

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

| <b><u>SCHOOL ADMINISTRATIVE STAFF</u></b>            | <b><u>PAY<br/>GRADE</u></b> | <b><u>DISTRICT ADMINISTRATIVE STAFF</u></b> | <b><u>PAY<br/>GRADE</u></b> |
|--|-----------------------------|---|-----------------------------|
| 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**

| <b>BACHELOR'S RANK III</b> |         |        |          |           |
|----------------------------|---------|--------|----------|-----------|
| 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 |

| <b>MASTER'S RANK II</b> |         |        |          |           |
|-------------------------|---------|--------|----------|-----------|
| 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 |

| <b>SPECIALIST RANK I-A</b> |         |        |          |           |
|----------------------------|---------|--------|----------|-----------|
| 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 |

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

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

|   |                       |  |                     |
|---|-----------------------|--|---------------------|
| OCCUPATIONAL THERAPIST<br>PHYSICAL THERAPIST<br>NETWORK ANALYST<br>EARLY CHILDHOOD HEALTH SAFETY & NUTRITION COMPREHENSIVE SERVICES SPECIALIST<br>FINANCE ADMINISTRATIVE ASSISTANT<br>FINANCE SPECIALIST<br>FOOD SERVICE SUPERVISOR | PAY<br>GRADE<br>14-20 | BENEFITS AND RISK MANAGEMENT COORDINATOR<br>CERTIFICATION AND RETIREMENT COORDINATOR<br>COORDINATOR OF COMMUNITY INVOLVEMENT<br>PAYROLL/STAFF SPECIALIST<br>PERSONNEL COORDINATOR<br>TRANSPORTATION SPECIALIST<br>STUDENT DATA SPECIALIST<br>CERTIFIED OCCUPATIONAL THERAPY ASSISTANT(6) | PAY<br>GRADE<br>1-6 |
|   | 14-19                 |  | 1-6                 |
|   | 14-18                 |  | 1-6                 |
|   | 13-19                 |  | 1-6                 |
|   | 13-18                 |  | 1-6                 |
|   | 7-12                  |  | 1-6                 |
|   | 7-12                  |  | 1-4                 |

| STEPS | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 |
|-------|---|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|
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- NOTES:
- (1) A supplement of \$2,400 shall be added to those holding Specialists' (I-A) certification.
  - (2) Pay grades dependent upon Superintendent's recommendation.
  - (3) Occupational Therapists must hold at least a B.S. Degree and a current State of Florida license and shall work 7.75 hours per day for 196 days.  
A supplement of \$1,200 shall be added for supervision of one COTA; plus \$800 for each additional COTA supervised.
  - (4) Physical Therapists must hold at least a B.S. Degree and a current State of Florida license and shall work 7.75 hours per day for 196 days.
  - (5) Certified Occupational Therapy Assistants (COTA) shall work 7.5 hours per day for 191 days.
  - (6) Employees paid from this salary schedule who work less than 20 hours per week will not be eligible for employee benefits.
  - (7) No annual leave may be earned for employees working less than twelve months.
  - (8) 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.
  - (9) The work day for all other district staff shall be no less than 7.5 hours.

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**

| <b><u>SCHOOLS - OFFICE &amp; AIDES</u></b> | <b><u>PAY GRADE</u></b> | <b><u>DISTRICT - CLERICAL &amp; FINANCE</u></b>         | <b><u>PAY GRADE</u></b> | <b><u>TRANSPORTATION</u></b>             | <b><u>PAY GRADE</u></b> |
|--|-------------------------|---|-------------------------|--|-------------------------|
| High School Secretary/Bookkeeper           | 16-26, 27               | Office/Acct/Computer Specialist                         | 14-26, 27               | (256 Days/8 Hours)                       |                         |
| 256 Days/8 Hours                           |                         | 256 Days/7.5 Hours                                      |                         | Shop Helper                              | 9-12                    |
| 222 Days/8 Hours                           |                         | 222 Days/7.5 Hours                                      |                         | Vehicle Parts Clerk/Data Entry Operator  | 12-15                   |
| High School Secretary/Bookkeeper           | 26-30                   | Clerical Aide (182 Days / 7.5 Hours)                    | 11-23, 27               | Mechanic                                 | 15-18                   |
| with 1,500 or more students                |                         | <b><u>MAINTENANCE &amp; OPERATIONS</u></b>              | <b><u>PAY GRADE</u></b> | Skilled Mechanic                         | 33                      |
| 256 Days/8 Hours                           |                         | (256/191 Days/8 Hours)                                  |                         | Master Mechanic                          | 33                      |
| Paraprofessional                           | 11-23, 27               | Construction Trades I (256 Days/8 Hours)                | 23                      | Chief Mechanic                           | 33                      |
| 182 Days/7.5 Hours                         |                         | Construction Trades II (256 Days/8 Hours)               | 33                      | Bus Driver (181 Days/4 Hrs)              | 25-30                   |
| 181 Days/4.0 Hours                         |                         | Construction Trades III (256 Days/8 Hours)              | 33                      | Bus Monitor (181 Days)                   | 11-16, 27               |
| Data Entry Operator                        | 15-23, 27               | Custodian   | 9-12                    |  |                         |
| 256 Days/7.5 Hours                         |                         | Electrician I (256 Days/8 Hours)                        | 23                      | <b><u>SUBSTITUTES/TEMPORARY HELP</u></b> |                         |
| 222 Days/7.5 Hours                         |                         | Electrician II - (256 Day/8 Hours)                      | 33                      | Bus Driver (Substitute)                  | 25                      |
| 191 Days/7.5 Hours                         |                         | Electrician III (256 Day/8 Hours)                       | 33                      | Interpreter Trainee*                     | 21                      |
| Behavior Technician                        | 18-26, 27               | General Maintenance                                     | 11-17                   | Interpreter II*                          | 25                      |
| 182 Days/7.5 Hours                         |                         | Groundskeeper (256 Days/8 Hours)                        | 23                      | Interpreter I*                           | 29                      |
|  |                         | Head Custodian (256 Days/8 Hours)                       | 12-15                   | Extra-Curricular Activities              | Min. Wage               |
| <b><u>FOOD SERVICE</u></b>                 |                         | HVAC I (256 Days/8 Hours)                               | 23                      | School Lunch Subs                        | Min. Wage               |
| (186 Days)                                 |                         | HVAC II (256 Days/8 Hours)                              | 33                      | Student                                  | Min. Wage               |
| Baker                                      | 10-13                   | HVAC III (256 Days/8 Hours)                             | 33                      | Other                                    | Min. Wage               |
| Cashier                                    | 9-12                    | Low Voltage Infrastructure & Electronics Technician I   | 27-32                   |  |                         |
| General Worker                             | 9-12                    | Low Voltage Infrastructure & Electronics Technician II  | 33                      |  |                         |
| Cook                                       | 12-14                   | Low Voltage Infrastructure & Electronics Technician III | 33                      |  |                         |
| Commodity Delivery                         | 10-16                   | Maintenance Technician                                  | 22-25                   |  |                         |
| 256 Days/8 Hours                           |                         | Master Technician                                       | 30-32                   |  |                         |
| Accounting Clerk                           | 16-26                   | Plumber I (256 Days/8 Hours)                            | 23                      |  |                         |
| 256 Days/7.5 Hours                         |                         | Plumber II (256 Days/8 Hours)                           | 33                      |  |                         |
|  |                         | Plumber III (256 Days/8 Hours)                          | 33                      |  |                         |
|  |                         | Skilled Maintenance                                     | 20-23                   |  |                         |
|  |                         | Skilled Technician                                      | 27-29                   |  |                         |

**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

1. Personnel working fewer than 256 days are not entitled to annual leave.
2. Pay grades dependent upon level of education, certification, experience, expertise and/or supervisor's recommendation.
3. 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.
4. 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.
5. Paraprofessionals employed on a less than full-time basis shall be considered temporary help and the NOTE is applicable to them.
6. School Lunch General Workers who have received certification on or before September 1 of each year shall receive supplement of \$200.
7. Middle and high school data entry operators shall work 256 days.
8. Elementary school data entry operators shall work either 222 or 256 days.
9. Effective 7-1-95, employees completing a high school diploma or GED equivalent shall receive a one-time bonus of \$300.
10. Pay Grade 27 qualifications for SCHOOLS - OFFICE & AIDES and DISTRICT - CLERICAL & FINANCE: Bachelor's degree.
11. Pay Grade 27 qualifications for Bus monitors: Hired prior to 3/18/15, with a Bachelors degree earned prior to 3/18/15.
12. 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.
13. Chief Mechanic, Construction Trades III, Electrician III, HVAC III, Plumber III, & Low Volt Infrs & 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**

| <b><u>SCHOOLS</u></b>   | <b><u>PAY<br/>GRADE</u></b> | <b><u>DISTRICT</u></b>                               | <b><u>PAY<br/>GRADE</u></b> |
|---|-----------------------------|--|-----------------------------|
| 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)<br>(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)<br>(See Job Description)  | 11,13,16,18,27              |  |                             |
| Home School Liaison Worker (181 Days/7.5 Hours)   | 21-24                       |  |                             |
| Health Aide<br>(182 Days/7.5 Hours)<br>(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**

| <b><u>SCHOOLS - OFFICE</u></b>                | <b><u>PAY<br/>GRADE</u></b> | <b><u>DISTRICT - CLERICAL</u></b>       | <b><u>PAY<br/>GRADE</u></b> |
|---|-----------------------------|---|-----------------------------|
| 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                       |
| <b><u>FOOD SERVICE</u></b>                    |                             | <b><u>MAINTENANCE</u></b>               |                             |
| Manager (188/8)                               | 16-27                       | Skilled Technician (256/8)              | 27-29                       |
|   |                             | Maintenance Foreman (256/8)             | 31-33                       |
| <b><u>TRANSPORTATION</u></b>                  |                             |   |                             |
| 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**

JACKSON COUNTY SCHOOL BOARD  
2025-26 NON-INSTRUCTIONAL SALARY SCHEDULE  
GROUP A

| PLACEMENT | 0     | 1     | 2     | 3     | 4     | 5     | 6     | 7     | 8     | 9     | 10    | 11    | 12    | 13    | 14    | 15    | 16    | 17    | 18    | 19    | 20    | 21    | 22    | 23    | 24    | 25    | 26    | 27    | 28    | 29    | 30    | 31    | 32    | 33    | 34    | 30A | 30B |
|-----------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-----|-----|
| GRADE     |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |     |     |
| 9         | 15.00 | 15.75 | 15.92 | 16.09 | 16.26 | 16.43 | 16.60 | 16.77 | 16.94 | 17.11 | 17.28 | 17.45 | 17.62 | 17.79 | 17.96 | 18.13 | 18.30 | 18.47 | 18.64 | 18.81 | 18.98 | 19.15 | 19.32 | 19.49 | 19.66 | 19.83 | 20.00 | 20.17 | 20.34 | 20.51 | 20.68 | 20.85 | 21.02 | 21.19 | 21.36 |     |     |
| 10        | 15.09 | 15.84 | 16.01 | 16.18 | 16.35 | 16.52 | 16.69 | 16.86 | 17.03 | 17.20 | 17.37 | 17.54 | 17.71 | 17.88 | 18.05 | 18.22 | 18.39 | 18.56 | 18.73 | 18.90 | 19.07 | 19.24 | 19.41 | 19.58 | 19.75 | 19.92 | 20.09 | 20.26 | 20.43 | 20.60 | 20.77 | 20.94 | 21.11 | 21.28 | 21.45 |     |     |
| 11        | 15.18 | 15.93 | 16.10 | 16.27 | 16.44 | 16.61 | 16.78 | 16.95 | 17.12 | 17.29 | 17.46 | 17.63 | 17.80 | 17.97 | 18.14 | 18.31 | 18.48 | 18.65 | 18.82 | 18.99 | 19.16 | 19.33 | 19.50 | 19.67 | 19.84 | 20.01 | 20.18 | 20.35 | 20.52 | 20.69 | 20.86 | 21.03 | 21.20 | 21.37 | 21.54 |     |     |
| 12        | 15.27 | 16.02 | 16.19 | 16.36 | 16.53 | 16.70 | 16.87 | 17.04 | 17.21 | 17.38 | 17.55 | 17.72 | 17.89 | 18.06 | 18.23 | 18.40 | 18.57 | 18.74 | 18.91 | 19.08 | 19.25 | 19.42 | 19.59 | 19.76 | 19.93 | 20.10 | 20.27 | 20.44 | 20.61 | 20.78 | 20.95 | 21.12 | 21.29 | 21.46 | 21.63 |     |     |
| 13        | 15.36 | 16.11 | 16.28 | 16.45 | 16.62 | 16.79 | 16.96 | 17.13 | 17.30 | 17.47 | 17.64 | 17.81 | 17.98 | 18.15 | 18.32 | 18.49 | 18.66 | 18.83 | 19.00 | 19.17 | 19.34 | 19.51 | 19.68 | 19.85 | 20.02 | 20.19 | 20.36 | 20.53 | 20.70 | 20.87 | 21.04 | 21.21 | 21.38 | 21.55 | 21.72 |     |     |
| 14        | 15.45 | 16.20 | 16.37 | 16.54 | 16.71 | 16.88 | 17.05 | 17.22 | 17.39 | 17.56 | 17.73 | 17.90 | 18.07 | 18.24 | 18.41 | 18.58 | 18.75 | 18.92 | 19.09 | 19.26 | 19.43 | 19.60 | 19.77 | 19.94 | 20.11 | 20.28 | 20.45 | 20.62 | 20.79 | 20.96 | 21.13 | 21.30 | 21.47 | 21.64 | 21.81 |     |     |
| 15        | 15.54 | 16.29 | 16.46 | 16.63 | 16.80 | 16.97 | 17.14 | 17.31 | 17.48 | 17.65 | 17.82 | 17.99 | 18.16 | 18.33 | 18.50 | 18.67 | 18.84 | 19.01 | 19.18 | 19.35 | 19.52 | 19.69 | 19.86 | 20.03 | 20.20 | 20.37 | 20.54 | 20.71 | 20.88 | 21.05 | 21.22 | 21.39 | 21.56 | 21.73 | 21.90 |     |     |
| 16        | 15.63 | 16.38 | 16.55 | 16.72 | 16.89 | 17.06 | 17.23 | 17.40 | 17.57 | 17.74 | 17.91 | 18.08 | 18.25 | 18.42 | 18.59 | 18.76 | 18.93 | 19.10 | 19.27 | 19.44 | 19.61 | 19.78 | 19.95 | 20.12 | 20.29 | 20.46 | 20.63 | 20.80 | 20.97 | 21.14 | 21.31 | 21.48 | 21.65 | 21.82 | 21.99 |     |     |
| 17        | 15.72 | 16.47 | 16.64 | 16.81 | 16.98 | 17.15 | 17.32 | 17.49 | 17.66 | 17.83 | 18.00 | 18.17 | 18.34 | 18.51 | 18.68 | 18.85 | 19.02 | 19.19 | 19.36 | 19.53 | 19.70 | 19.87 | 20.04 | 20.21 | 20.38 | 20.55 | 20.72 | 20.89 | 21.06 | 21.23 | 21.40 | 21.57 | 21.74 | 21.91 | 22.08 |     |     |
| 18        | 15.81 | 16.56 | 16.73 | 16.90 | 17.07 | 17.24 | 17.41 | 17.58 | 17.75 | 17.92 | 18.09 | 18.26 | 18.43 | 18.60 | 18.77 | 18.94 | 19.11 | 19.28 | 19.45 | 19.62 | 19.79 | 19.96 | 20.13 | 20.30 | 20.47 | 20.64 | 20.81 | 20.98 | 21.15 | 21.32 | 21.49 | 21.66 | 21.83 | 22.00 | 22.17 |     |     |
| 19        | 15.90 | 16.65 | 16.82 | 16.99 | 17.16 | 17.33 | 17.50 | 17.67 | 17.84 | 18.01 | 18.18 | 18.35 | 18.52 | 18.69 | 18.86 | 19.03 | 19.20 | 19.37 | 19.54 | 19.71 | 19.88 | 20.05 | 20.22 | 20.39 | 20.56 | 20.73 | 20.90 | 21.07 | 21.24 | 21.41 | 21.58 | 21.75 | 21.92 | 22.09 | 22.26 |     |     |
| 20        | 16.03 | 16.78 | 16.95 | 17.12 | 17.29 | 17.46 | 17.63 | 17.80 | 17.97 | 18.14 | 18.31 | 18.48 | 18.65 | 18.82 | 18.99 | 19.16 | 19.33 | 19.50 | 19.67 | 19.84 | 20.01 | 20.18 | 20.35 | 20.52 | 20.69 | 20.86 | 21.03 | 21.20 | 21.37 | 21.54 | 21.71 | 21.88 | 22.05 | 22.22 | 22.39 |     |     |
| 21        | 16.16 | 16.91 | 17.08 | 17.25 | 17.42 | 17.59 | 17.76 | 17.93 | 18.10 | 18.27 | 18.44 | 18.61 | 18.78 | 18.95 | 19.12 | 19.29 | 19.46 | 19.63 | 19.80 | 19.97 | 20.14 | 20.31 | 20.48 | 20.65 | 20.82 | 20.99 | 21.16 | 21.33 | 21.50 | 21.67 | 21.84 | 22.01 | 22.18 | 22.35 | 22.52 |     |     |
| 22        | 16.29 | 17.04 | 17.21 | 17.38 | 17.55 | 17.72 | 17.89 | 18.06 | 18.23 | 18.40 | 18.57 | 18.74 | 18.91 | 19.08 | 19.25 | 19.42 | 19.59 | 19.76 | 19.93 | 20.10 | 20.27 | 20.44 | 20.61 | 20.78 | 20.95 | 21.12 | 21.29 | 21.46 | 21.63 | 21.80 | 21.97 | 22.14 | 22.31 | 22.48 | 22.65 |     |     |
| 23        | 16.42 | 17.17 | 17.34 | 17.51 | 17.68 | 17.85 | 18.02 | 18.19 | 18.36 | 18.53 | 18.70 | 18.87 | 19.04 | 19.21 | 19.38 | 19.55 | 19.72 | 19.89 | 20.06 | 20.23 | 20.40 | 20.57 | 20.74 | 20.91 | 21.08 | 21.25 | 21.42 | 21.59 | 21.76 | 21.93 | 22.10 | 22.27 | 22.44 | 22.61 | 22.78 |     |     |
| 24        | 16.55 | 17.30 | 17.47 | 17.64 | 17.81 | 17.98 | 18.15 | 18.32 | 18.49 | 18.66 | 18.83 | 19.00 | 19.17 | 19.34 | 19.51 | 19.68 | 19.85 | 20.02 | 20.19 | 20.36 | 20.53 | 20.70 | 20.87 | 21.04 | 21.21 | 21.38 | 21.55 | 21.72 | 21.89 | 22.06 | 22.23 | 22.40 | 22.57 | 22.74 | 22.91 |     |     |
| 25        | 16.68 | 17.43 | 17.60 | 17.77 | 17.94 | 18.11 | 18.28 | 18.45 | 18.62 | 18.79 | 18.96 | 19.13 | 19.30 | 19.47 | 19.64 | 19.81 | 19.98 | 20.15 | 20.32 | 20.49 | 20.66 | 20.83 | 21.00 | 21.17 | 21.34 | 21.51 | 21.68 | 21.85 | 22.02 | 22.19 | 22.36 | 22.53 | 22.70 | 22.87 | 23.04 |     |     |
| 26        | 16.81 | 17.56 | 17.73 | 17.90 | 18.07 | 18.24 | 18.41 | 18.58 | 18.75 | 18.92 | 19.09 | 19.26 | 19.43 | 19.60 | 19.77 | 19.94 | 20.11 | 20.28 | 20.45 | 20.62 | 20.79 | 20.96 | 21.13 | 21.30 | 21.47 | 21.64 | 21.81 | 21.98 | 22.15 | 22.32 | 22.49 | 22.66 | 22.83 | 23.00 | 23.17 |     |     |
| 27        | 17.02 | 17.77 | 17.94 | 18.11 | 18.28 | 18.45 | 18.62 | 18.79 | 18.96 | 19.13 | 19.30 | 19.47 | 19.64 | 19.81 | 19.98 | 20.15 | 20.32 | 20.49 | 20.66 | 20.83 | 21.00 | 21.17 | 21.34 | 21.51 | 21.68 | 21.85 | 22.02 | 22.19 | 22.36 | 22.53 | 22.70 | 22.87 | 23.04 | 23.21 | 23.38 |     |     |
| 28        | 17.23 | 17.98 | 18.15 | 18.32 | 18.49 | 18.66 | 18.83 | 19.00 | 19.17 | 19.34 | 19.51 | 19.68 | 19.85 | 20.02 | 20.19 | 20.36 | 20.53 | 20.70 | 20.87 | 21.04 | 21.21 | 21.38 | 21.55 | 21.72 | 21.89 | 22.06 | 22.23 | 22.40 | 22.57 | 22.74 | 22.91 | 23.08 | 23.25 | 23.42 | 23.59 |     |     |
| 29        | 17.44 | 18.19 | 18.36 | 18.53 | 18.70 | 18.87 | 19.04 | 19.21 | 19.38 | 19.55 | 19.72 | 19.89 | 20.06 | 20.23 | 20.40 | 20.57 | 20.74 | 20.91 | 21.08 | 21.25 | 21.42 | 21.59 | 21.76 | 21.93 | 22.10 | 22.27 | 22.44 | 22.61 | 22.78 | 22.95 | 23.12 | 23.29 | 23.46 | 23.63 | 23.80 |     |     |
| 30        | 17.67 | 18.42 | 18.59 | 18.76 | 18.93 | 19.10 | 19.27 | 19.44 | 19.61 | 19.78 | 19.95 | 20.12 | 20.29 | 20.46 | 20.63 | 20.80 | 20.97 | 21.14 | 21.31 | 21.48 | 21.65 | 21.82 | 21.99 | 22.16 | 22.33 | 22.50 | 22.67 | 22.84 | 23.01 | 23.18 | 23.35 | 23.52 | 23.69 | 23.86 | 24.03 |     |     |
| 31        | 17.90 | 18.65 | 18.82 | 18.99 | 19.16 | 19.33 | 19.50 | 19.67 | 19.84 | 20.01 | 20.18 | 20.35 | 20.52 | 20.69 | 20.86 | 21.03 | 21.20 | 21.37 | 21.54 | 21.71 | 21.88 | 22.05 | 22.22 | 22.39 | 22.56 | 22.73 | 22.90 | 23.07 | 23.24 | 23.41 | 23.58 | 23.75 | 23.92 | 24.09 | 24.26 |     |     |
| 32        | 18.13 | 18.88 | 19.05 | 19.22 | 19.39 | 19.56 | 19.73 | 19.90 | 20.07 | 20.24 | 20.41 | 20.58 | 20.75 | 20.92 | 21.09 | 21.26 | 21.43 | 21.60 | 21.77 | 21.94 | 22.11 | 22.28 | 22.45 | 22.62 | 22.79 | 22.96 | 23.13 | 23.30 | 23.47 | 23.64 | 23.81 | 23.98 | 24.15 | 24.32 | 24.49 |     |     |
| 33        | 18.36 | 19.11 | 19.28 | 19.45 | 19.62 | 19.79 | 19.96 | 20.13 | 20.30 | 20.47 | 20.64 | 20.81 | 20.98 | 21.15 | 21.32 | 21.49 | 21.66 | 21.83 | 22.00 | 22.17 | 22.34 | 22.51 | 22.68 | 22.85 | 23.02 | 23.19 | 23.36 | 23.53 | 23.70 | 23.87 | 24.18 | 24.49 | 24.80 | 25.11 | 25.28 |     |     |

GROUP B

| PLACEMENT | 10    | 11    | 12    | 13    | 14    | 15    | 16    | 17    | 18    | 19    | 20    | 21    | 22    | 23    | 24    | 25    | 26    | 27    | 28    | 29    | 30    | 31    | 32    | 33    | 34    |
|-----------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| GRADE     |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| 31        | 19.11 | 19.35 | 19.59 | 19.85 | 20.12 | 20.38 | 20.62 | 20.87 | 21.11 | 21.40 | 21.67 | 21.92 | 22.22 | 22.47 | 22.73 | 22.99 | 23.28 | 23.54 | 23.84 | 24.08 | 24.38 | 24.55 | 24.72 | 24.89 | 25.06 |
| 32        | 21.64 | 21.99 | 22.29 | 22.59 | 22.93 | 23.26 | 23.55 | 23.87 | 24.21 | 24.50 | 24.82 | 25.13 | 25.42 | 25.75 | 26.07 | 26.31 | 26.65 | 26.98 | 27.33 | 27.63 | 27.93 | 28.10 | 28.27 | 28.44 | 28.61 |
| 33        | 23.36 | 23.67 | 23.98 | 24.28 | 24.63 | 24.94 | 25.23 | 25.56 | 25.91 | 26.21 | 26.51 | 26.82 | 27.12 | 27.43 | 27.74 | 28.01 | 28.33 | 28.63 | 28.94 | 29.23 | 29.53 | 29.70 | 29.87 | 30.04 | 30.21 |

NOTES:

- (1) Inservice rate of pay will be Grade 9, Placement 0.  
(2) Salary placements 30A & 30B will be removed from the scale when the slot is no longer occupied. No other employees will be placed on these slots.  
(2) Group B was implemented in the 2017-18 fiscal year. It was implemented to prevent employees from being negatively impacted by the ratification of the salary scale implemented for the FY2017-18. No other employees can be placed on this scale, and when employees leave the scale, they can not return.

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