

JACKSON COUNTY
BOARD OF EDUCATION

2026-2027

SALARY SCHEDULES

Board Approved: May 18, 2026

DEBBIE NICHOLSON – CHAIRMAN
RHONDA ALLEN – VICE CHAIRMAN
RONNIE HICKS – LEGISLATIVE LIAISON
EDDY NEELEY – BOARD MEMBER
EUGENE NEELEY – BOARD MEMBER
RENEE SMITH – SUPERINTENDENT

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JACKSON COUNTY SCHOOLS
CHECK DISTRIBUTION SCHEDULE
Board Approved: **May 18, 2026**

The pay schedule for the employees of the JACKSON COUNTY BOARD OF EDUCATION shall be as follows:

- A. Regular full-time employees shall be paid on the 15th and the 30th of each month or on the preceding Friday if said date falls on a weekend.
- B. Part-time employees and personnel on time sheets shall be paid twice a month. Time sheets are due on 15th & 30th and will be paid on the next payroll. Board members will be paid 1 working day after board meeting.
- C. Employees shall be paid on the last scheduled day before a holiday as determined by Superintendent.
- D. If school is going to be dismissed for any reason according to the school calendar, employees will be paid on the last scheduled working day.
- E. The only experience that will be counted for salary purposes will be in-district experience. The only exception will be by statutory or Board Policy.
- F. Rank changes shall be determined on/by September 15th of each school year.
- G. Superintendent may approve additional extended days (not to exceed 5 days) for documented critical needs situations.
- H. **THERE WILL BE NO DEVIATION FROM THE APPROVED PAY-OUT SCHEDULES WITHOUT PRIOR BOARD APPROVAL.**
- I. No employee shall exceed 240 days.
- J. All grant funded salaries are contingent upon sufficient grant funding.

EMPLOYEE REQUIREMENTS

The requirements of the employees of the JACKSON COUNTY BOARD OF EDUCATION are as follows:

- A. Pay changes will only occur from date of approved verification.
- B. Any discrepancies in pay, rank, or years of experience must be reported to the finance officer immediately.
- C. Follow all Federal laws, State laws, and Local Board Policies.
- D. **ALL CLASSIFIED EMPLOYEES ARE REQUIRED TO TAKE A 30-MINUTE LUNCH BREAK AND A 15-MINUTE PAID BREAK MORNING & AFTERNOON.**

SICK LEAVE/HOLIDAY SCHEDULE

SICK DAY SCHEDULE

140-191 Days	10 Sick, 2 Personal, 1 Emer
192-219 Days	11 Sick, 2 Personal, 1 Emer
220-240 Days	12 Sick, 2 Personal, 1 Emer

HOLIDAY SCHEDULE

under 220 Days - 4 Holidays(Labor Day, Thanksgiving, Christmas, New Year's Day)
220-240 Days - 8 Holidays(Labor Day, Thanksgiving, Christmas, New Year's Day,
Independence Day, day after Thanksgiving,
Christmas Eve, New Year's Eve)

CERTIFIED SALARY SCHEDULE 2026-2027**Board Approved: May 18, 2026****For 185 Days of Employment**

<u>Experience</u>	<u>RANK V</u>	<u>RANK IV</u>	<u>RANK III</u>	<u>RANK II</u>	<u>RANK I</u>	<u>RANK I</u> <u>+Doctorate</u>
0	29,441	40,709	42,904	47,639	52,910	55,555
1	29,441	40,709	42,904	47,639	52,910	55,555
2	29,441	41,140	43,334	48,062	52,910	55,555
3	29,441	41,369	43,561	48,253	52,910	55,555
4	29,441	41,920	48,062	52,794	57,289	60,155
5	29,441	42,608	48,253	52,949	57,485	60,359
6	29,441	43,262	48,450	53,180	57,681	60,565
7	29,441	44,508	48,684	53,377	57,913	60,808
8	29,441	44,725	48,876	53,569	58,103	61,008
9	29,441	45,036	52,483	53,802	58,300	61,214
10 - 14	29,441	47,652	54,304	59,227	64,193	67,403
15 – 19	29,441	49,088	56,208	61,170	66,094	69,398
20 – 24	29,441	50,557	57,097	62,061	67,064	70,419
25 – 29	29,441	51,568	58,239	63,302	68,405	71,828
30 +	29,441	52,598	59,403	64,568	69,774	73,265

CLASSIFIED PAY SCHEDULE - BOARD APPROVED: May 18, 2026

JULY 1, 2026 - JUNE 30, 2027

MUNIS #	Description	# Days		
G19	Adult Education - Data and Assessment Specialist	240	8	12 Sick, 2 Per, 1 Emer, 8 Hol
G35	Adult Education - Instructor (full-time)	240	8	12 Sick, 2 Per, 1 Emer, 8 Hol
G5	Aide - Instructional Assistant & Aide - Instructional Assistant District-wide	181	7	10 Sick, 2 Per, 1 Emer, 4 Hol
G53	Clerical Assistant - Drug Testing/CO Receptionist	230	8	12 Sick, 2 Per, 1 Emer, 8 Hol
G33	Child Care Aware Day Care Instructor	181	8	10 Sick, 2 Per, 1 Emer, 4 Hol
G32	Child Care Aware Day Care Lead Instructor	200	8	11 Sick, 2 Per, 1 Emer, 4 Hol
G46	Community Education Coordinator (Flex. Hrs based on Grt Stipulations)	240	8	12 Sick, 2 Per, 1 Emer, 8 Hol
G7	Computer Technician	241	8	12 Sick, 2 Per, 1 Emer, 8 Hol
G11	Custodian District-wide	228	8	12 Sick, 2 Per, 1 Emer, 8 Hol
G11A	Custodian District-wide (185 days)	185	8	10 Sick, 2 Per, 1 Emer, 4 Hol
G40	Detention Supervisor District-Wide (w/ 4-year degree)	181	7.5	10 Sick, 2 Per, 1 Emer, 4 Hol
G6C	Director of Buildings & Grounds Services	240	8	12 Sick, 2 Per, 1 Emer, 8 Hol
G1C	Director of Payroll Services	240	8	12 Sick, 2 Per, 1 Emer, 8 Hol
G6C	Director of Transportation	240	8	12 Sick, 2 Per, 1 Emer, 8 Hol
G14	Finance Officer	240	8	12 Sick, 2 Per, 1 Emer, 8 Hol
G8	Food Service - Cook/Cashier District wide	183	7	10 Sick, 2 Per, 1 Emer, 4 Hol
G10A	Food Service Director (15 conditional days based on Summer Feeding Program)	225	8	12 Sick, 2 Per, 1 Emer, 8 Hol
G10	Food Service Cafeteria Manager District wide	183	8	10 Sick, 2 Per, 1 Emer, 4 Hol
G17	Maintenance Worker/Painter/Mower District wide	240	8	12 Sick, 2 Per, 1 Emer, 8 Hol
G61	Occupational Therapist (Masters) Based on Rank 2 certified scale	150	7.5	10 Sick, 2 Per, 1 Emer, 4 Hol
G61	Physical Therapist (Part-Time)	95	7.5	N/A
G5B	Preschool Instructional Assistant - Overflow - District-wide	149	7	10 Sick, 2 Per, 1 Emer, 4 Hol
G26E	Save The Children-Comm. Impact Lead Coordinator	240	8	12 Sick, 2 Per, 1 Emer, 8 Hol
G26B	Save The Children-Early Childhood Coordinator	240	8	12 Sick, 2 Per, 1 Emer, 8 Hol
G26D	Save The Children-Early Childhood Coordinator (4-year deg)	240	8	11 Sick, 2 Per, 1 Emer, 8 Hol
G31B	Save The Children-Literacy Coordinator	185-200	7-8	10 Sick, 2 Per, 1 Emer, 4 Hol
G31C	Save The Children-Literacy Coordinator/21st Century Community Learning Center Coordinator	185*	8	10 Sick, 2 Per, 1 Emer, 4 Hol
G26C	Save The Children-Tutor Full-time	155 or less	6-8	10 Sick, 2 Per, 1 Emer, 4 Hol
G21	Secretary - Central Office	235	8	12 Sick, 2 Per, 1 Emer, 8 Hol
G21A	Secretary - Central Office/Liaison/Ins	230	8	12 Sick, 2 Per, 1 Emer, 8 Hol
G23	Secretary - Elementary School	200	8	11 Sick, 2 Per, 1 Emer, 4 Hol
G24	Secretary - High School & Middle School	225	8	12 Sick, 2 Per, 1 Emer, 8 Hol

G24B	Secretary - High School/Counselor Combination	205	8	11 Sick, 2 Per, 1 Emer, 4 Hol
G1B	Secretary - Supt, Grants/Purchas/Acct Pay/Fixed Assets (w/Bachelor Degree)	240	8	12 Sick, 2 Per, 1 Emer, 4 Hol
G1A	Secretary - Supt, Grants/Purchas/Acct Pa/Fixed Assets	240	8	12 Sick, 2 Per, 1 Emer, 8 Hol
G62	Speech/Language Pathologist Assistant	181	7.5	10 Sick, 2 Per, 1 Emer, 4 Hol
G37	Transportation - Bus Aide/Monitor	181	4	10 Sick, 2 Per, 1 Emer, 4 Hol
G6	Transportation - Bus Driver	181	4	10 Sick, 2 Per, 1 Emer, 4 Hol
G18	Transportation - Mechanic	238	8	12 Sick, 2 Per, 1 Emer, 8 Hol
G7A	System Administrator/Programmer	240	8	12 Sick, 2 Per, 1 Emer, 8 Hol
G29	YSC/FRC Director with 4 Year Degree (Hours based upon grant funding)	240	6-7	12 Sick, 2 Per, 1 Emer, 8 Hol
G31	YSC/FRC Director with Associate Degree (Hours based upon grant funding)	240	6-7	12 Sick, 2 Per, 1 Emer, 8 Hol
*-Not to exceed 30 extended days @ 7 hours/day + 1 additional sick day contingent upon summer programming				

JACKSON COUNTY PUBLIC SCHOOLS
CLASSIFIED PAY SCHEDULE - BOARD APPROVED: MAY 18, 2026
JULY 1, 2026 - JUNE 30, 2027

MUNIS#	DESCRIPTION	YEARS EXP	0	1	2	3	4	5	6	7	8	9	10-14	15-19	20-24	25-29	30+
G19	Ad Ed - Data and Assessment Specialist		13.01	13.23	13.37	13.60	13.75	13.94	14.14	14.44	14.60	15.32	15.98	16.64	19.30	21.17	21.17
G35/G36	Ad Ed - Instructor (full-time)		19.86	20.40	20.40	20.40	20.63	20.71	20.79	20.85	20.94	21.00	21.53	23.75	25.99	26.48	26.97
G6	Bus Drivers		18.73	18.79	18.88	18.93	18.99	19.04	19.09	19.15	19.31	19.37	19.89	21.47	23.32	23.73	24.13
G33	Child Care Aware Day Care Instructor		13.53	13.58	13.63	13.68	13.73	13.79	13.84	13.89	13.94	14.15	14.57	15.25	16.35	16.63	16.89
G32	Child Care Aware Day Care Lead Instructor		17.34	17.40	17.46	17.52	17.58	17.65	17.71	17.77	17.83	18.05	18.62	19.38	20.47	20.77	21.03
G7	Computer Technician		28.26	29.47	30.44	30.44	30.44	30.44	30.44	30.44	30.44	30.44	30.73	31.06	32.15	32.73	33.32
G11/G11	Custodian District Wide		13.53	13.58	13.63	13.68	13.73	13.79	13.84	13.89	13.94	13.99	14.57	15.21	16.04	16.30	16.56
G40	Detention Supervisor District-Wide (w/4-year deg)		19.51	19.67	19.82	20.17	20.32	20.58	20.87	21.18	21.48	21.85	22.19	22.58	23.04	23.44	23.85
G1A	Director of Payroll Services		21.38	21.99	22.07	22.16	22.55	22.62	22.70	22.76	22.85	22.92	23.45	25.75	28.06	28.56	29.07
G6C	Director of Transportation		27.27	27.48	27.59	27.71	27.87	28.21	28.28	28.49	28.69	28.92	29.29	30.19	30.55	31.08	31.64
G6C	Director of Buildings and Grounds		27.28	27.48	27.59	27.72	27.86	28.22	28.29	28.49	28.69	28.91	29.30	30.19	30.55	31.08	31.64
G53	Drug Testing/CO Receptionist - Clerical Asst		14.57	14.69	14.82	14.94	15.06	15.19	15.42	15.64	15.93	16.15	16.82	17.50	18.23	18.54	18.85
G14	Finance Officer		34.63	35.58	35.58	35.58	38.56	38.68	38.81	38.96	39.13	39.24	43.25	44.55	45.20	46.04	46.90
G8	Food Service - Cooks / Cashiers District Wide		13.53	13.61	13.69	13.77	13.86	13.94	14.03	14.11	14.19	14.27	14.57	15.19	16.16	16.45	16.72
G10	Food Service – Cafeteria Manager		14.41	14.49	14.58	14.66	14.74	14.88	14.96	15.05	15.13	15.21	15.61	16.23	17.20	17.49	17.78
G10A	Food Service Director		26.68	26.76	26.89	27.35	27.34	27.44	27.54	27.64	27.74	27.84	28.50	31.37	34.25	34.87	35.51
G5/G5B	Instructional Aides		13.53	13.58	13.63	13.68	13.73	13.79	13.84	13.89	13.94	14.15	14.57	15.25	16.35	16.63	16.89
G17	Maintenance Worker HVAC/Electrical Dist Wide		14.57	14.83	15.09	15.35	15.61	16.39	16.58	16.72	16.87	16.97	17.11	18.62	19.80	20.13	20.47
G17	Maintenance Worker/Painter/Mower District Wide		14.57	14.83	15.09	15.35	15.61	16.39	16.57	16.72	16.88	16.97	17.10	18.61	19.80	20.13	20.48
G18/18A	Mechanic		18.73	18.79	18.88	18.93	18.99	19.04	19.09	19.15	19.31	19.37	19.89	21.47	23.32	23.73	24.13
G61	Occupational Therapist (Masters)		44.09	44.09	44.09	44.09	44.09	44.09	44.09	44.09	44.09	44.09	44.09	44.09	44.09	44.09	44.09
G61	Physical Therapist (Part-Time)		42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50
G31B	Save The Children Literacy Coor		21.82	21.82	21.82	21.82	21.82	21.82	21.82	21.82	21.82	21.82	21.82	21.82	21.82	21.82	21.82
G31C	Save The Children Lit Coor/21st CCLC Coord		22.09	22.09	22.09	22.09	22.09	22.09	22.09	22.09	22.09	22.09	22.09	22.09	22.09	22.09	22.09
G26E	Save The Children Community Impact Lead		23.34	23.34	23.34	23.34	23.34	23.34	23.34	23.34	23.34	23.34	23.34	23.34	23.34	23.34	23.34
G26D	Save The Children Early Child Coor (4-year deg)*		20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00
G26B	Save The Children Early Child Coor*		20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00	20.00
G26C	Save The Children-Tutor Full-time		18.00	18.00	18.00	18.00	18.00	18.00	18.00	18.00	18.00	18.00	18.00	18.00	18.00	18.00	18.00
G24B	Sec - HS Secr/Counselor Comb		14.57	14.93	15.29	15.71	16.13	16.75	17.01	17.35	17.69	18.20	18.67	20.21	21.91	22.29	22.67
G1A	Sec - Supt, Grants, Purch, AP, Fixed Assets		21.38	21.99	22.06	22.16	22.54	22.61	22.71	22.77	22.85	22.92	23.45	25.76	28.06	28.56	29.07
G1B	Sec - Supt, Grants, Purch, AP, Fixed Assets (Bachelor)		23.19	23.89	23.96	24.05	24.47	24.54	24.64	24.72	24.83	24.91	25.49	28.02	30.56	31.11	31.67
G21	Secretary - Central Office		14.57	15.57	15.56	15.91	16.29	17.16	17.37	17.76	18.11	18.57	19.06	20.60	22.33	22.72	23.10
G21A	Secretary - Central Office/Liaison/Insurance		16.57	17.00	17.56	17.91	18.29	19.16	19.37	19.76	20.10	20.57	21.06	22.60	25.14	25.52	25.92
G23	Secretary - Elementary		14.05	14.16	14.27	14.39	14.50	14.62	14.73	14.86	14.98	15.12	15.37	15.59	16.84	17.12	17.39
G24	Secretary - High School /Middle School		14.57	14.93	15.29	15.71	16.13	16.75	17.01	17.35	17.70	18.20	18.67	20.21	21.91	22.29	22.67
G62	Speech/Language Pathologist Assistant		31.49	31.49	31.78	31.94	34.97	35.09	35.23	35.38	35.38	35.52	39.17	40.45	41.05	41.82	42.60
G7A	System Administrator/Programmer		24.64	29.73	30.26	30.79	31.35	33.21	33.98	34.74	35.65	36.54	37.01	37.50	38.54	39.24	39.96
G29	YSC/FRC Director (CERT)		25.01	25.73	25.80	25.86	26.72	26.78	26.84	26.89	26.92	26.95	27.41	27.87	28.32	28.82	29.33
G31	YSC/FRC Director w/Associate		22.71	22.71	22.71	22.71	22.71	22.71	22.71	22.71	22.71	22.71	22.71	22.71	22.71	22.71	22.71
	*-Either 1 G26B or D per elementary school																

EXTENDED DAYS and EXTRA SERVICE PAY for FY 2026-2027 Board Approved: May 18, 2026		
<u>Position</u>	<u>Extended Days</u>	<u>Extra Service Pay</u>
Attendance Clerk Combined Duties (G24A)	N/A	\$3,000
Counselor – District-Wide	10	N/A
Counselor– Tyner	8	N/A
Counselor – JCMS (1 per school)	10	N/A
Counselor – JCHS (1 per school)	28	N/A
Dean of Students/Instructional Coach – Elementary	15	N/A
Dean of Students – Jackson Co. H.S. (1)	25	N/A
Dean of Students – Jackson Co. M.S. (1)	25	N/A
Director of Improvement and Evaluation	5	\$1,000
Director of Buildings and Grounds/Instructional Sup.	50	N/A
Director of Federal Programs	55	N/A
Director of Pupil Personnel/Human Resources	55	N/A
Director of Special Education/Safe Schools	55	N/A
Director of Special Education – Assistant Director	35	20 Days at Superintendent Discretion
Director of Transportation	55	N/A
District Wide Academic Dean	15	N/A
District Wide Athletic Director/DW Spec. Ed. Teacher ½ Day	55	N/A
District Wide Maintenance Supervisor	0	\$5,000
District Wide Math Coach	20	N/A
District Wide Reading Coach	20	N/A
English Language Learner Coordinator	5	N/A
Industry Certs (HVAC, Elect Journey) (1)	N/A	\$5,000, \$5,000
Instructional Coach JCMS	15	N/A
Instructional Supervisor/DAC/GT Coordinator	50	N/A
JAG Instructor JCHS	20	N/A
KECSAC – Aide	35	N/A
KECSAC – Teacher/Director	45	N/A
Librarian – Elementary	6	N/A
Librarian – JCHS (1 per school)	13	N/A
Librarian – JCMS (1 per school)	8	N/A
Preschool Coordinator	55	N/A
Principal – Elementary (1 per school)	50	\$1,500
Principal – JCHS (1 per school)	55	\$5,000
Principal – Assistant Principal JCHS	50	N/A
Principal – JCMS (1 per school)	50	\$2,500
Professional Development Coordinators	N/A	\$300 per Fiscal year per school
ROTC Army Instructor (AI)	30	Based upon Minimum Instructor Pay (MIP)
ROTC Senior Army Instructor (SAI)	30	Based upon Minimum Instructor Pay (MIP)
School Bus Driver Trainer	N/A	\$6,000
School Psychologist	10	N/A
STLP Coordinator (1 per school)	N/A	\$1,000 (Post Apr, Payout 50% Nov/50% May)
Superintendent	55	By Contract
System Administrator/Programmer	55	N/A
Technology Coordinator	50	N/A
Vocational Agriculture (1)	55	N/A
Webmaster (1 per school)	N/A	\$500 (Post Apr, Payout May)
Yearbook Sponsor (Elementary 1 per school)	N/A	\$300 (Post Apr, Payout May)
Yearbook Sponsor (Middle & High 1 per school)	N/A	\$500 (Post Apr, Payout 50% November/ 50% May)

COACHING EXTRA SERVICE PAY/PAYMENT SCHEDULE for 2026-2027					
<u>Position</u>	<u>Extra Service Pay</u>	<u>Extended Days</u>	<u>Pay Nov 30</u>	<u>Pay May 30</u>	<u>Posting Month</u>
<u>Jackson County High School</u>					
JCHS Academic Team Coach	2,775	N/A	50%	50%	April
JCHS Academic Team Assistant Coach	1,650	N/A	50%	50%	April
JCHS Archery Coach	1,900	N/A		100%	April
JCHS Band Director	4,750	N/A	50%	50%	June
JCHS Baseball - Boy's Asst. Coach (2)	2,375	N/A		100%	May
JCHS Baseball - Boy's Head Coach	4,750	N/A		100%	May
JCHS Basketball Asst. Coach - Boys (3)	3,200	N/A	50%	50%	April
JCHS Basketball Asst. Coach - Girls (3)	3,200	N/A	50%	50%	April
JCHS Basketball Head Coach - Boys' Varsity	10,000	N/A	50%	50%	April
JCHS Basketball Head Coach - Girls' Varsity	10,000	N/A	50%	50%	April
JCHS Bass Fishing Head Coach	1,900	N/A		100%	May
JCHS Cheerleading Coach	3,200	N/A	50%	50%	April
JCHS Cross Country Coach - Boys	1,900	N/A	100%		December
JCHS Cross Country Coach - Girls	1,900	N/A	100%		December
JCHS Dance Team Coach	1,900	N/A	50%	50%	April
JCHS Football Assistant Coach (3 pos, 4th if >35 roster players)	3,200	N/A	100%		December
JCHS Football Head Coach	10,000	N/A	100%		December
JCHS Golf - Boy's Coach	1,900	N/A	100%		December
JCHS Golf - Girl's Coach	1,900	N/A	100%		December
JCHS Softball - Girl's Asst. Coach (2)	2,000	N/A		100%	May
JCHS Softball - Girl's Head Coach	4,750	N/A		100%	May
JCHS Track & Field Coach – Boys	1,900	N/A		100%	May
JCHS Track & Field Coach – Girls	1,900	N/A		100%	May
JCHS Track & Field Coach – Boys Asst. Coach	950	N/A		100%	May
JCHS Track & Field Coach – Girls Asst. Coach	950	N/A		100%	May
JCHS Volleyball Asst Coach - Girls	2,375	N/A	100%		December
JCHS Volleyball Coach - Girls	3,800	N/A	100%		December
<u>Jackson County Middle School</u>					
JCMS Academic Team Coach	2,375	N/A	50%	50%	April
JCMS Asst Academic Team Coach	1,200	N/A	50%	50%	April
JCMS Archery Coach-(1) 7th grade, (1) 8th grade	950	N/A		100%	April
JCMS Baseball Coach - Boy's 6th grade	950	N/A		100%	May

JCMS Baseball Coach - Boy's 7th grade	1,775	N/A		100%	May
JCMS Baseball Coach - Boy's 8th grade	1,775	N/A		100%	May
JCMS Basketball Coach - Boy's 6th grade	1,775	N/A	50%	50%	April
JCMS Basketball Coach - Boy's 7th grade	2,125	N/A	50%	50%	April
JCMS Basketball Coach - Boy's 8th grade	2,125	N/A	50%	50%	April
JCMS Basketball Coach - Girl's 6th grade	1,775	N/A	100%		December
JCMS Basketball Coach - Girl's 7th grade	2,125	N/A	100%		December
JCMS Basketball Coach - Girl's 8th grade	2,125	N/A	100%		December
JCMS Cheerleading Coach - 7th grade	1,425	N/A	50%	50%	April
JCMS Cheerleading Coach - 8th grade	1,425	N/A	50%	50%	April
JCMS Dance Team Coach	1,200	N/A	50%	50%	April
JCMS Football Coach - 7th & 8th Grade	2,125	N/A	100%		December
JCMS Football Coach - 5th & 6th Grade	1,775	N/A	100%		December
JCMS Football Assistant Coach - 7th & 8th Grade	1,200	N/A	100%		December
JCMS Football Assistant Coach - 5th & 6th Grade	1025	N/A	100%		December
JCMS Softball Coach - Girl's 7th grade	1,775	N/A		100%	May
JCMS Softball Coach - Girl's 8th grade	1,775	N/A		100%	May
JCMS Volleyball Asst. Coach - Girls	650	N/A		100%	May
JCMS Volleyball Coach - Girls	1,775	N/A		100%	May
JCMS Golf Coach - 1 Boys, 1 Girls	950	N/A	100%		December
JCMS Cross Country Coach - Boys	950	N/A	100%		December
JCMS Cross Country Coach - Girls	950	N/A	100%		December
<u>Elementary School</u>					
Elementary School Academic Team Coach	850	N/A		100%	April
Elementary School Archery Coach (2)	850	N/A		100%	April
Elementary School Basketball Coach	850	N/A	100%		April
Elementary School Cheerleading Coach	850	N/A	100%		April
Elementary School Drill Team Coach	850	N/A	100%		April
3rd Grade Tackle Football Coach (District-Wide)	850	N/A	100%		December
4th Grade Tackle Football Coach (District-Wide)	850	N/A	100%		December

MISCELLANEOUS PAY SCHEDULES for FY 2025-2026 Board Approved: May 18, 2026

Position	Pay Schedule and/or Terms of Payment		
Bus Aide (part-time) Student- Timesheet	\$8.00 per hour	Up to 4 hours per school day	
Bus Aide (part-time) Adult - Timesheet	\$11.00 per hour	Up to 4 hours per school day	
Student Transport Specialist	\$11.00 per hour	Up to 40 hours per week	
Computer Training	\$10.00 - \$25.00 per hr as determined by grant stipulations		
Council Secretary-JCHS	\$30.00 per mtg	To be paid from school funds	
Council Secretary-JCMS	\$30.00 per mtg	To be paid from school funds	
Council Secretary-McKee Ele	\$30.00 per mtg	To be paid from school funds	
Council Secretary-Sand Gap Ele	Not Applicable	To be paid from school funds	
Council Secretary-Tyner Ele	\$30.00 per mtg	To be paid from school funds	
Gear Up - Part time tutor	\$31.30 per hour	Not to exceed 12 hours per week.	
Adult Ed Instructor-Part time	Not to Exceed \$20.75 per hour, no more than 44 weeks/year, no more than 24 hours/week, based upon grant funding		
Adult Ed Instructor & Career Navigator-Part time	Not to Exceed \$20.75 per hour, no more than 44 weeks/year, no more than 24 hours/week, based upon grant funding		
Maintenance-Part-time-Licensed Agricultural & Electrical	\$15.00 per hour for agricultural work (<=200 hrs/yr), \$25.00 per hour for electrical (<=75 hrs/yr)		
Non-Contract Certified PD	\$175/day (Must have approval from principal, PD coordinator, & superintendent)		
OTHER Extra Service Hours - Certified	\$33.00 per hr.	(or less as provided for in grant) (Requires prior approval of superintendent.)	
OTHER Extra Service Hours - Classified	Beginning hourly rate for regular job duties, unless specified.		(based upon Board Action of 11/18/2003)
OTHER Administrative Asst. – Certified	\$21.21 per hour, up to 25 hours per week.		
FRYSC – Certified Tutor	\$21.70 per hour, contingent upon grant funding.		
Sports Officials (Elementary)	\$45.00 per game	Assigner rate, if applicable.	To be reimbursed by school activity funds
Sports Officials (Middle School)	\$50.00 per game	Assigner rate, if applicable.	To be reimbursed by school activity funds
School Technology Coordinator-JCHS	Additional 1 hour per day; 5 additional work days per school year. Based on G5/G5B salary.		
Save The Children - Healthy Choices Coordinator	Currently Hourly Rate, as provided for in grant. 2-3 hours per day/110 days. Certified - \$24.21 Classified - \$18.00		
Save The Children - Extra Service Tutors (classified)	Current Hourly Rate - \$18.00		
Save The Children - Site Director	As provided for in grant.		
Save The Children - Site Supervisor	\$23.71 per hour, 40 weeks per year, 10-15 hours per week		
Save The Children - Summer Program	Current hourly rate for regular job duties, Not to Exceed days/hours according to grant funding		
Save The Children - Tutors (degreed)	\$24.21 per hour		
Save the Children Summer Staff Site Coordinator	\$22.09 per hour, Not to Exceed 20 days, Not to Exceed 7 hours per day		
Save The Children Data Entry Pos.	\$18.00 per hour; No more than 5 hours per week and not to exceed 110- 1 hour days per school year.		
Born Learning Academy-Facilitator	Current hourly (classified) rate, no more than 120 hours per year		
Born Learning Academy-Child Care Workers (4)	\$10.00 per hour, no more than 24 hours per year		
Student Workers	Not to exceed \$10/hour	Paid from school funds as determined by principal	
Substitute Teacher (Rank I)	\$120.00 per day (Rank I – Masters Degree plus a minimum of 30 hours in a planned program)		

Substitute Teacher (Rank II)	\$110.00 per day (Rank II – Masters Degree or 5 th year program)
Substitute Teacher (4-year degree)	\$100.00 per day
Substitute Teacher (non-degree)	\$80.00 per day
Substitute Teacher (Rank I) (long term)	\$140.00 per day (after completing 20 days in the same assignment) (requires valid SOE or provisional or professional certification)
Substitute Teacher (Rank II) (long term)	\$130.00 per day (after completing 20 days in the same assignment) (requires valid SOE or provisional or professional certification)
Substitute Teacher (4-year degree) (long term)	\$120.00 per day (after completing 20 days in the same assignment) (requires valid SOE or provisional or professional certification)
Substitutes - All Other	BEGINNING Rate for applicable pay scale, unless specified below...
Bus Driver	\$17.00
Instructional Aide	\$12.00
Cook	\$12.00
Custodian	\$12.00
SUMMER FEEDING - All other positions	\$15.00 per hour (Flat Rate)
SUMMER FEEDING - Cafeteria Manager	\$16.00 per hour (Flat Rate)
Tyner Elementary 21st Century Grant Employees	
<i>Afterschool Staff</i>	
Math Tutor (certified)	\$24.21/hour, 110 days/year, 1-3 hours/day
GIRP Tutor (classified)	\$18.00/hour, 110 days/year, 1-3 hours/day
Tutor (Classified)	\$18.00/hour, days as needed, hours as needed
Afterschool Sub (certified)	\$24.21/hour, days as needed, 1-3 hours/day
Enrichment Tutor (Friday only) (certified)	\$24.21/hour, 28 days/year, 1 hour/day
Bus Drivers (2)	\$19.47/hour, 110 days/year, 1.5 hours/day
<i>Morning Staff</i>	
Math Tutors (2) (certified)	\$24.21/hour, 110 days/year, 1 hour/day
<i>Summer Camp Staff</i>	
Summer Tutors (2) (certified)	\$24.21/hour, not to exceed 25 days/year, not to exceed 6 hours/day
Summer Tutors (4) (classified)	\$18.00/hour, not to exceed 25 days/year, not to exceed 6 hours/day
<i>Kinder Camp Staff Partners for Rural Impact</i>	
Kinder Camp Tutor (2) Elementary (Certified- Includes training)	\$33.00/hour, up to 5 days/year, Not to exceed 6 hours/day, Not to Exceed 30 hours/week
Kinder Camp Tutor (1) Elementary (Classified- Includes training) MES, SGES	\$18.00/hour, up to 5 days/year, Not to exceed 6 hours/day, Not to Exceed 30 hours/week