

Policy GGA: Salary Scale: Assistant Superintendent

Status: DRAFT

Original Adopted Date: 06/15/2020 | **Last Revised Date:** 10/13/2025 | **Last Reviewed Date:** 10/13/2025

Salaries for Assistant Superintendents in the Jackson County School District shall be calculated based on the following criteria:

- An Assistant Superintendent & Business Manager Base Salary will be established based on the Jackson County School District teacher’s salary scale (policy GGBC).
- The Assistant Superintendent & Business Manager Base shall be the thirty-five (35) year (maximum experience) salary for an AAAA license.
- An Assistant Superintendent Supplement & Business Manager will be added to the Assistant Superintendent & Business Manager Base to determine the total salary. (Total Salary = Base + Supplement)

<u>POSITION</u>	<u>SUPPLEMENT</u>
Assistant Superintendent of Curriculum and Instruction	\$42,625.00 \$44,625.00
Assistant Superintendent of Support	\$42,625.00 \$44,625.00
<u>Business Manager</u>	\$44,625.00

Salary Incentives

The Board shall provide salary incentives to Assistant Superintendents as stated:

- When student state achievement test scores are officially released by the MDE, each Assistant Superintendent shall be given an additional \$500.00 for each “A” rated school within the school district.
- Contingent upon funding, incentives shall be paid in each school year after test scores have been officially released by MDE for the previous school year. Upon approval by the Board of Trustees, incentive pay may be spread out over a six-month period, January through June, or paid in a lump sum in January, as determined at the discretion of the school board.
- Incentive payments will only be made in the event that the above achievement targets are met under the leadership of the Assistant Superintendents. The Assistant Superintendents must be a current employee of the school district to receive these payments.
- It is understood by all parties that incentive pay is a one-time payment and should not be viewed as a salary increase. It is further understood that each Assistant Superintendent is eligible for such incentive pay on a yearly basis, the amount of incentive pay calculated annually based on the Assistant Superintendent meeting the above stipulated achievement targets.
- Per the Mississippi Public Employees Retirement System (PERS) Regulation 65, all incentive payments paid under this policy are excluded from earned compensation and therefore will not be reported to PERS.