

Jackson County School District

Special Session

Tuesday, June 2, 2020 - 5:00 PM

Our District Office Board Room

4700 Colonel Vickrey

VANCLEAVE, MS 39565

Jackson County School District

Strategic Plan Goals

- 1. Decreased Safety Incidents**
- 2. Increased Student Achievement**
- 3. Sound Financial Management**
- 4. Improved Facilities and Infrastructure**
- 5. Positive Educational Experience**
- 6. Effective Leadership**

This meeting was canceled.

AGENDA

1. Call to Order
2. Invocation
3. Pledge
4. **Approve Consent Agenda Items**
5. **Approve Agenda**
6. **Dr. John Strycker, Superintendent of Education**
 - A. **Approve Policy Revision to Policy GGBA - Salary Scale Administrative**
 - B. **Present/Approve New Policy GGA - Assistant Superintendent Salary Scale**
 - C. **Approve Administrative Recommendation**
7. Executive Session
 - A. Legal/Personnel Matter

Descriptor Term:

GGBA

ADMINISTRATIVE SALARY SCALE

ISSUE DATE: 5-12-08

REVISED: 6-15-15

2/13/17

Effective Date: 1/1/17

The salaries for all administrative positions in the Jackson County School District shall be calculated based on the following criteria:

- An Administrative Base will be established based on the Jackson County School District teacher's salary scale (policy GGBC). The Administrative Base shall be the thirty-five year (maximum experience) salary for the degree/certificate that the administrator holds.
- An Administrative Supplement will be added to the Administrative Base to determine the total salary for each administrator.
(Total Salary = Base + Supplement)

ADMINISTRATIVE SUPPLEMENTS

POSITION	SUPPLEMENT LEVEL			
	LEVEL	HIGH	MED	LOW
Assistant Superintendent 1	B1	1	2	3
Director 1	C1	1	2	3
Principal 1	D1	1	2	3
Principal 2	D2	1	2	3
Assistant Principal 1	E1	1	2	3
Assistant Principal 2	E2	1	2	3
Supervisor 1	F1	1	2	3
Business Manager	G	1	2	3
Assistant Business Manager	H	1	2	3
Director of Human Resources and Risk Management	J	1	2	3

← Director of Curriculum and Central Office Administration

SUPPLEMENT AMOUNTS

POSITION	LEVEL	H/M/L	CODE	SUPPLEMENT
Assistant Superintendent 1	B1	1	B11	\$32,002
		2	B12	\$30,002
Director of Curriculum and Central Office Administration		3	B13	\$28,002

Descriptor Term:

GGBA

ADMINISTRATIVE SALARY SCALE

ISSUE DATE: 5-12-08

REVISED: 6-15-15

2/13/17

Effective Date: 1/1/17

POSITION	LEVEL	H/M/L	CODE	SUPPLEMENT
Director 1	C1	1	C11	\$24,002
		2	C12	\$22,002
		3	C13	\$20,002
Principal 1	D1	1	D11	\$24,502
		2	D12	\$22,502
		3	D13	\$20,502
Principal 2	D2	1	D21	\$22,002
		2	D22	\$20,002
		3	D23	\$18,002
Assistant Principal 1	E1	1	E11	\$12,835
		2	E12	\$10,835
		3	E13	\$ 8,835
Assistant Principal 2	E2	1	E21	\$11,835
		2	E22	\$ 9,835
		3	E23	\$ 7,835
Supervisor 1	F1	1	F11	\$6,000
		2	F12	\$4,000
		3	F13	\$2,000
Business Manager	G	1	G1	\$28,002
		2	G2	\$26,002
		3	G3	\$24,002
Assistant Business Manager	H	1	H1	\$21,002
		2	H2	\$19,002
		3	H3	\$17,002
Director of Human Services and Risk Management	J	1	J1	\$28,002
		2	J2	\$26,002
		3	J3	\$24,002

All recommendations will be placed on the board meeting agenda with the supplement level noted with the recommendation. As vacancies occur, all positions will be recommended at a starting Level 3. Any lateral position moves will be at their current level.

Any administrator beginning at a Level 3 will remain at that Level for a period of 2 years. At the end of the contractual period ending June30th of the second year, the administrator will move to Level 2, where he/she will remain for a period of two years. At the beginning of the administrator's fifth year, (July 1), he/she will move to Level 1 status. In order for experience to be credited, the administrator must be employed for a minimum of 11/12th of the contractual year.

Previous experience as a principal will be credited as experience as a principal regardless of grade level. (The same concept applies to other administrative positions - ex. assistant principal to assistant principal)

If a person transfers from a principal to a director position, they will transfer at whatever level principal position they held. This is only applicable in district.

Descriptor Term:

GGBA

ADMINISTRATIVE SALARY SCALE

ISSUE DATE: 5-12-08

REVISED: 6-15-15

2/13/17

Effective Date: 1/1/17

ADMINISTRATIVE POSITIONS

<u>POSITION</u>	<u>LEVEL</u>
Director of Curriculum and Central Office Administration	B1
Assistant Superintendent, Attendance Center	B1
Assistant Superintendent, Central Office	B1
Director of Special Education	C1
Director of Vocational Education	C1
Director of Food Service	C1
Director of Technology	C1
Business Manager	G
Director of Human Services and Risk Management	J
High School Principal	D1
Middle School Principal	D2
Elementary School Principal	D2
Assistant Principal, High School	E1
Assistant Principal, Middle School	E2
Assistant Principal, Elementary School	E2
Supervisor 1	F1
Alternative School Principal	D2
Assistant Business Manager	H
Curriculum Director	C1

<u>POSITION</u>	<u>SALARY</u>
Superintendent	\$129,500

Descriptor Term:
ASSISTANT SUPERINTENDENT
SALARY SCALE

GGA
ISSUE DATE: 6/2/2020

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

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

SUPPLEMENT AMMOUNT

<u>POSITION</u>	<u>SUPPLEMENT</u>
Assistant Superintendent (Central Office)	\$ 42,625
Assistant Superintendent (Attendance Center)	\$ 42,625

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.

Incentives shall be paid in each school year after test scores have be officially released by MDE for the previous school year. Incentive pay may be spread out over a six month period, January through June, or paid in a lump sum in January or February, 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 Superintendent. The Assistant Superintendent must be a current employee of the school district to receive these payments.

It is understood by all parties that incentive pay is a onetime 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.

Descriptor Term:

2019-2020

GGBC

Issue Date: 7-24-2008

Teacher Salary Scale

Updated: 11-6-2017

Updated: 03-12-2018

Teachers' salaries shall be paid in accordance with the scale for teachers' salaries as provided by Section 37-19-7, Mississippi Code of 1972 and a local supplement as determined by this policy.

A performance based salary increase as set forth in this policy shall be provided to all certified employees if the district receives an overall accountability rating of "A" or "B" as determined by the Mississippi Department of Education for the previous year.

The performance based salary increase of \$600.00 will be added to the compensation of all certified employees if the district receives an overall accountability rating of "A" as determined by the MDE for the previous year. If the school district receives an overall rating of "B" as determined by the MDE for the previous year a performance based pay of \$300.00 will be added to the compensation of all certified employees.

Certified employees will not be eligible for a performance based salary increase until their second year of employment with the district.

Teacher Salary Scale

License	Years Experience	State Base Pay	Teaching Supplement	Total Salary	Monthly Salary
			\$ 70.00		
A	0	\$ 35,890.00	\$ 3,230.00	\$ 39,120.00	\$ 3,260.00
A	1	\$ 35,890.00	\$ 3,300.00	\$ 39,190.00	\$ 3,265.83
A	2	\$ 35,890.00	\$ 3,370.00	\$ 39,260.00	\$ 3,271.67
A	3	\$ 36,385.00	\$ 3,440.00	\$ 39,825.00	\$ 3,318.75
A	4	\$ 36,880.00	\$ 3,510.00	\$ 40,390.00	\$ 3,365.83
A	5	\$ 37,375.00	\$ 3,580.00	\$ 40,955.00	\$ 3,412.92
A	6	\$ 37,870.00	\$ 3,650.00	\$ 41,520.00	\$ 3,460.00
A	7	\$ 38,365.00	\$ 3,720.00	\$ 42,085.00	\$ 3,507.08
A	8	\$ 38,860.00	\$ 3,790.00	\$ 42,650.00	\$ 3,554.17
A	9	\$ 39,355.00	\$ 3,860.00	\$ 43,215.00	\$ 3,601.25
A	10	\$ 39,850.00	\$ 3,930.00	\$ 43,780.00	\$ 3,648.33
A	11	\$ 40,345.00	\$ 4,000.00	\$ 44,345.00	\$ 3,695.42
A	12	\$ 40,840.00	\$ 4,070.00	\$ 44,910.00	\$ 3,742.50
A	13	\$ 41,335.00	\$ 4,140.00	\$ 45,475.00	\$ 3,789.58
A	14	\$ 41,830.00	\$ 4,210.00	\$ 46,040.00	\$ 3,836.67
A	15	\$ 42,325.00	\$ 4,280.00	\$ 46,605.00	\$ 3,883.75
A	16	\$ 42,820.00	\$ 4,350.00	\$ 47,170.00	\$ 3,930.83
A	17	\$ 43,315.00	\$ 4,420.00	\$ 47,735.00	\$ 3,977.92
A	18	\$ 43,810.00	\$ 4,490.00	\$ 48,300.00	\$ 4,025.00
A	19	\$ 44,305.00	\$ 4,560.00	\$ 48,865.00	\$ 4,072.08
A	20	\$ 44,800.00	\$ 4,630.00	\$ 49,430.00	\$ 4,119.17
A	21	\$ 45,295.00	\$ 4,700.00	\$ 49,995.00	\$ 4,166.25
A	22	\$ 45,790.00	\$ 4,770.00	\$ 50,560.00	\$ 4,213.33
A	23	\$ 46,285.00	\$ 4,840.00	\$ 51,125.00	\$ 4,260.42
A	24	\$ 46,780.00	\$ 4,910.00	\$ 51,690.00	\$ 4,307.50
A	25	\$ 49,335.00	\$ 4,980.00	\$ 54,315.00	\$ 4,526.25
A	26	\$ 49,830.00	\$ 5,050.00	\$ 54,880.00	\$ 4,573.33
A	27	\$ 50,325.00	\$ 5,120.00	\$ 55,445.00	\$ 4,620.42
A	28	\$ 50,820.00	\$ 5,190.00	\$ 56,010.00	\$ 4,667.50
A	29	\$ 51,315.00	\$ 5,260.00	\$ 56,575.00	\$ 4,714.58
A	30	\$ 51,810.00	\$ 5,330.00	\$ 57,140.00	\$ 4,761.67
A	31	\$ 52,305.00	\$ 5,400.00	\$ 57,705.00	\$ 4,808.75
A	32	\$ 52,800.00	\$ 5,470.00	\$ 58,270.00	\$ 4,855.83
A	33	\$ 53,295.00	\$ 5,540.00	\$ 58,835.00	\$ 4,902.92
A	34	\$ 53,790.00	\$ 5,610.00	\$ 59,400.00	\$ 4,950.00
A	35 and over	\$ 54,285.00	\$ 5,680.00	\$ 59,965.00	\$ 4,997.08

Teacher Salary Scale

License	Years Experience	State Base Pay	Teaching Supplement	Total Salary	Monthly Salary
AA			\$ 75.00		
AA	0	\$ 38,280.00	\$ 3,330.00	\$ 41,610.00	\$ 3,467.50
AA	1	\$ 38,280.00	\$ 3,405.00	\$ 41,685.00	\$ 3,473.75
AA	2	\$ 38,280.00	\$ 3,480.00	\$ 41,760.00	\$ 3,480.00
AA	3	\$ 38,940.00	\$ 3,555.00	\$ 42,495.00	\$ 3,541.25
AA	4	\$ 39,600.00	\$ 3,630.00	\$ 43,230.00	\$ 3,602.50
AA	5	\$ 40,260.00	\$ 3,705.00	\$ 43,965.00	\$ 3,663.75
AA	6	\$ 40,920.00	\$ 3,780.00	\$ 44,700.00	\$ 3,725.00
AA	7	\$ 41,580.00	\$ 3,855.00	\$ 45,435.00	\$ 3,786.25
AA	8	\$ 42,240.00	\$ 3,930.00	\$ 46,170.00	\$ 3,847.50
AA	9	\$ 42,900.00	\$ 4,005.00	\$ 46,905.00	\$ 3,908.75
AA	10	\$ 43,560.00	\$ 4,080.00	\$ 47,640.00	\$ 3,970.00
AA	11	\$ 44,220.00	\$ 4,155.00	\$ 48,375.00	\$ 4,031.25
AA	12	\$ 44,880.00	\$ 4,230.00	\$ 49,110.00	\$ 4,092.50
AA	13	\$ 45,540.00	\$ 4,305.00	\$ 49,845.00	\$ 4,153.75
AA	14	\$ 46,200.00	\$ 4,380.00	\$ 50,580.00	\$ 4,215.00
AA	15	\$ 46,860.00	\$ 4,455.00	\$ 51,315.00	\$ 4,276.25
AA	16	\$ 47,520.00	\$ 4,530.00	\$ 52,050.00	\$ 4,337.50
AA	17	\$ 48,180.00	\$ 4,605.00	\$ 52,785.00	\$ 4,398.75
AA	18	\$ 48,840.00	\$ 4,680.00	\$ 53,520.00	\$ 4,460.00
AA	19	\$ 49,500.00	\$ 4,755.00	\$ 54,255.00	\$ 4,521.25
AA	20	\$ 50,160.00	\$ 4,830.00	\$ 54,990.00	\$ 4,582.50
AA	21	\$ 50,820.00	\$ 4,905.00	\$ 55,725.00	\$ 4,643.75
AA	22	\$ 51,480.00	\$ 4,980.00	\$ 56,460.00	\$ 4,705.00
AA	23	\$ 52,140.00	\$ 5,055.00	\$ 57,195.00	\$ 4,766.25
AA	24	\$ 52,800.00	\$ 5,130.00	\$ 57,930.00	\$ 4,827.50
AA	25	\$ 55,520.00	\$ 5,205.00	\$ 60,725.00	\$ 5,060.42
AA	26	\$ 56,180.00	\$ 5,280.00	\$ 61,460.00	\$ 5,121.67
AA	27	\$ 56,840.00	\$ 5,355.00	\$ 62,195.00	\$ 5,182.92
AA	28	\$ 57,500.00	\$ 5,430.00	\$ 62,930.00	\$ 5,244.17
AA	29	\$ 58,160.00	\$ 5,505.00	\$ 63,665.00	\$ 5,305.42
AA	30	\$ 58,820.00	\$ 5,580.00	\$ 64,400.00	\$ 5,366.67
AA	31	\$ 59,480.00	\$ 5,655.00	\$ 65,135.00	\$ 5,427.92
AA	32	\$ 60,140.00	\$ 5,730.00	\$ 65,870.00	\$ 5,489.17
AA	33	\$ 60,800.00	\$ 5,805.00	\$ 66,605.00	\$ 5,550.42
AA	34	\$ 61,460.00	\$ 5,880.00	\$ 67,340.00	\$ 5,611.67
AA	35 and over	\$ 62,120.00	\$ 5,955.00	\$ 68,075.00	\$ 5,672.92

Descriptor Term:

2019-2020

GGBC

Issue Date: 7-24-2008

Teacher Salary Scale

Updated: 11-6-2017

Updated: 03-12-2018

License	Years Experience	State Base Pay	Teaching Supplement	Total Salary	Monthly Salary
AAA			\$ 80.00		
AAA	0	\$ 39,444.00	\$ 3,430.00	\$ 42,874.00	\$ 3,572.83
AAA	1	\$ 39,444.00	\$ 3,510.00	\$ 42,954.00	\$ 3,579.50
AAA	2	\$ 39,444.00	\$ 3,590.00	\$ 43,034.00	\$ 3,586.17
AAA	3	\$ 40,171.00	\$ 3,670.00	\$ 43,841.00	\$ 3,653.42
AAA	4	\$ 40,898.00	\$ 3,750.00	\$ 44,648.00	\$ 3,720.67
AAA	5	\$ 41,625.00	\$ 3,830.00	\$ 45,455.00	\$ 3,787.92
AAA	6	\$ 42,352.00	\$ 3,910.00	\$ 46,262.00	\$ 3,855.17
AAA	7	\$ 43,079.00	\$ 3,990.00	\$ 47,069.00	\$ 3,922.42
AAA	8	\$ 43,806.00	\$ 4,070.00	\$ 47,876.00	\$ 3,989.67
AAA	9	\$ 44,533.00	\$ 4,150.00	\$ 48,683.00	\$ 4,056.92
AAA	10	\$ 45,260.00	\$ 4,230.00	\$ 49,490.00	\$ 4,124.17
AAA	11	\$ 45,987.00	\$ 4,310.00	\$ 50,297.00	\$ 4,191.42
AAA	12	\$ 46,714.00	\$ 4,390.00	\$ 51,104.00	\$ 4,258.67
AAA	13	\$ 47,441.00	\$ 4,470.00	\$ 51,911.00	\$ 4,325.92
AAA	14	\$ 48,168.00	\$ 4,550.00	\$ 52,718.00	\$ 4,393.17
AAA	15	\$ 48,895.00	\$ 4,630.00	\$ 53,525.00	\$ 4,460.42
AAA	16	\$ 49,622.00	\$ 4,710.00	\$ 54,332.00	\$ 4,527.67
AAA	17	\$ 50,349.00	\$ 4,790.00	\$ 55,139.00	\$ 4,594.92
AAA	18	\$ 51,076.00	\$ 4,870.00	\$ 55,946.00	\$ 4,662.17
AAA	19	\$ 51,803.00	\$ 4,950.00	\$ 56,753.00	\$ 4,729.42
AAA	20	\$ 52,530.00	\$ 5,030.00	\$ 57,560.00	\$ 4,796.67
AAA	21	\$ 53,257.00	\$ 5,110.00	\$ 58,367.00	\$ 4,863.92
AAA	22	\$ 53,984.00	\$ 5,190.00	\$ 59,174.00	\$ 4,931.17
AAA	23	\$ 54,711.00	\$ 5,270.00	\$ 59,981.00	\$ 4,998.42
AAA	24	\$ 55,438.00	\$ 5,350.00	\$ 60,788.00	\$ 5,065.67
AAA	25	\$ 58,225.00	\$ 5,430.00	\$ 63,655.00	\$ 5,304.58
AAA	26	\$ 58,952.00	\$ 5,510.00	\$ 64,462.00	\$ 5,371.83
AAA	27	\$ 59,679.00	\$ 5,590.00	\$ 65,269.00	\$ 5,439.08
AAA	28	\$ 60,406.00	\$ 5,670.00	\$ 66,076.00	\$ 5,506.33
AAA	29	\$ 61,133.00	\$ 5,750.00	\$ 66,883.00	\$ 5,573.58
AAA	30	\$ 61,860.00	\$ 5,830.00	\$ 67,690.00	\$ 5,640.83
AAA	31	\$ 62,587.00	\$ 5,910.00	\$ 68,497.00	\$ 5,708.08
AAA	32	\$ 63,314.00	\$ 5,990.00	\$ 69,304.00	\$ 5,775.33
AAA	33	\$ 64,041.00	\$ 6,070.00	\$ 70,111.00	\$ 5,842.58
AAA	34	\$ 64,768.00	\$ 6,150.00	\$ 70,918.00	\$ 5,909.83
AAA	35 and over	\$ 65,495.00	\$ 6,230.00	\$ 71,725.00	\$ 5,977.08

Teacher Salary Scale

License	Years Experience	State Base Pay	Teaching Supplement	Total Salary	Monthly Salary
AAAA			\$ 85.00		
AAAA	0	\$ 40,608.00	\$ 3,530.00	\$ 44,138.00	\$ 3,678.17
AAAA	1	\$ 40,608.00	\$ 3,615.00	\$ 44,223.00	\$ 3,685.25
AAAA	2	\$ 40,608.00	\$ 3,700.00	\$ 44,308.00	\$ 3,692.33
AAAA	3	\$ 41,402.00	\$ 3,785.00	\$ 45,187.00	\$ 3,765.58
AAAA	4	\$ 42,196.00	\$ 3,870.00	\$ 46,066.00	\$ 3,838.83
AAAA	5	\$ 42,990.00	\$ 3,955.00	\$ 46,945.00	\$ 3,912.08
AAAA	6	\$ 43,784.00	\$ 4,040.00	\$ 47,824.00	\$ 3,985.33
AAAA	7	\$ 44,578.00	\$ 4,125.00	\$ 48,703.00	\$ 4,058.58
AAAA	8	\$ 45,372.00	\$ 4,210.00	\$ 49,582.00	\$ 4,131.83
AAAA	9	\$ 46,166.00	\$ 4,295.00	\$ 50,461.00	\$ 4,205.08
AAAA	10	\$ 46,960.00	\$ 4,380.00	\$ 51,340.00	\$ 4,278.33
AAAA	11	\$ 47,754.00	\$ 4,465.00	\$ 52,219.00	\$ 4,351.58
AAAA	12	\$ 48,548.00	\$ 4,550.00	\$ 53,098.00	\$ 4,424.83
AAAA	13	\$ 49,342.00	\$ 4,635.00	\$ 53,977.00	\$ 4,498.08
AAAA	14	\$ 50,136.00	\$ 4,720.00	\$ 54,856.00	\$ 4,571.33
AAAA	15	\$ 50,930.00	\$ 4,805.00	\$ 55,735.00	\$ 4,644.58
AAAA	16	\$ 51,724.00	\$ 4,890.00	\$ 56,614.00	\$ 4,717.83
AAAA	17	\$ 52,518.00	\$ 4,975.00	\$ 57,493.00	\$ 4,791.08
AAAA	18	\$ 53,312.00	\$ 5,060.00	\$ 58,372.00	\$ 4,864.33
AAAA	19	\$ 54,106.00	\$ 5,145.00	\$ 59,251.00	\$ 4,937.58
AAAA	20	\$ 54,900.00	\$ 5,230.00	\$ 60,130.00	\$ 5,010.83
AAAA	21	\$ 55,694.00	\$ 5,315.00	\$ 61,009.00	\$ 5,084.08
AAAA	22	\$ 56,488.00	\$ 5,400.00	\$ 61,888.00	\$ 5,157.33
AAAA	23	\$ 57,282.00	\$ 5,485.00	\$ 62,767.00	\$ 5,230.58
AAAA	24	\$ 58,076.00	\$ 5,570.00	\$ 63,646.00	\$ 5,303.83
AAAA	25	\$ 60,930.00	\$ 5,655.00	\$ 66,585.00	\$ 5,548.75
AAAA	26	\$ 61,724.00	\$ 5,740.00	\$ 67,464.00	\$ 5,622.00
AAAA	27	\$ 62,518.00	\$ 5,825.00	\$ 68,343.00	\$ 5,695.25
AAAA	28	\$ 63,312.00	\$ 5,910.00	\$ 69,222.00	\$ 5,768.50
AAAA	29	\$ 64,106.00	\$ 5,995.00	\$ 70,101.00	\$ 5,841.75
AAAA	30	\$ 64,900.00	\$ 6,080.00	\$ 70,980.00	\$ 5,915.00
AAAA	31	\$ 65,694.00	\$ 6,165.00	\$ 71,859.00	\$ 5,988.25
AAAA	32	\$ 66,488.00	\$ 6,250.00	\$ 72,738.00	\$ 6,061.50
AAAA	33	\$ 67,282.00	\$ 6,335.00	\$ 73,617.00	\$ 6,134.75
AAAA	34	\$ 68,076.00	\$ 6,420.00	\$ 74,496.00	\$ 6,208.00
AAAA	35 and over	\$ 68,870.00	\$ 6,505.00	\$ 75,375.00	\$ 6,281.25