or 256 days.
- Effective 7-1-95, employees completing a high school diploma or GED equivalent shall receive a one-time bonus of \$300.
- Pay Grade 27 qualifications for SCHOOLS - OFFICE & AIDES and DISTRICT - CLERICAL & FINANCE: Bachelor's degree.
- Pay Grade 27 qualifications for Bus monitors: Hired prior to 3/18/15, with a Bachelors degree earned prior to 3/18/15.
- Master Mechanic, Construction Trades II, Electrician II, HVAC II, Plumber II, & Low Vol Infas & Elect Tech II will receive an additional \$2.50 per hour pay differential.
- Chief Mechanic, Construction Trades III, Electrician III, HVAC III, Plumber III, & Low Volt Infrac & Elect Tech III will receive an additional \$3.00 per hour pay differential.

Pending approval by the Jackson County School Board in regular session on June 17, 2025

**THE SCHOOL DISTRICT OF JACKSON COUNTY
2025-26 CLASSIFICATION AND HOURLY PAY GRADES
NON-UNIT/NON-INSTRUCTIONAL PERSONNEL**

<u>SCHOOLS</u>	<u>PAY GRADE</u>	<u>DISTRICT</u>	<u>PAY GRADE</u>
Early Childhood Instructor (Non-Certified) (196 Days/7.75 Hours)	26-30	Early Childhood Program Assistant (256 Days/7.5 Hrs)	17-20,27
Early Childhood Assistant I - Hired prior to July 1, 2007 (191 Days/7.5 Hours)	21-24, 27	Computer and Audio Visual Tech (256 Days/8 Hours)	23-25
Early Childhood Assistant II - Hired on or after July 1, 2007 (182 Days/7.5 Hours) (See Job Description)	11,13,16,18,27		
Adults with Disabilities Instructor (196 Days/7.75 Hours)	28-30		
Interpreter I (181 Days/7.5 Hours)	29-31		
Interpreter II (181 Days/7.5 Hours)	25-27		
Interpreter Trainee (181 Days/7.5 Hours)	21-23		
Caregiver (182 Days/7.75 Hours) (See Job Description)	11,13,16,18,27		
Home School Liaison Worker (181 Days/7.5 Hours)	21-24		
Health Aide (182 Days/7.5 Hours) (182 Days/5.0 Hours)	11-16		

1. Pay grades dependent upon level of education, certification, and supervisor's recommendation.
2. Maximum days and hours of employment are noted in parentheses. If a four day week is in effect during the working days of any of the above classifications, the time shall be extended in either days or hours to complete the number of contract days.
3. Experience in a related area of work with other state agencies or established businesses may be recognized (10 years maximum) on this schedule when experience is documented in the employee's personnel file, and upon recommendation of the employee's immediate supervisor.
4. School-level office employees and district-level clerical or finance employees with a four-year college degree will be paid at pay grade 27 or above.
5. See job description for minimum requirements and possible salary explanation.

Pending approval by the Jackson County School Board in regular session on June 17, 2025

**THE SCHOOL DISTRICT OF JACKSON COUNTY
2025-26 CLASSIFICATION AND HOURLY PAY GRADES
CONFIDENTIAL NON-INSTRUCTIONAL PERSONNEL**

<u>SCHOOLS - OFFICE</u>	<u>PAY GRADE</u>	<u>DISTRICT - CLERICAL</u>	<u>PAY GRADE</u>
Secretary (256/8)	16-26,27	Personnel/Leave Specialist (256/8)	24-28
Secretary/Bookkeeper (222-256/8)	16-26,27	Adm. Sec. to the Superintendent (256/8)	29-33
Secretary/Bookkeeper > 1,500 students (256/8)	26-30	Student Engagement Specialist (256/7.5)	24-28
 <u>FOOD SERVICE</u>		 <u>MAINTENANCE</u>	
Manager (188/8)	16-27	Skilled Technician (256/8)	27-29
		Maintenance Foreman (256/8)	31-33
 <u>TRANSPORTATION</u>			
Fleet Manager (256/8)	30-33		

1. Personnel working fewer than 256 days are not entitled to paid holidays or annual leave.
2. Pay grades dependent upon experience, expertise and/or supervisor's recommendation.
3. Maximum days and hours of employment are noted in parentheses. If a four-day work week is in effect during the working days of any of the above classifications, the time shall be extended in either days or hours to complete the number of contract days.
4. Experience in a related area of work with other state agencies or established businesses may be recognized on this schedule when the experience is documented in the employee's personnel file and upon recommendation of the employee's immediate supervisor.
5. School lunch managers who have received certification on or before September 1 of each year shall receive a supplement of \$300.
6. School lunch managers shall receive a \$400 supplement for each satellite operation under their supervision.
7. School-level office employees and district-level clerical or finance employees with a four-year college degree will be paid at pay grade 27 or above.
8. Maintenance Foreman shall receive a \$3.50 per hour pay differential and shall be the highest paid Maintenance Department employee. If, necessary, an additional Supervisor Pay Differential, not to exceed \$1 more than the highest paid maintenance employee salary, shall be added to the Maintenance Foreman salary.

Pending approval by the Jackson County School Board in regular session on June 17, 2025

