

Jackson County School District

Regular Meeting

Monday, July 13, 2026 - 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

In Progress

AGENDA

1. Call to Order
2. Invocation
3. Pledge
4. **Approve Consent Agenda Items**
5. **Approve Consent Agenda**
6. **Approve Agenda**
7. **Minutes**
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 3. Vancleave Attendance Center
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1. Student Discipline	
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JACKSON COUNTY BOARD OF EDUCATION MINUTES

Regular Session

Monday, June 8, 2026

A Regular Session of the Board of Trustees of Jackson County School District was held Monday, June 8, 2026, beginning at 5:00 PM at the District Office located at 4700 Colonel Vickrey Rd., Vancleave, Mississippi.

Members Present:

Amy A. Peterson	Chairwoman
Deanna Smith	Vice Chairwoman
Lea Bailey	Secretary
William Collier	District 3
Stefanie Moran	District 4
David Baggett	Superintendent
Jack Pickett, Esq.	Board Attorney

Those present were: See attached sign in sheet.

Board Chairwoman Peterson called the meeting to order at 5:00 p.m.

Lea Bailey gave the invocation. Deanna Smith led the pledge.

Approve Consent Agenda Items, Motion by Board Member Smith, Seconded by Board Member Moran, with the following vote taken:

Board Member Peterson	Aye
Board Member Smith	Aye
Board Member Bailey	Aye
Board Member Collier	Aye
Board Member Moran	Aye

Item	8	D-4	Rescind Asset Disposal
Item	8	D-5	Approve Flood Insurance Policy Renewal
Item	8	D-6	Approve Asset Disposal
Item	8	D-7	Approve Asset Reinstatement
Item	8	D-10	Accept EEF Asset Donation
Item	8	F-1	Approve Policy BBBE: Board Member Compensation and Expenses
Item	8	F-2	Approve Policy BCAF: Public Comments at Board Meetings
Item	8	F-3	Approve Policy BCBI: Public Participation at Board Meetings
Item	8	F-4	Approve Policy JBC: School Admission
Item	8	F-5	Approve Policy JCBF-P: Reporting of Unlawful or Violent Acts
Item	8	F-6	Approve Policy JCBH: Gun Free Schools
Item	8	F-7	Approve Policy JGEB: Concussion management and Return to Play
Item	8	F-8	Approve Policy JS: Fee Policy
Item	8	F-10	Approve Policy GFBCF: Job Description School Counselor

- Item 8 F-11 Approve Policy GFBQ: Job Description School- Based Mental Health Specialist
- Item 8 F-17 Rescind Policy GGBHA: Salary Scale Executive Assistant
- Item 8 G-1A Approve 2026-2027 MOU with William Carey University for Undergraduate Practicum and Residency Experience
- Item 8 G-1B Approve Purchase of Driver's Ed Vehicles
- Item 8 G-2B Approve Renewal MOU between Jackson County School District and Mind Works Psychologists, PLLC
- Item 8 G-3A Approve the 2026-2027 Renewal Contract for Imagine Learning Language and Literacy
- Item 8 G-3B Approve FY27 Title I, II, IV & Cost Pool Funding and Planning Applications
- Item 8 G-3C Approve the 2026-2027 English Learners Engage Contract
- Item 8 G-3D Approve Renewal Contract of Vista Boost Higher Learning 2026-2027
- Item 8 G-3E Approve Renewal Contract of the Curriculum and Associates, LLC ELLevation 2026-2027
- Item 8 G-4A Approve JCTC Perkins Inventory Equipment Disposals
- Item 8 H-1A Approve ECS Southeast, LLC Agreement for St. Martin Upper Elementary 3rd Party Site Testing
- Item 8 H-1B Approve ECS Southeast, LLC Agreement for Vancleave Lower and Upper Elementary 3rd Party Site Testing
- Item 8 H-1C Approve ECS Southeast, LLC Agreement for East Central Lower and Upper Elementary 3rd Party Site Testing
- Item 8 H-1D Approve East Central Middle School Pavilion Project
- Item 8 H-1E Approve SMAC Softball Fieldhouse Addition
- Item 8 H-2A Approve Microsoft Agreement FY 2026/2027
- Item 8 J-1 Approve SMAC Athletic Use of Facility Permit
- Item 8 J-2 Approve Coastal Science Program Agreement
- Item 8 J-3 Approve SMAC Athletic Matching Grant
- Item 8 J-4 Approve Facilities Use Agreement between JCSD and MSU
- Item 8 J-5 Approve SMHS Yearbook Agreement
- Item 8 J-6 Approve VLE Discarded Library Books
- Item 8 J-7 Approve EC Pee Wee Girls Flag Football Facility Usage Form
- Item 8 J-8 Approve ECMS Library Discards
- Item 8 J-9 Approve Bryan King
- Item 8 J-10 Approve Resolution for Cristina Gartman
- Item 8 J-11 Approve AccelerateMS Career Coach Program Contract Renewal
- Item 8 J-12 Approve Facilities Use-Vancleave Youth Football League
- Item 8 J-13 Approve Student Transfers and Releases for the 2026-2027 School Year
- Item 8 J-14 Approve MSBA O Policy Management Agreement
- Item 8 J-15 Approve Contract between Board of Education and Jack Pickett
- Item 8 K-1 Approve Mini Camp Fundraiser for VHS Cheer
- Item 8 K-2 Approve SMAC Fundraiser
- Item 8 K-3 Approve VHS Yearbook Fundraiser
- Item 8 K-4 Approve VHS DECA Marketing Club Fundraiser
- Item 8 K-5 Approve VHS DECA Marketing Club Fundraiser #2
- Item 8 K-6 Approve VHS Student Council Fundraiser
- Item 8 K-7 Approve VHS Yearbook Online Fundraiser

- | | | | |
|------|---|------|--|
| Item | 8 | K-8 | Approve VHS Fundraiser- Yearbook Signing Celebration |
| Item | 8 | K-9 | Approve VHS Concessions Fundraiser |
| Item | 8 | K-10 | Approve SMHS Fundraiser |
| Item | 8 | K-11 | Approve ECHS Football Fundraiser Authorization- Adrenaline |
| Item | 8 | K-12 | Approve VLE Literati Book Fair Fundraiser |
| Item | 8 | K-13 | Approve Vancleave Athletics Coke Fundraiser |
| Item | 8 | K-14 | Approve SMHS Yearbook Fundraiser |
| Item | 8 | K-15 | Approve SMAC Fundraiser for Tennis Mini Clinic |
| Item | 8 | K-16 | Approve SMAC Fundraiser for Tennis |
| Item | 8 | K-17 | Approve Coast Electric Community Trust Operation Round Up Program Grant for FabLab Jackson County |
| Item | 8 | L-1 | Approve Travel Request for Curriculum to Attend the MDE Recognition Ceremony |
| Item | 8 | L-2 | Approve Travel Request for Technology to Attend Finalsite University Conference |
| Item | 8 | L-3 | Approve ECHS FFA Travel Request- MSU State Convention |
| Item | 8 | L-5 | Approve ECHS Volleyball Travel Requests |
| Item | 8 | L-6 | Approve ECHS Girls Soccer Travel Request |
| Item | 8 | L-7 | Approve Travel Request for Vancleave Athletics to Attend MAC Clinic |
| Item | 8 | L-8 | Approve Travel Request for Vancleave Athletics to Attend MAC Clinic |
| Item | 8 | L-9 | Approve Travel Request for Vancleave Athletics to Attend MAC Clinic |
| Item | 8 | L-10 | Approve JCTC to attend 2026 MSSCA Conference |
| Item | 8 | L-11 | Approve Travel Request for Special Education to Attend New Director Bootcamp |
| Item | 8 | L-12 | Approve Travel Request for Child Nutrition to Attend The Hansen Group Leadership & Development Retreat |
| Item | 8 | L-13 | Approve SMAC Travel Request for Boys Basketball |
| Item | 8 | L-14 | Approve Travel Request for SMAC to Attend UCA Cheer Camp |
| Item | 8 | L-15 | Approve Travel Request for FabLab Jackson County to attend FAB26 Boston- FabLab Conference |
| Item | 8 | L-16 | Approve SMAC Travel Request for Football |
| Item | 8 | L-17 | Approve SMAC Travel Request for Dance Team |
| Item | 8 | L-18 | Approve SMAC Travel Request for Boys Soccer |

Approve Consent Agenda, Motion by Board Member Bailey, Seconded by Board Member Collier, with the following vote taken:

Board Member Peterson	Aye
Board Member Smith	Aye
Board Member Bailey	Aye
Board Member Collier	Aye
Board Member Moran	Aye

Approve Agenda, Motion by Board Member Collier, Seconded by Board Member Smith, with the following vote taken:

Board Member Peterson	Aye
Board Member Smith	Aye
Board Member Bailey	Aye
Board Member Collier	Aye
Board Member Moran	Aye

Approve May 11, 2026, Meeting Minutes, Motion by Board Member Moran, Seconded by Board Member Collier, with the following vote taken:

Board Member Peterson	Aye
Board Member Smith	Abstain
Board Member Bailey	Aye
Board Member Collier	Aye
Board Member Moran	Aye

Acknowledgements and Announcements

Public Comments

f.y.i. Construction Update- Machado|Patano

Present revised FY27 Proposed Budget

Discuss May 2026 Monthly Financial Reports {MS 37-9-18}

Request Permission to Issue and RFP for ESCO Services, Motion by Board Member Bailey, Seconded by Board Member Moran, with the following vote taken:

Board Member Peterson	Aye
Board Member Smith	Aye
Board Member Bailey	Aye
Board Member Collier	Aye
Board Member Moran	Aye

Approve Prepaid Claims Docket, Motion by Board Member Smith, Seconded by Board Member Collier, with the following vote taken:

Board Member Peterson	Aye
Board Member Smith	Aye
Board Member Bailey	Aye
Board Member Collier	Aye
Board Member Moran	Aye

Approve Open Claims Docket, Motion by Board Member Bailey, Seconded by Board Member Moran, with the following vote taken:

Board Member Peterson	Aye
Board Member Smith	Aye
Board Member Bailey	Aye
Board Member Collier	Aye
Board Member Moran	Aye

Approve Agreement Template for PERS Retirees Returning to Work, Motion by Board Member Bailey, Seconded by Board Member Collier, with the following vote taken:

Board Member Peterson	Aye
Board Member Smith	Aye
Board Member Bailey	Aye
Board Member Collier	Aye
Board Member Moran	Aye

f.y.i. Monthly Worker's Compensation

Approve June Personnel Agenda, Motion by Board Member Bailey, Seconded by Board Member Moran, with the following vote taken:

Board Member Peterson	Aye
Board Member Smith	Aye
Board Member Bailey	Aye
Board Member Collier	Aye
Board Member Moran	Aye

Approve Policy GGBD: Salary Scale: Assistants and Aides, Motion by Board Member Bailey, Seconded by Board Member Smith, with the following vote taken:

Board Member Peterson	Aye
Board Member Smith	Aye
Board Member Bailey	Aye
Board Member Collier	Aye
Board Member Moran	Aye

Motion to Amend Policy GGBH Subject to include Language to Add Incentive Pay for All Secretarial Positions, Motion by Board Member Bailey, Seconded by Board Member Collier, with the following vote taken:

Board Member Peterson	Aye
Board Member Smith	Aye
Board Member Bailey	Aye
Board Member Collier	Aye
Board Member Moran	Aye

Approve Policy GGBH: Salary Scale Secretarial Staff as Amended, Motion by Board Member Collier, Seconded by Board Member Bailey, with the following vote taken:

Board Member Peterson	Aye
Board Member Smith	Aye
Board Member Bailey	Aye
Board Member Collier	Aye
Board Member Moran	Aye

Motion to Amend Policy GGB Subject to Removing Language to Exclude Incentive Pay for Central Office Secretarial Positions, Motion by Board Member Bailey, Seconded by Board Member Moran, with the following vote taken:

Board Member Peterson	Aye
Board Member Smith	Aye
Board Member Bailey	Aye
Board Member Collier	Aye
Board Member Moran	Aye

Approve Policy GGB Salary Scale as Amended, Motion by Board Member Smith, Seconded by Board Member Bailey, with the following vote taken:

Board Member Peterson	Aye
Board Member Smith	Aye
Board Member Bailey	Aye
Board Member Collier	Aye
Board Member Moran	Aye

Approve Policy GFBHA-1: Job Description: Facilities Manager, Motion by Board Member Bailey, Seconded by Board Member Collier, with the following vote taken:

Board Member Peterson	Aye
Board Member Smith	Aye
Board Member Bailey	Aye
Board Member Collier	Aye
Board Member Moran	Aye

Approve Policy GGBP: Salary Schedule: District Office Maintenance, Motion by Board Member Bailey, Seconded by Board Member Collier, with the following vote taken:

Board Member Peterson	Aye
Board Member Smith	Aye
Board Member Bailey	Aye
Board Member Collier	Aye
Board Member Moran	Aye

Approve Policy GGBB: Salary Scale: Supplement Scale, Motion by Board Member Smith, Seconded by Board Member Moran, with the following vote taken:

Board Member Peterson	Aye
Board Member Smith	Aye
Board Member Bailey	Aye
Board Member Collier	Aye
Board Member Moran	Aye

Present Policy ADE: School Calendar
Present Policy ABB: Board Powers and Duties
Present Policy IHE: Promotion and Retention
Present Policy JBA: Compulsory School Attendance/School Age
Present Policy JBD: Attendance
Present Policy JCA: Student Conduct
Present Policy GGBJB: Salary Scale Occupational/Physical Therapist
Present Policy GGBB: Salary Scale Supplement Scale
Present Policy GGBJA: Salary Scale School Nurse
Present Policy GBDB: Retired Teacher Employment
Present Policy GFABH: Teacher Aide Special Education
Present Policy GFBCD: Job Description Assistant Teacher (Aide)
Present Policy DJEC: Federal Purchasing and Procurement

f.y.i. 2026 ACT Data for Jackson County School District

f.y.i. Jackson County School District 3rd Grade Reading Assessment Initial Data 3-year Comparison

Approve Grade Results Contract, Motion by Board Member Bailey, Seconded by Board Member Moran, with the following vote taken:

Board Member Peterson	Aye
Board Member Smith	Aye
Board Member Bailey	Aye
Board Member Collier	Aye
Board Member Moran	Aye

Approve Renewal MOU between Jackson County School District and The Stepping Stones Group, Motion by Board Member Bailey, Seconded by Board Member Smith, with the following vote taken:

Board Member Peterson	Aye
Board Member Smith	Aye
Board Member Bailey	Aye
Board Member Collier	Aye
Board Member Moran	Aye

f.y.i. Monthly School Improvement Board Reports for ATSI/TSI School: SMEE, SMUE, SMMS (Updated April 2026 Version as of 5.28.2026)

f.y.i. Monthly School Improvement Board Reports for ATSI/TSI School: SMEE, SMUE, SMMS, SMHS, and ECMS

f.y.i. May2026 Average Daily Breakfast and Lunch Participation

f.y.i. May 2026 Free and Reduced Percentages

f.y.i. 2025-2026 EOY Average Daily Breakfast and Lunch Participation

f.y.i. Past Due Leases

Rescind Justin Havard Lease Cancellation State Lease No. 19284, Motion by Board Member Bailey, Seconded by Board Member Smith, with the following vote taken:

Board Member Peterson	Aye
Board Member Smith	Aye
Board Member Bailey	Aye
Board Member Collier	Aye
Board Member Moran	Aye

Approve Lease Cancellation for Non-Payment with Kermit and Madison Aultman State Lease Number 19285- No Action Taken

Approve Curriculum to Attend MSBA Leadership Academy, Motion by Board Member Bailey, Seconded by Board Member Moran, with the following vote taken:

Board Member Peterson	Aye
Board Member Smith	Aye
Board Member Bailey	Aye
Board Member Collier	Aye
Board Member Moran	Aye

Superintendent Update

Executive Session, Motion by Board Member Smith, Seconded by Board Member Bailey, to enter into Executive Session at 6:50 p.m., with the following vote taken:

Board Member Peterson	Aye
Board Member Smith	Aye
Board Member Bailey	Aye
Board Member Collier	Aye
Board Member Moran	Aye

Hearing Conducted: 37-15-17

Executive Session, Motion by Board Member Collier, Seconded by Board Member Peterson, to exit Executive Session at 7:51 p.m., with the following vote taken:

Board Member Peterson	Aye
Board Member Smith	Aye
Board Member Bailey	Aye
Board Member Collier	Aye
Board Member Moran	Aye

There being no further business to come before the Board at this time, a motion was made by Board Member Smith, Seconded by Board Member Bailey to adjourn at 7:51 p.m. with the following vote taken:

Board Member Peterson	Aye
Board Member Smith	Aye
Board Member Bailey	Aye
Board Member Collier	Aye
Board Member Moran	Aye

Meeting adjourned 7:51 p.m.

Amy Peterson, Chairwoman

Attested by Lea Bailey, Board Secretary

JACKSON COUNTY BOARD OF EDUCATION MINUTES

Special Called
Monday, June 15, 2026

A Special Called Session of the Board of Trustees of Jackson County School District was held Monday, June 15, 2026, beginning at 5:00 PM at the District Office located at 4700 Colonel Vickrey Rd., Vancleave, Mississippi.

Members Present:

Amy A. Peterson	Chairwoman via Phone
Deanna Smith	Vice Chairwoman via Phone
Lea Bailey	Secretary via Phone
William Collier	District 3 via Phone
Stefanie Moran	District 4 via Phone
David Baggett	Superintendent
Jack Pickett, Esq.	Board Attorney via Phone

Those present were: See attached sign in sheet.

Board Chairwoman Peterson called the meeting to order at 5:03 p.m.

Chris Collins gave the invocation. David Baggett led the pledge.

Approve Agenda, Motion by Board Member Collier, Seconded by Board Member Moran, with the following vote taken:

Board Member Peterson	Aye
Board Member Smith	Aye
Board Member Bailey	Aye
Board Member Collier	Aye
Board Member Moran	Aye

Approve FY27 Original Budget, Motion by Board Member Smith, Seconded by Board Member Bailey, with the following vote taken:

Board Member Peterson	Abstain
Board Member Smith	Aye
Board Member Bailey	Aye
Board Member Collier	Aye
Board Member Moran	Aye

Approve Resolution to Levy Ad Valorem Taxes for 2026-2027, Motion by Board Member Collier, Seconded by Board Member Moran, with the following vote taken:

Board Member Peterson	Aye
Board Member Smith	Aye
Board Member Bailey	Aye
Board Member Collier	Aye
Board Member Moran	Aye

Approve Request to Process a June 30, 2026, Check Run, Motion by Board Member Smith, Seconded by Board Member Collier, with the following vote taken:

Board Member Peterson	Aye
Board Member Smith	Aye
Board Member Bailey	Aye
Board Member Collier	Aye
Board Member Moran	Aye

Approve Insurance Renewal Proposal Totaling \$579,919 for Auto, General Liability, School Leaders Errors & Omissions, Law Enforcement Liability, and Crime Policies for 1 Year Term Beginning July 1, 2026, Motion by Board Member Collier, Seconded by Board Member Smith, with the following vote taken:

Board Member Peterson	Aye
Board Member Smith	Aye
Board Member Bailey	Aye
Board Member Collier	Aye
Board Member Moran	Aye

Present Policy GGBI: Salary Scale Maintenance/Mechanic/District Painter

Present Policy GGBE: Salary Scale Custodian/Janitor/Maid

Present Policy GGBGA: Salary Scale School Bus Aide

Present Policy GGB: Salary Scale Central Office Clerical

Present Policy GGA: Salary Scale Assistant Superintendent

Present Policy GGBH: Salary Scale Secretarial/Bookkeeping/Transportation Secretary

Present Policy GGBG: Salary Scale School Bus Driver Compensation and Leave

Present Policy GGBJ: Salary scale Assistant School Nurse

Present Policy GGBP: Salary Schedule District Office Maintenance

There being no further business to come before the Board at this time, a motion was made by Board Member Bailey, Seconded by Board Member Moran to adjourn at 5:11 p.m. with the following vote taken:

Board Member Peterson	Aye
Board Member Smith	Aye
Board Member Bailey	Aye
Board Member Collier	Aye
Board Member Moran	Aye

Meeting adjourned 5:11 p.m.

Amy Peterson, Chairwoman

Attested by Lea Bailey, Board Secretary

Drug Free Schools

Jackson County Schools Drug Screening Proposal

Drug Free Schools is a full-service drug screening company located in Cordova, TN. Our services include urine testing, hair testing, oral fluid testing, random selection, medical review officers, alcohol testing, rapid drug screening products, and nicotine testing. Drug Free Schools has a solid reputation of excellent customer care and quality services. We can format your school's drug testing panel to reflect the drugs of abuse in your area. We are here to make your drug testing program economical, efficient, and effective.

DRUG FREE SCHOOLS ONLY USES THE BEST SCREENING LABORATORIES IN THE DRUG TESTING INDUSTRY:

1. Quest Diagnostics – they have established a reputation as the national leader in workplace drug testing and test millions of samples every year. Laboratory certifications and inspections are another way to help ensure reliable testing. Each of their laboratories is Substance Abuse and Mental Health Services Administration (SAMHSA) certified to perform regulated drug testing.
2. Cordant Health Solutions – processes thousands of urine samples a day for private-practice physicians, treatment agencies, drug courts, correctional facilities, schools, businesses requiring pre-employment drug screens, professional health programs, clinical labs, hospital-based labs and more.
3. Omega Laboratories – a state-of-the art advanced specimen testing laboratory offering Hair Drug Testing and Oral Fluid Testing with FDA-cleared screening tests, industry-leading turnaround times, advanced technology with reporting solutions, forensic testing accredited to the ISO-IEC 17025 standards
4. Confirm Bio Sciences – supplies industry leading rapid screening devices for urine drug testing, alcohol urine screening, and nicotine screening.

Drugs screened: Methamphetamine, Amphetamine, Barbiturates, Benzodiazepines, Cocaine Metabolites, Marijuana Metabolites, Methadone, MDMA, Opiates, Phencyclidine, PCP, Propoxyphene, Alcohol, Nicotine, Synthetic Marijuana, and Synthetic Stimulants Testing.

Drug Free Schools provides the most efficient certified staff members that will be providing the collection procedure at your school. Our staff members can screen 60-100 students per hour depending upon the number of staff members needed. Specializing in public and private high schools and athlete testing at community colleges and universities.

CONFIDENTIALITY

Drug Free Schools acknowledges that the information gathered or collected pursuant to this agreement will be considered student educational records subject to the confidentiality requirements of the Family Education Rights and Privacy Act (FERPA), as well as the confidentiality requirements of the Health Insurance Portability and Accountability Act (HIPPA). Accordingly, Drug Free Schools agrees not to disclosure any information gathered

Drug Free Schools

pursuant to this agreement except to the school and other persons authorized by law. Drug Free Schools shall protect any such information in at least a manner as it protects its own confidential or proprietary information from disclosed to third parties.

RANDOM SELECTION PROCESS - The school will provide our company a list of students/ID numbers to be entered into the software random selection process to select the students to be tested on the testing dates

ON-SITE COLLECTION PROCEDURE

Drug & Alcohol Testing Industry Association Certified for D.O.T. Collections

The specimens will be collected at the location provided

The donor will be positively identified with identification

Collector will review instructions with donor

Donor removes/releases any unnecessary outer clothing, briefcase, purse, or personal belonging

Collector instructs donor to empty his/her pockets

Donor takes collection cup into area for providing specimen

Donor gives specimen to the collector

Collector checks temperature

Collector conducts post collection inspection of restroom

Specimen is examined for unusual color, odor, or other signs of adulteration

Specimen is sealed

Donor fills in formation on the chain of custody form

Collector applies rapid screening device to sample

Collector seals specimen in transport bag to the laboratory

In the event of a non-negative screen the sample will be FedEx shipped to the laboratory for further testing

The specimens are then transported to our laboratory

The laboratory will process the results to Drug Free Schools

HAIR TESTING ON-SITE COLLECTION PROCEDURE

The collector will clean the scissors with an alcohol wipe before collection

The student's hair is cut near the rear of the crown and as close to the scalp as possible

A sample of 100 strands and 1 inch is required

The hair is placed in a foil that is folded lengthwise and the sample placed inside an envelope with the root-ends to the left

The envelope is sealed and placed in the laboratory transport bag along with the chain of custody form and transported via courier to Omega Laboratories for testing

Omega Laboratories will process results to Drug Free Schools

MEDICAL REVIEW OFFICER – First Choice Occupation based in Little Rock, AR

The Medical Review Officer Company will contact the parent who received a non-negative result and will verify with the medical facility to confirm medications prescribed

This process eliminates the possibility of a false positive

Drug Free Schools

PRICING PER TEST

Urine Drug Screen

Test 70 – 100 Students \$25.00 each

Test 50 Students \$35.00 each

Test 30 Students \$45.00 each

Hair Drug Screen \$53.50 each

Delta 8, Delta 9, CBD Screen \$50.00 each

Only if requested

Medical Review Officer \$25.00 each

Assistance with prescriptions only if requested

NO ADDITIONAL CHARGES WILL BE ADDED ON

It is agreed that Drug Free Schools will provide the following terms

- Invoicing on Net 30 terms
- Duration of agreement August 2026 – June 2027

This agreement shall be non-exclusive and may be cancelled by either party upon thirty (30) days prior written notice to the other. The termination or cancellation of this agreement by either party shall not affect the confidentiality provisions of this agreement which shall survive indefinitely.

By signature below, to Vardaman Attendance Center agrees to the terms as set forth in the agreement with Drug Free Schools.

Authorized Signatures: Drug Free Schools

Jackson County Schools

BY: _____

BY: _____

Scott C. Smith

TITLE: Owner

TITLE:

Drug Free Schools

Policy AEA: School Calendar

Status: DRAFT

Original Adopted Date: 12/17/2001 | **Last Revised Date:** 11/17/2025 | **Last Reviewed Date:** 11/17/2025

School Calendar

The Board of Education of the Jackson County School District shall establish a yearly school calendar in compliance with state law, rules and regulations, upon the recommendation of the Superintendent of Education. The school calendar will include a schedule of dates for the opening and closing of schools.

The school calendar shall be developed with input from faculty and staff at the attendance center level. This input will be taken into consideration as the district administrative committee develops the annual calendar. The calendar shall be presented to the Board for consideration/approval in the spring of each year.

Every school shall have a uniform term of not less than the total number of days (180) established by the State Board of Education as a minimum number of days for instructing pupils. Teachers and pupils must be in regular attendance for scheduled classroom instruction for not less than sixty-three percent (63%) of the normal school day for these one hundred and eighty (180) days.

The school calendar of the Jackson County School District is divided into two semesters. Each semester is divided into two nine-week terms. Students will receive progress reports after four and one-half weeks and a report card at the end of each nine-week term.

Policy ABB: Board Powers and Duties

Status: DRAFT

Original Adopted Date: 09/07/1995 | **Last Revised Date:** 11/18/2024 | **Last Reviewed Date:** 11/18/2024

HOME RULE

The school board of a school district may adopt any orders, resolutions or ordinances with respect to school district affairs, property and finances which are not inconsistent with the Mississippi Constitution of 1890, the Mississippi Code of 1972, or any other statute or law of the State of Mississippi. Except as otherwise provided in this section, the powers granted to the school boards in this section are complete without the existence of or reference to any specific authority granted in any other statute or law of the State of Mississippi. Unless such actions are specifically authorized by another statute or law of the State of Mississippi, this section shall not authorize a school board to: (a) levy taxes of any kind or increase the levy of any authorized tax; (b) issue bonds of any kind; or (c) enter into collective bargaining agreements. 37-7-301.1

POWERS, AUTHORITY AND DUTIES

The school boards of all school districts shall have the following powers, authority and duties in addition to all others imposed or granted by law, to wit:

- a) To organize and operate the schools of the district and to make such division between the high school grades and elementary grades as, in their judgment, will serve the best interests of the school;
- b) To introduce public school music, art, manual training and other special subjects into either the elementary or high school grades, as the board shall deem proper;
- c) To be the custodians of real and personal school property and to manage, control and care for same, both during the school term and during vacation;
- d) To have responsibility for the erection, repairing and equipping of school facilities and the making of necessary school improvements;
- e) To suspend or to expel a pupil or to change the placement of a pupil to the school district's alternative school or home-bound program for misconduct in the school or on school property, as defined in Section 37-11-29, on the road to and from school, or at any school-related activity or event, or for conduct occurring on property other than school property or other than at a school-related activity or event when such conduct by a pupil, in the determination of the school superintendent or principal, renders that pupil's presence in the classroom a disruption to the educational environment of the school or a detriment to the best interest and welfare of the pupils and teacher of such class as a whole, and to delegate such authority to the appropriate officials of the school district;
- f) To visit schools in the district, in their discretion, in a body for the purpose of determining what can be done for the improvement of the school in a general way;
- g) To support, within reasonable limits, the superintendent, principal and teachers where necessary for the proper discipline of the school;
- h) To exclude from the schools students with what appear to be infectious or contagious diseases; provided, however, such student may be allowed to return to school upon presenting a certificate from a public health officer, duly licensed physician or nurse practitioner that the student is free from such disease;
- i) To require those vaccinations specified by the State Health Officer as provided in Section 41-23-37, Mississippi Code of 1972;
- j) To see that all necessary utilities and services are provided in the schools at all times when same are needed;
- k) To authorize the use of the school buildings and grounds for the holding of public meetings and gatherings of the people under such regulations as may be prescribed by said board;
- l) To prescribe and enforce rules and regulations not inconsistent with law or with the regulations of the State Board of Education for their own government and for the government of the schools, and to transact their business at regular and special meetings called and held in the manner provided by law;

m) To maintain and operate all the schools under their control for such length of time during the year as may be required;

n) To enforce in the schools the courses of study and the use of the textbooks prescribed by the proper authorities;

o) To make orders directed to the superintendent of schools for the issuance of pay certificates for lawful purposes on any available funds of the district and to have full control of the receipt, distribution, allotment and disbursement of all funds provided for the support and operation of the schools of such school district whether such funds be derived from state appropriations, local ad valorem tax collections, or otherwise. The local school board shall be authorized and empowered to promulgate rules and regulations that specify the types of claims and set limits of the dollar amount for payment of claims by the superintendent of schools to be ratified by the board at the next regularly scheduled meeting after payment has been made;

p) To select all school district personnel in the manner provided by law, and to provide for such employee fringe benefit programs, including accident reimbursement plans, as may be deemed necessary and appropriate by the board;

q) To provide athletic programs and other school activities and to regulate the establishment and operation of such programs and activities

r) To join, in their discretion, any association of school boards and other public school-related organizations, and to pay from local funds other than total funding formula funds, any membership dues;

s) To expend local school activity funds, or other available school district funds, other than total funding formula funds, for the purposes prescribed under this paragraph. "Activity funds" shall mean all funds received by school officials in all school districts paid or collected to participate in any school activity, such activity being part of the school program and partially financed with public funds or supplemented by public funds. The term "activity funds" shall not include any funds raised and/or expended by any organization unless commingled in a bank account with existing activity funds, regardless of whether the funds were raised by school employees or received by school employees during school hours or using school facilities, and regardless of whether a school employee exercises influence over the expenditure or disposition of such funds. Organizations shall not be required to make any payment to any school for the use of any school facility if, in the discretion of the local school governing board, the organization's function shall be deemed to be beneficial to the official or extracurricular programs of the school. For the purposes of this provision, the term "organization" shall not include any organization subject to the control of the local school governing board. Activity funds may only be expended for any necessary expenses or travel costs, including advances, incurred by students and their chaperons in attending any in-state or out-of-state school-related programs, conventions or seminars and/or any commodities, equipment, travel expenses, purchased services or school supplies which the local school governing board, in its discretion, shall deem beneficial to the official or extracurricular programs of the district, including items which may subsequently become the personal property of individuals, including yearbooks, athletic apparel, book covers and trophies. Activity funds may be used to pay travel expenses of school district personnel. The local school governing board shall be authorized and empowered to promulgate rules and regulations specifically designating for what purposes school activity funds may be expended. The local school governing board shall provide (i) that such school activity funds shall be maintained and expended by the principal of the school generating the funds in individual bank accounts, or (ii) that such school activity funds shall be maintained and expended by the superintendent of schools in a central depository approved by the board. The local school governing board shall provide that such school activity funds be audited as part of the annual audit required in Section 37-9-18. The State Auditor shall prescribe a uniform system of accounting and financial reporting for all school activity fund transactions;

t) To contract, on a shared savings, lease or lease-purchase basis, for energy efficiency services and/or equipment as provided for in Section 31-7-14.

u) To maintain accounts and issue pay certificates on school food service bank accounts;

v) (i) To lease a school building from an individual, partnership, nonprofit corporation or a private for-profit corporation for the use of such school district, and to expend funds therefor as may be available from any sources other than total funding formula funds as set by this act. The school board of the school district desiring to lease a school building shall declare by resolution that a need exists for a school building and that the school district cannot provide the necessary funds to pay the cost or its proportionate share of the cost of a school building required to meet the present needs. The resolution so adopted by the school board shall be published once each week for three (3) consecutive weeks in a newspaper having a general circulation in the

school district involved, with the first publication thereof to be made not less than thirty (30) days prior to the date upon which the school board is to act on the question of leasing a school building. If no petition requesting an election is filed prior to such meeting as provided hereinafter, then the school board may, by resolution spread upon its minutes, proceed to lease a school building. If, at any time ~~prior to said~~ before the meeting, a petition signed by not less than twenty percent (20%) or fifteen hundred (1500), whichever is less, of the qualified electors of the school district involved shall be filed with the school board requesting that an election be called on the question, then the school board shall, not later than the next regular meeting, adopt a resolution calling an election to be held within such school district upon the question of authorizing the school board to lease a school building. Such an election shall be called and held, and notice thereof shall be given, in the same manner for elections upon the question of the issuance of the bonds of school districts, and the results thereof shall be certified to the school board. If at least three-fifths (3/5) of the qualified electors of the school district who voted in such election shall vote in favor of the leasing of a school building, then the school board shall proceed to lease a school building. The term of the lease contract shall not exceed twenty (20) years, and the total cost of such lease shall be either the amount of the lowest and best bid accepted by the school board after advertisement for bids or an amount not to exceed the current fair market value of the lease as determined by the averaging of at least two (2) appraisals by certified general appraisers licensed by the State of Mississippi. The term "school building" as used in this paragraph (v)(i) shall be construed to mean any building or buildings used for classroom purposes in connection with the operation of schools and shall include the site therefor, necessary support facilities, and the equipment thereof and appurtenances thereto such as heating facilities, water supply, sewage disposal, landscaping, walks, drives and playgrounds. The term "lease" as used in this paragraph (v)(i) may include a lease/purchase contract;

(ii) If two (2) or more school districts propose to enter into a lease contract jointly, then joint meetings of the school boards having control may be held, but no action taken shall be binding on any such school district unless the question of leasing a school building is approved in each participating school district under the procedure hereinabove set forth in paragraph (v)(i). All the provisions of paragraph (v)(i) regarding the term and amount of the lease contract shall apply to the school boards of school districts acting jointly. Any lease contract executed by two (2) or more school districts as joint lessees shall set out the amount of the aggregate lease rental to be paid by each, which may be agreed upon, but there shall be no right of occupancy by any lessee unless the aggregate rental is paid as stipulated in the lease contract. All rights of joint lessees under the lease contract shall be in proportion to the amount of lease rental paid by each;

w) To employ all non-instructional and non-licensed employees and fix the duties and compensation of such personnel deemed necessary pursuant to the recommendation of the superintendent of schools;

x) To employ and fix the duties and compensation of such legal counsel as deemed necessary;

y) Subject to rules and regulations of the State Board of Education, to purchase, own and operate trucks, vans and other motor vehicles, which shall bear the proper identification required by law;

z) To expend funds for the payment of substitute teachers and to adopt reasonable regulations for the employment and compensation of such substitute teachers;

aa) To acquire in its own name by purchase all real property which shall be necessary and desirable in connection with the construction, renovation or improvement of any public school building or structure. Whenever the purchase price for such real property is greater than Fifty Thousand Dollars (\$50,000.00), the school board shall not purchase the property for an amount exceeding the fair market value of such property as determined by the average of at least two (2) independent appraisals by certified general appraisers licensed by the State of Mississippi. If the board shall be unable to agree with the owner of any such real property in connection with any such project, the board shall have the power and authority to acquire any such real property by condemnation proceedings pursuant to Section 11-27-1 et seq., Mississippi Code of 1972, and for such purpose, the right of eminent domain is hereby conferred upon and vested in ~~said the board. Provided further, that t~~ The local school board is authorized to grant an easement for ingress and egress over sixteenth section land or lieu land in exchange for a similar easement upon adjoining land where the exchange of easements affords substantial benefit to the sixteenth section land; ~~provided,~~ however, the exchange must be based upon values as determined by a competent appraiser, with any differential in value to be adjusted by cash payment. Any easement rights granted over sixteenth section land under such authority shall terminate when the easement ceases to be used for its stated purpose. No sixteenth section or lieu land which is subject to an existing lease shall be burdened by any such easement except by consent of the lessee or unless the school district shall acquire the unexpired leasehold interest affected by the easement;

ab) To charge reasonable fees related to the educational programs of the district, in the manner prescribed in Section 37-7-335;

ac) Subject to rules and regulations of the State Board of Education, to purchase relocatable classrooms for the use of such school district, in the manner prescribed in Section 37-1-13

ad) Enter into contracts or agreements with other school districts, political subdivisions or governmental entities to carry out one or more of the powers or duties of the school board, or to allow more efficient utilization of limited resources for providing services to the public;

ae) To provide for in-service training for employees of the district.

af) As part of their duties to prescribe the use of textbooks, to provide that parents and legal guardians shall be responsible for the textbooks and for the compensation to the school district for any books which are not returned to the proper schools upon the withdrawal of their dependent child. If a textbook is lost or not returned by any student who drops out of the public school district, the parent or legal guardian shall also compensate the school district for the fair market value of the textbooks;

ag) To conduct fund-raising activities on behalf of the school district that the local school board, in its discretion, deems appropriate or beneficial to the official or extracurricular programs of the district; **provided that subject to the following:**

(i) Any proceeds of the fund-raising activities shall be treated as "activity funds" and shall be accounted for as are other activity funds under this section; and

(ii) Fund-raising activities conducted or authorized by the board for the sale of school pictures, the rental of caps and gowns or the sale of graduation invitations for which the school board receives a commission, rebate or fee shall contain a disclosure statement advising that a portion of the proceeds of the sales or rentals shall be contributed to the student activity fund;

ah) To allow individual lessons for music, art and other curriculum-related activities for academic credit or nonacademic credit during school hours and using school equipment and facilities, subject to uniform rules and regulations adopted by the school board;

ai) To charge reasonable fees for participating in an extracurricular activity for academic or nonacademic credit for necessary and required equipment such as safety equipment, band instruments and uniforms;

aj) To conduct or participate in any fund-raising activities on behalf of or in connection with a tax-exempt charitable organization;

ak) To exercise such powers as may be reasonably necessary to carry out the provisions of this section;

al) To expend funds for the services of nonprofit arts organizations or other such nonprofit organizations who provide performances or other services for the students of the school district;

am) To expend federal funds, or any other available funds that are expressly designated and authorized for that use, to pay training, educational expenses, salary incentives and salary supplements to employees of local school districts; except that incentives shall not be considered part of the local supplement, nor shall incentives be considered part of the local supplement paid to an individual teacher for the purposes of Section 37-19-7(1);

an) To use any available funds, not appropriated or designated for any other purpose, for reimbursement to the state-licensed employees from both in-state and out-of-state, who enter into a contract for employment in a school district, for the expense of moving when the employment necessitates the relocation of the licensed employee to a different geographical area than that in which the licensed employee resides before entering into the contract. The reimbursement shall not exceed One Thousand Dollars (\$1,000.00) for the documented actual expenses incurred in the course of relocating, including the expense of any professional moving company or persons employed to assist with the move, rented moving vehicles or equipment, mileage in the amount authorized for county and municipal employees under Section 25-3-41 if the licensed employee used his personal vehicle or vehicles for the move, meals and such other expenses associated with the relocation. No licensed employee may be reimbursed for moving expenses under this section on more than one (1) occasion by the same school district. Nothing in this section shall be construed to require the actual residence to which the licensed employee relocates to be within the boundaries of the school district that has executed a contract for employment in order for the licensed employee to be eligible for reimbursement for the moving expenses. However, the licensed employee must relocate within the boundaries of the State of Mississippi. Any individual receiving relocation assistance through the Critical Teacher Shortage Act as provided in Section 37-159-5 shall not be eligible to receive additional relocation funds as authorized in this paragraph;

ao) To use any available funds, not appropriated or designated for any other purpose, to reimburse persons who interview for employment as a licensed employee with the district for the mileage and other actual expenses incurred in the course of travel to and from the interview at the rate authorized for county and municipal employees under Section 25-3-41;

ap) Consistent with the report of the Task Force to Conduct a Best Financial Management Practices Review, to improve school district management and use of resources and identify cost savings as established in Section 8 of Chapter 610, Laws of 2002, local school boards are encouraged to conduct independent reviews of the management and efficiency of schools and school districts. Such management and efficiency reviews shall provide state and local officials and the public with the following:

- (i) An assessment of a school district's governance and organizational structure;
- (ii) An assessment of the school district's financial and personnel management;
- (iii) An assessment of revenue levels and sources;
- (iv) An assessment of facilities utilization, planning and maintenance;
- (v) An assessment of food services, transportation and safety/security systems;
- (vi) An assessment of instructional and administrative technology;
- (vii) A review of the instructional management and the efficiency and effectiveness of existing instructional programs; and
- (viii) Recommended methods for increasing efficiency and effectiveness in providing educational services to the public;

aq) To enter into agreements with other local school boards for the establishment of an educational service agency (ESA) to provide for the cooperative needs of the region in which the school district is located, as provided in Section 37-7-345.

ar) To ~~implement~~ incorporate a financial literacy program for components within the curriculum offered to students in Grades 10 and 11. The board may review the national programs and obtain free literature from various nationally recognized programs. After review of the different programs, the board may certify a program that is most appropriate for the school districts' needs. If a district implements a financial literacy program, then any student in Grade 10 or 11 may participate in the program 6-8. Current curriculum for Grades 6-12 shall include content on financial literacy education. Each student, during Grade 9, 10, 11, or 12, shall take and pass a one-half a Carnegie Unit course in personal finance, or a full Carnegie Unit course where at least one-half of the course standards concern financial literacy, in order to earn a high school diploma. The financial literacy program shall include, but is not limited to, instruction in the same areas of personal business and finance as required under Section 37-1-3(2)(b). The school board may coordinate with volunteer teachers from local community organizations, including, but not limited to, the following: United States Department of Agriculture Rural Development, United States Department of Housing and Urban Development, Junior Achievement, bankers and other nonprofit organizations. ~~Nothing in this paragraph shall be construed as to require school boards to implement a financial literacy program;~~ In addition to any financial literacy standards administratively required by the State Department of Education's College-and-Career-Readiness course, the financial literacy program for Grades, 9, 10, 11, and 12 may include, without ligation.

- (i) Financial decision-making;
- (ii) Earning an income, tax obligations and withholding;
- (iii) Personal budgeting, saving, spending and cash flow management;
- (iv) Financial services, including types of credit, using credit, credit reports and interest calculations;
- (v) Post-secondary education financing, including loans, repayment and cost-benefit analysis for expected employment; and
- (vi) Consumer rights, identify protection and fraud avoidance.

as) To collaborate with the State Board of Education, Community Action Agencies or the Department of Human Services to develop and implement a voluntary program to provide services for a full-day prekindergarten program that addresses the cognitive, social, and emotional needs of four-year-old and three-year-old children. The school board may utilize any source of available revenue to fund the voluntary program. Effective with the 2013-2014 school year, to implement 24 voluntary prekindergarten programs under the Early Learning Collaborative Act of 2013 pursuant to state funds awarded by the State Department of Education on

a matching basis;

at) With respect to any lawful, written obligation of a school district, including, but not limited to, leases (excluding leases of sixteenth section public school trust land), bonds, notes, or other agreement, to agree in writing with the obligee that the Department of Revenue or any state agency, department or commission created under state law may:

(i) Withhold all or any part (as agreed by the school board) of any monies which such local school board is entitled to receive from time to time under any law and which is in the possession of the Department of Revenue, or any state agency, department or commission created under state law; and

(ii) Pay the same over to any financial institution, trustee or other obligee, as directed in writing by the school board, to satisfy all or part of such obligation of the school district.

The school board may make such written agreement to withhold and transfer funds irrevocable for the term of the written obligation and may include in the written agreement any other terms and provisions acceptable to the school board. If the school board files a copy of such written agreement with the Department of Revenue, or any state agency, department or commission created under state law then the Department of Revenue or any state agency, department or commission created under state law shall immediately make the withholdings provided in such agreement from the amounts due the local school board and shall continue to pay the same over to such financial institution, trustee or obligee for the term of the agreement.

This paragraph (at) shall not grant any extra authority to a school board to issue debt in any amount exceeding statutory limitations on the assessed value of taxable property within such school district or the statutory limitations on debt maturities, and shall not grant any extra authority to impose, levy or collect a tax which is not otherwise expressly provided for, and shall not be construed to apply to sixteenth section public school trust land;

au) With respect to any matter or transaction that is competitively bid by a school district, to accept from any bidder as a good faith deposit or bid bond or bid surety, the same type of good faith deposit or bid bond or bid surety that may be accepted by the state or any other political subdivision on similar competitively bid matters or transactions. This paragraph (uu) shall not be construed to apply to sixteenth section public school trust land. The school board may authorize the investment of any school district funds in the same kind and manner of investments, including pooled investments, as any other political subdivision, including community hospitals;

av) To utilize the alternate method for the conveyance or exchange of unused school buildings and/or land, reserving a partial or other undivided interest in the property, as specifically authorized and provided in Section 37-7-485, Mississippi Code of 1972;

aw) To delegate, privatize or otherwise enter into a contract with private entities for the operation of any and all functions of nonacademic school process, procedures and operations including, but not limited to, cafeteria workers, janitorial services, transportation, professional development, achievement and instructional consulting services materials and products, purchasing cooperatives, insurance, business manager services, auditing and accounting services, school safety/risk prevention, data processing and student records, and other staff services; however, the authority under this paragraph does not apply to the leasing, management or operation of sixteenth section lands. Local school districts, working through their regional education service agency, are encouraged to enter into buying consortia with other member districts for the purposes of more efficient use of state resources as described in Section 37-7-345.

ax) To partner with entities, organizations and corporations for the purpose of benefiting the school district; and

ay) To borrow funds from the Rural Economic Development Authority for the maintenance of school buildings.

az) To fund and operate voluntary early childhood education programs, defined as programs for children less than five (5) years of age on or before September 1, and to use any source of revenue for such early childhood education programs. Such programs shall not conflict with the Early Learning Collaborative Act of 2013 and;

ba) To issue and provide for the use of procurement cards by school board members, superintendents and licensed school personnel consistent with the rules and regulations of the Mississippi Department of Finance and Administration under Section 31-7-9;

bb) To conduct an annual comprehensive evaluation of the superintendent of schools consistent with the

assessment components of paragraph (ap) of this section and the assessment benchmarks established by the Mississippi School Boards Association to evaluate the success the superintendent has attained in meeting district goals and objectives, the superintendent's leadership skills, and whether or not the superintendent has established appropriate standards for performance, is monitoring success and is using data for improvement.

PROCESS STANDARDS

Additional statutory and regulatory requirements for school boards and school districts are made part of the state process for school accreditation and accountability. Please refer to the most recent edition of the Mississippi Public School Accountability Standards (MPSAS).

Policy IHE: Promotion and Retention

Status: DRAFT

Original Adopted Date: 11/15/2007 | **Last Revised Date:** 09/08/2025 | **Last Reviewed Date:** 09/08/2025

STUDENT PROMOTION AND RETENTION, GRADING AND REPORTING

The Board of School Trustees of the Jackson County School District believes that a well-planned and competently administered student evaluation program is an essential component of the District's Instructional Program. The Board further believes that the regular and effective reporting of student progress toward the attainment of academic goals and objectives is imperative. The Board realizes that the primary function of the District's student evaluation program is to measure as accurately and objectively as possible each student's progress toward the attainment of academic goals and objectives set by the District and the student.

In order to ensure a structured procedure for student evaluation and grade reporting which complies with all Mississippi State Department of Education and Accreditation standards, the following procedures shall be implemented.

The Superintendent and his staff are authorized and directed to establish basic competency requirements for each subject at each grade level taught in the Jackson County School District, and no student shall be promoted from one grade level to another or given a Carnegie unit of credit for any course in which the student has not demonstrated mastery of the basic core competency requirements of said course.

GRADING

A number of factors are used in determining the pupil's grades: daily classwork, class participation, test grades, promptness in completing work, special projects, etc. Parents are invited to contact teachers, counselors and/or administrators concerning any questions relative to a pupil's progress.

1. There shall be four grading periods of nine-week duration at all schools in the district.
2. All grades awarded regular education students in grades K-12 shall be awarded in compliance with the district's promotion/retention policy. Grades awarded to students who have been ruled eligible for special education services and who are also actively participating in the District's special education program(s) shall be based on the following:
 - a. Inclusion receiving a regular diploma is based on same guidelines as district's promotion/retention policy. Accommodations/modifications provided in coordination of both special classroom teacher and regular classroom teacher to obtain final grade.
 - b. Resource placements receiving a MOD or Certificate of Completion is based on attainment of IEP goals and objectives set forth in the student's IEP.
3. In K-5th grades, a minimum of 8 daily and 4 test grades will be given in English/ language arts and math courses during each nine-week grading period. In grades K-3, schools may use science and social studies to teach reading. If a school elects to use this strategy, the teachers will not be required to record nine grades in science or social studies. However, some record should be maintained to measure the student's knowledge in science or social studies or to indicate that the student's ability to read and comprehend is progressing on schedule. In grades Kindergarten through 5th grades, tests will count as 40% of the grade, while daily grades will count as 60%. In 4th-5th grade science and social studies, a minimum of 7 daily and 3 test grades will be given during each nine-week grading period. In 6th - 8th grades, a minimum of 9 daily and 4 test grades shall be recorded for each student in each academic course during each nine-week grading period. A minimum of 4 grades will be given prior to progress reports and a minimum of 4 grades will be given after progress reports. The maximum will be 27 grades per term. In 6th through 8th grades, tests will count 45% and daily grades will count 55% of the total grade. In grades 9-12, a minimum of 9 daily and 4 test grades shall be recorded for each student in each academic course during each nine-week grading period. The maximum number of grades shall be 36 per nine-week term for students in grades 9-12. Tests will count as 50% of the grade, exams will count 20%, and daily grades will count as 30%. JCSD uses a percentage grading scale. Therefore, the use of a point system is not allowed.
4. Nine-week exams will be administered to students in grades 9 -12 in each academic area at the end of the nine-week grading period and will count as 20% of the nine-week grade. Other student evaluations, such as daily tests, class participation, etc. shall count as 80% of the nine-week grade. Nine-week tests will not be given in grades 1- 2 and will be optional for grades 3- 8. Schools on a 4x4 schedule will administer a

comprehensive examination that includes all work completed during a particular course. This exam will account for 20% of the term grade.

5. For schools other than those on a 4x4 schedule, semester grades shall be the average of the two nine-week grades earned by the student in each semester. The yearly grade shall be the average of the two semester grades. For schools on a 4x4 schedule, a student's average represents a combined grade of the daily work, which counts 80%, and the term test grade, which counts 20%. The course average is the average of the two terms. When a student has a failing average in a one-unit course but has passed one semester and failed one semester of the course, the student must repeat the failed semester and attain a grade of 60 or higher for that semester.

REPORTING

The Board believes that one of the critical responsibilities of the school district is the clear and accurate reporting of student progress to the student and his/her parent. The administration and faculty of the Jackson County School District are encouraged to share through every means possible the grading policy of the District and to hold conferences with parents to answer any questions which they may have concerning the evaluation of their child.

1. Report cards shall be issued at the end of each nine-week period. It shall be the responsibility of the Superintendent to establish reporting procedures and develop reporting instruments for use by the District.
2. Numerical averages will be used on report cards K-12 to report student achievement. Report cards for grades K-12 will have a numerical grade. A chart providing information for converting numerical grades will be printed on each report card as follows:

A 90 - 100
B 80 - 89
C 70 - 79
D 60 - 69
F 59 and Below
I Incomplete

- Students will be given an S (Satisfactory) and U (Unsatisfactory) in the following courses:
 - Grades K-3 Handwriting – S, N, or U
 - Grades K-3 Music, Physical Education, Art, Library, Computer
 - Grades K-3 Schools utilizing science and social studies to teach reading may use S and U as grades in those courses.
 - Grades 4-6 Music, Band, Physical Education, Art, Library, Computer
3. Copies of student grade reports shall be kept on file in the school which the student attends, and all teacher's grade books shall be turned in to the principal at the end of the school year and kept on file for a period of five academic years. All student cumulative records shall be completed and kept on file for not less than five years after the permanent record of the student has become inactive. All student permanent records are kept in perpetuity. All student cumulative and permanent records shall be completed and kept on file in compliance with all Mississippi State Department of Education regulations, state law, and school board policy.
 4. Mid-nine-week reports shall be provided to all parents by the end of the fourth week of the nine-week period.

PROMOTION, RETENTION AND TRANSFER OF STUDENTS

1. In order to be promoted from one grade level to the next in grades 1-3, a student must maintain a passing grade in math, language, and reading. The yearly average shall be determined by averaging the two-semester numerical grades. Beginning in the 2018-2019 school year, if a student's reading deficiency is not remedied by the end of the student's Third-Grade year, as demonstrated by the student scoring above the lowest two (2) achievement levels in reading on the state annual accountability assessment or on an approved alternative standardized assessment for Third Grade, the student shall not be promoted to Fourth Grade (MS Code 37-177-9).

2. In order to be promoted from grade 4 to 5, students must maintain a passing grade in math, reading, and language, pass either science or social studies.
3. In order to be promoted from one grade level to the next in grades 5-6, students must maintain a passing grade in math, reading, language, science, and social studies.
4. To be promoted from grade 7 to 8, a student must maintain a passing yearly average in English, math, science, social studies, and reading and successfully complete the minimum reading level for the seventh grade.
5. To be promoted from 8th grade to 9th grade a student must have a passing yearly average in English, Math, Science, and Social Studies. Students may be promoted to grade 9 who participate in school remediation and/or credit recovery programs. Participation in these programs must have parent and principal approval. If the school's schedule permits, a student failing one or more courses may be allowed to take the next course in the sequence of the ones passed. (Example: A student who passes 7th grade English, reading, Math and P.E., but fails science and social studies, could take 8th grade English, reading, Math, and P.E. and be scheduled into 7th grade science and social studies again.)
6. In order to graduate, completion of a minimum number of academic credits, including a one-half Carnegie Unit credit course in personal finance or a full Carnegie Unit course where half the course standards are financial literacy as set forth under Mississippi law, and all other applicable requirements prescribed by the district school board.

GRADE LEVEL CLASSIFICATION

9th Grade to 10th Grade	Successful Completion of 8 Credits
10th Grade to 11th Grade	Successful Completion of 14 Credits
11th Grade to 12th Grade	Successful Completion of 20 Credits (Students must take English II before being classified as a Senior)
12th Grade to Graduate	Successful Completion of 24 Credits

1. Any student in grades 1-8 who fails a course due to failure of required skills (State Core Skills, District Core Skills, Teacher Designated Skills) may be promoted if he/she successfully completes the skills during the extended school year held in the summer.
2. All special education students will receive the same report card as regular education students, except that a notation shall be made on the grade report and permanent record indicating special education. Those students assigned to Significantly Cognitively Delayed (SCS) special education classes will receive the same grading codes as regular students; however, the grade level of the extended curriculum being taught the student shall be indicated on the report card.
3. No student shall be retained for the purpose of participating in extracurricular activities.

REMEDIAL PROGRAMS

The Superintendent is authorized to develop and administer remedial programs, to include summer school and extended school year programs, which meet all requirements set forth by the Mississippi State Department of Education, state statutes, and requirements of the Mississippi Commission on School Accreditation. Remedial programs will be offered during the school year to students who fail to exhibit mastery on any of the assessments that are a part of the Mississippi Curriculum Content Assessment System. (Note: School personnel are to stress the importance of mastery of these skills to the student and parent. Requirements pertaining to graduation and promotion/retention based on test results should be communicated to all parents.

Policy JBA: Compulsory School Attendance/School Age

Status: DRAFT

Original Adopted Date: 01/05/2004 | Last Revised Date: 04/13/2026 | Last Reviewed Date: 04/13/2026

The term "minor" when used in any statute, shall include any person, male or female, under twenty-one years of age. MS Code § 1-3-27

This school district shall comply with the requirements of the "Mississippi Compulsory School Attendance Law" (' 37-13-91). Appropriate reports as required by law shall be provided to the Mississippi Department of Education's Office of Compulsory School Attendance Enforcement.

COMPULSORY- SCHOOL-AGE CHILD

"Compulsory-school-age child" means a child who has attained or will attain the age of six (6) years on or before September 1 of the calendar year and who has not attained the age of seventeen (17) years on or before September 1 of the calendar year; and shall include any child who has attained or will attain the age of five (5) years on or before September 1 and has enrolled in a full-day public school kindergarten program. ' 37-13-91 (2) (f) (2013)

Compulsory-school-age children must be enrolled in school unless the child is:

1. Physically, mentally or emotionally incapable of attending school as determined by the appropriate school official based upon sufficient medical documentation;
2. Enrolled in and pursuing a course of special education, remedial education or education for children with handicapped or physically or mentally disadvantaged or disabilities children; or
3. Being educated in a legitimate home instruction program. § 37-13-91 (3)

REPORTS

If a compulsory-school-age child has not been enrolled in school within fifteen (15) calendar days after the first day of the school year or if a child has accumulated five (5) unlawful absences during the school year, the superintendent shall or his or her designee, within two (2) school days or within five (5) calendar days, whichever is less, shall report, on the form provided by the State Department of Education, by close of the business of the next business day, the unlawful absences to the school attendance officer. The superintendent, or his or her designee, shall report any student suspensions or student expulsions to the school attendance officer when they occur. § 37-13-91 (6)

School districts shall maintain accurate records documenting enrollment and attendance in a manner that allows the State Department of Education to make an assessment of changes in enrollment and attendance, including dropout rates.

The State Department of Education shall compile annually a statewide report on school district effectiveness in reducing absentee problems, dropout rates, and other attendance-related problems during the previous school year, incorporate the information into the annual Mississippi Report Card required by Section 37-3-53, Mississippi Code of 1972, on school district performance and offer technical assistance and coordination services to assist districts in improving performance.

UNLAWFUL ABSENCES / VALID EXCUSES

An "unlawful absence" is an absence during a school day by a compulsory-school-age child, whose absence is not due to a valid excuse for temporary nonattendance. Days missed from school due to disciplinary suspension shall not be considered an "excused" absence under this section. Each of the following shall constitute a valid excuse for temporary nonattendance, provided satisfactory evidence of the excuse is provided to the superintendent or his designee:

1. Attendance at an authorized school activity with the prior approval of the superintendent of the school district or his designee. (These activities may include field trips, athletic contests, student conventions, musical

festivals, and any similar activity).

2. Illness or injury which prevents the student from being physically able to attend school and any absence after the third must be documented by a written excuse by a medical provider.
3. When isolation is ordered by the county health officer, by the State Board of Health or an appropriate school official.
4. Death or serious illness of a member of the immediate family, which includes children, spouse, grandparents, parents, brothers, sisters, stepbrothers and stepsisters.
5. A medical or dental appointment with prior approval of the superintendent or his designee, except in the case of emergency with a documented excuse from the medical provider.
6. Attendance at the proceedings of a court or an administrative tribunal if the student is a party to the action or under subpoena as a witness.
7. Observance of a religious event, with the prior approval of the superintendent or his or her designee. (Approval should not be withheld unless, in the professional judgment of the superintendent or his or her designee, the extent of the absence would adversely affect the student's education.)
8. Participation in a valid educational opportunity, such as travel, including vacations or other family travel, with the prior approval of the superintendent or his or her designee. (Approval shall be based on the professional judgment of the superintendent or his or her designee). ; but shall not be withheld unless the extent of the absence would adversely affect the student's education.)
9. Other conditions sufficient to warrant nonattendance, with prior approval of the superintendent or his or her designee. However, no absences shall be excused when any student suspensions or expulsions circumvent the intent and spirit of the compulsory attendance law. ' 37-13-91 (4)
10. An absence is excused when it results from the attendance of a compulsory-school-age child participating in official organized events sponsored by the 4-H or Future Farmers of America (FFA). The excuse for the 4-H or FFA event must be provided in writing to the appropriate school superintendent by the Extension Agent or High School Agricultural Instructor/FFA Advisor.
11. An absence is excused when it results from the compulsory-school-age child officially being employed to serve as a page at the State Capitol for the Mississippi House of Representatives or Senate.

LIMITATION ON EXCUSED ABSENCES

Unless an exception applies, no student shall be granted more than five (5) excused absences per semester. Any additional excused absences beyond this limit must be specifically approved by the superintendent, or his or her designee, upon a showing of extenuating circumstances. Extenuating circumstances may include, but are not limited to:

1. Prolonged illness or injury supported by medical documentation.
2. Extended religious observance.
3. Participation in education opportunities of substantial merit, including out-of-state educational travel.

Any absence in excess of this limit, and not approved by the superintendent, shall be considered unexcused.

School-sanctioned events, such as athletics, band, choir, or other events sponsored by the Mississippi High School Activities Association, shall not be counted as absences. School-sanctioned academic or club events shall not be counted as absences.

CHRONIC ABSENTEEISM

A compulsory-school-age child shall be considered chronically absent if the child is absent from school for ten percent (10%) or more of the student's school days in a school year, regardless of whether such absences are excused or unexcused.

SCHOOL ATTENDANCE OFFICER

The superintendent and principals shall cooperate with the school attendance officer employed by the State Department of Education, pursuant to § 37-13-85.

The Mississippi Public School Accountability Standards for this policy are standards 10 and 11.

Policy JBD: Attendance

Status: DRAFT

Original Adopted Date: 11/18/2024 | **Last Revised Date:** 04/13/2026 | **Last Reviewed Date:** 04/13/2026

STUDENT ATTENDANCE, REPORTING OF STUDENT ATTENDANCE, TARDINESS AND EXCUSES

Policies regarding student attendance, reporting of student attendance, tardiness and excuses are adopted by the School Board and published annually in the student handbooks as official policy statements of the Jackson County School District.

The school board believes that good attendance, with a minimum of tardiness and absenteeism, is essential if students are to gain maximum benefit from the school district's instructional program. The school board thusly directs the superintendent to develop administrative regulations governing tardiness and absences (excused and non-excused).

The administrative regulations shall be based on all applicable state laws governing absenteeism and tardiness and shall include (but not limited to) the counting and reporting of students to the Mississippi Department of Education for attendance purposes, expectations for good student attendance, parent responsibility, excused and unexcused absences, and tardiness. Initial administrative regulations and any future changes to such administrative regulations shall be approved by the school board before implementation.

Make-up Assignments: The administrative regulations shall specify that no absence will be excused when it is due to suspension, expulsion or other disciplinary action. However, to avoid adopting a policy or administrative rule that would ensure a student's failure, the district may adopt a provision that permits or requires suspended students who are not immediately placed in an alternative school program to make up work within specified deadlines.

Attendance Reporting: In order for a student to be considered as having attended school for a full day, the school board specifies that each student must be present for 63.66% of his or her individual instructional school day as fixed by the local school board for each individual school. For purposes of reporting absenteeism, a student who has an absence that is more than thirty-seven percent (37.33%) of the student's instructional school day, as fixed by the school board for the school at which the student is enrolled, shall be considered absent the entire school day.

The superintendent shall develop and submit for board adoption a policy which includes:

1. A definition of the instructional school day for each individual school so that the 63.66% of the instructional school day can be computed for each student within the school district's individual schools, and
2. A process for computing 63.66% of the instructional school day for each student within the school district's individual schools.

DEFINITIONS:

Full Day Attendance: When a student is present for 63.66% of his or her individual instructional school day as fixed by the local school board for each individual school.

Unlawful Absence: An absence for an entire school day or during part of a school day when such absence is not due to a valid excuse.

Policy JCA: Student Conduct

Status: DRAFT

Original Adopted Date: 01/05/2004 | **Last Revised Date:** 05/11/2026 | **Last Reviewed Date:** 05/11/2026

The term "minor" when used in any statute, shall include any person, male or female, under twenty-one years of age. MS Code Section 1-3-27

A student code of conduct, developed under the leadership of the school and district administration, and in cooperation with staff, will be made available and distributed to parents and students outlining student conduct expectations and possible disciplinary actions, including consequences for disorderly conduct. In addition, each school publishes a student/parent handbook detailing additional rules specific to that school and the established procedures for the school to meet the criteria set forth in the applicable board policies.

Students in violation of Board of Trustees (BOT) policy, administrative regulation and/or code of conduct provisions will be subject to discipline up to and including expulsion. Students may be denied participation in extracurricular activities. Titles and/or privileges available to or granted to students may also be denied and/or revoked (e.g., valedictorian, salutatorian, student body, class or club office positions, senior trip, prom, etc.). A referral to law enforcement may also be made.

SECONDARY SCHOOLS

The administration of the Jackson County School District (JCSD) is based on the theory that secondary students are young ladies and young gentlemen and, as such, should be capable of conducting themselves in accordance with accepted standards of conduct. Every student is expected at all times to keep in mind that his/her conduct should not interfere with others, rather that it should be an example to others.

The primary emphasis of the schools is to provide the best quality education for the boys and girls of the district. The school system feels strongly that a basic prerequisite for any successful instructional program is that a clear understanding of the operation is based upon the policies and resulting rules. Therefore, it is imperative that policies and resulting rules be understood and followed without exception.

ELEMENTARY SCHOOLS

Helping children to develop self-discipline and to conduct themselves in an acceptable manner is a major behavioral objective of the school as well as of the home. Parents may assume that a student's behavior is satisfactory or better unless they are notified differently. In most cases, it is believed that a call will suffice — if not, the parents may be asked to come to the school for a conference in order to affect an acceptable solution to the problem.

The school will expect and demand nothing less than good conduct on the part of students. It is believed that the above-described procedure will be effective in achieving a desirable learning atmosphere and in guiding students toward assuming a greater degree of responsibility for their behavior. It should be fully understood that any student whose conduct interferes with the learning of others will be removed from the classroom and dealt with accordingly.

GENERAL RULES OF STUDENT CONDUCT

1. Students are expected to conduct themselves in all school activities in such a manner that will promote development rather than inhibit it.
2. A teaching situation which is conducive to learning must be maintained. Therefore, any student whose actions make it impossible for the teacher to devote full attention to the class will be disciplined, including but not limited to being sent to the principal's office. The principal and/or their designee will review the case and try to resolve the problem. A student who has been sent from class repeatedly will be suspended from school.
3. Any student who starts a disturbance or who participates in one will be suspended from school immediately

and will be able to re-enter only after satisfactory assurance has been given in writing to the principal by the student and by his/her parents or guardians that there will not be a recurrence of this sort of behavior.

4. Corridor courtesy requires that students walk in an orderly manner on the right side of the corridor.
5. Profanity, cheating, stealing, and gambling can never be accepted by the schools of this system. Such offenses can result in suspension or expulsion.
6. Radios and/or other sound reproducers shall be forbidden on campus unless specifically requested by the teacher in charge.
7. All schools in the JCSD are smoke-free and tobacco-free zones. Smoking, vaping and any use of tobacco are prohibited on property owned or used by the school, whether during school, after school or at school-related events. Students caught smoking, vaping or using other forms of tobacco will face discipline consequences.
8. A student is strictly prohibited by law from possessing a weapon, as identified in Policy JCDAE, while on school property, going to school, going from school or during school-related activities. Any student violating this rule shall be subject to immediate suspension and recommendation of expulsion by the principal, his/her designee or the Superintendent and subject to all other penalties and requirements provided by law and JCSD policies.
9. A student is strictly prohibited by law from possessing, using, being under the influence or selling any controlled substance, including drugs and alcohol as identified in JCSD policy, while on school property, going to school, going from school or during school-related activities. JCSD does not allow the use of medical cannabis while on JCSD property. Any student violating this rule shall be subject to immediate suspension, placement at the Alternative School or expulsion by the principal, his/her designee or the superintendent and subject to all other penalties and requirements provided by law and JCSD Policies.
10. A student who commits an unlawful or violent act shall be subject to immediate suspension, placement at the Alternative School or expulsion and subject to all other penalties and requirements provided by law and JCSD policies.
11. A student who carries or otherwise has in his/her possession a firearm on campus, in violation of Policy JCBH, shall be subject to immediate suspension and recommendation of expulsion for a minimum of one calendar year by the principal, his/her designee or the superintendent and subject to all other penalties and requirements provided by law and JCSD policies.
12. A student, upon his/her second suspension for a disciplinary reason, will be informed that any further suspensions may result in a recommendation for placement in the Alternative School or expulsion.
13. Student behavior that harasses, threatens or bullies other students or school personnel will not be tolerated. The JCSD shall treat hazing, as defined in MS Code 97-3-105; and bullying, as defined in MS Code 37-7-301 as serious offenses subject to criminal prosecution.

The JCSD's administrators may also take disciplinary action against a student for off-campus conduct occurring at any time that would have a detrimental impact on school discipline, the educational environment, or the welfare of the students and/or staff including but not limited to bullying, cyber-bullying, defamation, intimidation or other threatening behavior.

"Cyber-bullying" includes, but is not limited to, the following misuses of technology: harassing, teasing, intimidating, threatening, or terrorizing another person by sending or posting inappropriate and hurtful e-mail messages, instant messages, text messages, digital pictures or images, or website postings, including blogs through JCSD's network and the internet, whether accessed on campus or off campus, during or after schools hours. In the situation that cyber-bullying originated from a non-school device, but brought to the attention of school officials, any disciplinary actions shall be based on whether the conduct is determined to be disruptive of the educational environment or detrimental to the students and staff of the school. Administration may, in

its discretion, contact law enforcement or other appropriate authorities.

14. Student-to-student sexual harassment will not be tolerated. Complaints of student-to-student sexual harassment will be handled in accordance with Policy JB, Students Complaints of Sexual Discrimination/Harassment – Title IX.
15. Any student in any school who possesses any controlled substance in violation of the Uniform Controlled Substance Law, a knife, handgun, other firearm or any other instrument considered to be dangerous and capable of causing bodily harm or who commits a violent act on educational property as defined in MS Code Section 97-37-17, shall be subject to automatic expulsion or placement at the Alternative School for up to a calendar year by the Superintendent or principal of the school in which the student is enrolled; provided, however, that the Superintendent is authorized to modify the period of time for such expulsion on a case by case basis. Such expulsion shall take effect immediately subject to the constitutional rights of due process, which shall include the student's right to appeal to the District Discipline Appeal Committee.

ARTIFICIAL INTELLIGENCE (AI)

"Artificial Intelligence" is defined as a machine-based system that can, for a given set of human-defined objectives, make predictions, recommendations or decisions influencing real or virtual environments. Artificial Intelligence systems use machine and human-based inputs to perceive real and virtual environments; abstract such perceptions into models through analysis in an automated manner; and use model inference to formulate options for information or actions.

Students are expected to use all technology responsibly and ethically. Obtaining assistance from Artificial Intelligence (AI) tools for the purpose of plagiarism is strictly prohibited. Any attempt to obtain assistance from AI tools for the purpose of plagiarism will be subject to discipline up to and including academic penalty, suspension, or expulsion.

SEXUAL MISCONDUCT PROHIBITED

If any person eighteen (18) years or older who is employed by any public school district or private school in this state is accused of fondling or having any type of sexual involvement with any child under the age of eighteen (18) years who is enrolled in such school, the principal of such school and the superintendent of such school district shall timely notify the district attorney with jurisdiction where the school is located of such accusation, the Mississippi Department of Education (MDE) and the Department of Human Services (DHS), provided that such accusation is reported to the principal and to the school superintendent and that there is a reasonable basis to believe that such accusation is true.

Any superintendent, or his/her designee, who fails to make a report required by this section shall be subject to the penalties provided in Section 37-11-35. Any superintendent, principal, teacher or other school personnel participating in the making of a required report pursuant to this section or participating in any judicial proceeding resulting therefrom shall be presumed to be acting in good faith. Any person reporting in good faith shall be immune from any civil liability that might otherwise be incurred or imposed. (MS Code Section 97-5-24)

Further, JCSD prohibits sexual harassment of or by any student. This policy applies to conduct during and relating to school and school-sponsored activities. Sexual harassment is inappropriate behavior and offensive. Any student who engages in the sexual harassment of anyone in the school setting may be subject to disciplinary action up to and including expulsion.

HARASSMENT PROHIBITED

JCSD affirms student protection provided under Title VII, and therefore "shall not tolerate verbal or physical conduct by any student, male or female, which harasses, disrupts, or interferes with another's work performance or which creates an intimidating, offensive, or hostile environment." Such offenses can result in suspension or expulsion.

SPECIAL EDUCATION STUDENTS

Special education students are responsible for adhering to the same rules of conduct as non-disabled students. All special education students are entitled to a free, appropriate public education, even those who have been suspended or expelled. Whenever a special education student is removed for disciplinary reasons from his/her current education setting and placed in an interim alternative setting, the setting must be one which enables the student to continue to participate in the general curriculum, to continue to receive services and modifications designed to address the student's behavior. The Director of Special Education or his/her designee should be contacted immediately when a special education student commits a violation of the rules of conduct which may result in the removal from the classroom by alternative placement or expulsion. All procedural safeguards described in IDEA shall be followed whenever a special education student is disciplined.

Policy GGBJB: Salary Scale: Occupational/Physical Therapist

Status: DRAFT

Original Adopted Date: 03/16/2009 | Last Revised Date: 10/13/2025 | Last Reviewed Date: 10/13/2025

Returning Employees Only					
License/ Degree	Years	Total Salary	Performance Supplement	Total Salary	
Associate	0	\$43,500	\$45,500	\$600	\$44,100
Associate	1	\$44,065	\$46,065	\$600	\$44,665
Associate	2	\$44,630	\$46,630	\$600	\$45,230
Associate	3	\$45,085	\$47,085	\$600	\$45,685
Associate	4	\$45,650	\$47,650	\$600	\$46,250
Associate	5	\$46,215	\$48,215	\$600	\$46,815
Associate	6	\$46,780	\$48,780	\$600	\$47,380
Associate	7	\$47,345	\$49,345	\$600	\$47,945
Associate	8	\$47,910	\$49,910	\$600	\$48,510
Associate	9	\$48,475	\$50,475	\$600	\$49,075
Associate	10	\$49,040	\$51,040	\$600	\$49,640
Associate	11	\$49,605	\$51,605	\$600	\$50,205
Associate	12	\$50,170	\$52,170	\$600	\$50,770
Associate	13	\$50,735	\$52,735	\$600	\$51,335
Associate	14	\$51,300	\$53,300	\$600	\$51,900
Associate	15	\$51,865	\$53,865	\$600	\$51,465
Associate	16	\$52,430	\$54,430	\$600	\$53,030
Associate	17	\$52,995	\$54,995	\$600	\$53,595
Associate	18	\$53,560	\$55,560	\$600	\$54,160
Associate	19	\$54,125	\$56,125	\$600	\$54,725
Associate	20	\$54,690	\$56,690	\$600	\$55,290
Associate	21	\$55,255	\$57,255	\$600	\$55,855
Associate	22	\$55,820	\$57,820	\$600	\$56,420
Associate	23	\$56,385	\$58,385	\$600	\$56,985
Associate	24	\$56,950	\$58,950	\$600	\$57,550
Associate	25	\$59,308	\$61,308	\$600	\$59,908
Associate	26	\$59,873	\$61,873	\$600	\$60,473
Associate	27	\$60,438	\$62,438	\$600	\$61,038

Returning Employees Only				
License/ Degree	Years Experienc e	Total Salary	Performance Supplement	Total Salary
Bachelors	0	\$48,18050,180	\$600	\$48,780
Bachelors	1	\$48,91550,915	\$600	\$49,515
Bachelors	2	\$49,65051,650	\$600	\$50,250
Bachelors	3	\$50,38552,385	\$600	\$50,985
Bachelors	4	\$51,12053,120	\$600	\$51,720
Bachelors	5	\$51,88553,885	\$600	\$52,485
Bachelors	6	\$52,59054,590	38 \$600	\$53,190
Bachelors	7	\$53,32555,325	\$600	\$53,925

Bachelors	8	\$54,06056,060	\$600	\$54,660
Bachelors	9	\$54,79556,795	\$600	\$55,395
Bachelors	10	\$55,53057,530	\$600	\$56,130
Bachelors	11	\$56,26558,265	\$600	\$56,865
Bachelors	12	\$57,00059,000	\$600	\$57,600
Bachelors	13	\$57,73559,735	\$600	\$58,335
Bachelors	14	\$58,47060,470	\$600	\$59,070
Bachelors	15	\$59,20561,205	\$600	\$59,805
Bachelors	16	\$59,94061,940	\$600	\$60,540
Bachelors	17	\$60,67562,675	\$600	\$61,275
Bachelors	18	\$61,21063,210	\$600	\$61,810
Bachelors	19	\$62,14564,145	\$600	\$62,745
Bachelors	20	\$62,88064,880	\$600	\$63,480
Bachelors	21	\$63,61565,615	\$600	\$64,215
Bachelors	22	\$64,35066,350	\$600	\$64,950
Bachelors	23	\$65,08567,085	\$600	\$65,685
Bachelors	24	\$65,82067,820	\$600	\$66,420
Bachelors	25	\$68,59070,590	\$600	\$69,190
Bachelors	26	\$69,32571,325	\$600	\$69,925
Bachelors	27	\$70,06072,060	\$600	\$70,660

Returning Employees Only

License/ Degree	Years Experienc e	Total Salary	Performance Supplement	Total Salary
Masters	0	\$49,31051,310	\$600	\$49,910
Masters	1	\$50,11752,117	\$600	\$50,717
Masters	2	\$50,92452,924	\$600	\$51,524
Masters	3	\$51,73153,731	\$600	\$52,331
Masters	4	\$52,53854,538	\$600	\$53,138
Masters	5	\$53,34555,345	\$600	\$53,945
Masters	6	\$54,15256,152	\$600	\$54,752
Masters	7	\$54,95956,959	\$600	\$55,559
Masters	8	\$55,76657,766	\$600	\$56,366
Masters	9	\$56,57358,573	\$600	\$57,173
Masters	10	\$57,38059,380	\$600	\$57,980
Masters	11	\$58,18760,187	\$600	\$58,787
Masters	12	\$58,99460,994	\$600	\$59,594
Masters	13	\$59,80161,801	\$600	\$60,401
Masters	14	\$60,60862,608	\$600	\$61,208
Masters	15	\$61,41563,415	\$600	\$62,015
Masters	16	\$62,22264,222	\$600	\$62,822
Masters	17	\$63,02965,029	\$600	\$63,629
Masters	18	\$63,83665,836	\$600	\$64,436
Masters	19	\$64,64366,643	\$600	\$65,243
Masters	20	\$65,45067,450	\$600	\$66,050
Masters	21	\$66,25768,257	\$600	\$66,857
Masters	22	\$67,06469,064	\$600	\$67,664
Masters	23	\$67,87169,871	\$600	\$68,471
Masters	24	\$68,67870,678	\$600	\$69,278
Masters	25	\$71,49073,490	\$600	\$72,090

Masters	26	\$72,297	\$600	\$72,897
Masters	27	\$73,104	\$600	\$73,704

Returning Employees Only

License/ Degree	Years Experience	Total Salary	Performance Supplement	Total Salary
Doctorate	0	\$50,440	\$600	\$51,040
Doctorate	1	\$51,319	\$600	\$51,919
Doctorate	2	\$52,198	\$600	\$52,798
Doctorate	3	\$53,077	\$600	\$53,677
Doctorate	4	\$53,956	\$600	\$54,556
Doctorate	5	\$54,835	\$600	\$55,435
Doctorate	6	\$55,714	\$600	\$56,314
Doctorate	7	\$56,593	\$600	\$57,193
Doctorate	8	\$57,472	\$600	\$58,072
Doctorate	9	\$58,351	\$600	\$58,951
Doctorate	10	\$59,230	\$600	\$59,830
Doctorate	11	\$60,109	\$600	\$60,709
Doctorate	12	\$60,988	\$600	\$61,588
Doctorate	13	\$61,867	\$600	\$62,467
Doctorate	14	\$62,746	\$600	\$63,346
Doctorate	15	\$63,625	\$600	\$64,225
Doctorate	16	\$64,504	\$600	\$65,104
Doctorate	17	\$65,383	\$600	\$65,983
Doctorate	18	\$66,262	\$600	\$66,862
Doctorate	19	\$67,141	\$600	\$67,741
Doctorate	20	\$68,020	\$600	\$68,620
Doctorate	21	\$68,899	\$600	\$69,499
Doctorate	22	\$69,778	\$600	\$70,378
Doctorate	23	\$70,657	\$600	\$71,257
Doctorate	24	\$71,536	\$600	\$72,136
Doctorate	25	\$74,415	\$600	\$75,015
Doctorate	26	\$75,294	\$600	\$75,894
Doctorate	27	\$76,173	\$600	\$76,773

Employees in this position will work 187 days, 7½ hours per day or 1,402.50 hours annually. Employees in this position will receive the same salary increases that certified personnel receive.

Employees filling this position will be credited with all years worked as long as the experience is similar in nature. Verification of this experience must be provided by the previous employer(s).

**Board Policy Manual
Jackson County School District**

Policy GGBB: Salary Scale: Supplement Scale

Status: DRAFT

Original Adopted Date: 09/15/2008 | **Last Revised Date:** 08/11/2025 | **Last Reviewed Date:** 08/11/2025

Position	Athletic Director	Strength & Conditioning	Head Coach	Head Coach	Director	Asst. Director	Technical Asst.	Director	Asst. Director
Sport/ Activity	Athletic Director	All	Archery	Archery	Band	Band	Band	Band	Band
School Level	High/ Middle	High	High	Middle	High	High	High	Middle	Middle
See Note	#1				#1		#2		
Days			111	N/A	95	95	95	N/A	N/A
0-2 yrs	Salary Based on policy GGBA	\$8,650	\$1,450	\$1,000	\$15,045	\$3,300	\$3,080	\$3,700	\$2,600
3-5 yrs		\$8,800	\$1,550	\$1,100	\$15,245	\$3,450	\$3,180	\$3,800	\$2,700
6-8 yrs		\$8,950	\$1,650	\$1,200	\$15,445	\$3,600	\$3,280	\$3,900	\$2,800
9-11 yrs		\$9,100	\$1,750	\$1,300	\$15,645	\$3,750	\$3,380	\$4,000	\$2,900
12-14 yrs		\$9,250	\$1,850	\$1,400	\$15,845	\$3,900	\$3,480	\$4,100	\$3,000
15-17 yrs		\$9,400	\$1,950	\$1,500	\$16,045	\$4,050	\$3,580	\$4,200	\$3,100
18-20 yrs		\$9,550	\$2,050	\$1,600	\$16,245	\$4,200	\$3,680	\$4,300	\$3,200
21-23 yrs		\$9,700	\$2,150	\$1,700	\$16,445	\$4,350	\$3,780	\$4,400	\$3,300
24-26 yrs		\$9,850	\$2,250	\$1,800	\$16,645	\$4,500	\$3,880	\$4,500	\$3,400
27-29 yrs		\$10,000	\$2,350	\$1,900	\$16,845	\$4,650	\$3,980	\$4,600	\$3,500
30 yrs & >		\$10,150	\$2,450	\$2,000	\$17,045	\$4,800	\$4,080	\$4,700	\$3,600

Position	Head Coach	Asst. Coach (3)	Head Coach	Asst. Coach	Head Coach	Asst. Coach	Head Coach	Head Coach	Asst. Coach
Sport/ Activity	Baseball	Baseball	Baseball	Baseball	Basketball Boys	Basketball Boys	Basketball Boys	Basketball Boys	Basketball Boys
School Level	High	High	Middle	Middle	High	High	High-9th	Middle-8th	Middle-8th
See Note	#1				#1				
Days	87	87	N/A	N/A	116	116	N/A	N/A	N/A
0-2 yrs	\$12,100	\$4,100	\$2,900	\$2,150	\$12,450	\$3,800	\$3,000	\$2,600	\$1,000
3-5 yrs	\$12,300	\$4,250	\$3,000	\$2,250	\$12,650	\$3,950	\$3,100	\$2,700	\$1,100
6-8 yrs	\$12,500	\$4,400	\$3,100	\$2,350	\$12,850	\$4,100	\$3,200	\$2,800	\$1,200
9-11 yrs	\$12,700	\$4,550	\$3,200	\$2,450	\$13,050	\$4,250	\$3,300	\$2,900	\$1,300
12-14 yrs	\$12,900	\$4,700	\$3,300	\$2,550	\$13,250	\$4,400	\$3,400	\$3,000	\$1,400
15-17 yrs	\$13,100	\$4,850	\$3,400	\$2,650	\$13,450	\$4,550	\$3,500	\$3,100	\$1,500
18-20 yrs	\$13,300	\$5,000	\$3,500	\$2,750	\$13,650	\$4,700	\$3,600	\$3,200	\$1,600
21-23 yrs	\$13,500	\$5,150	\$3,600	\$2,850	\$13,850	\$4,850	\$3,700	\$3,300	\$1,700
24-26 yrs	\$13,700	\$5,300	\$3,700	\$2,950	\$14,050	\$5,000	\$3,800	\$3,400	\$1,800
27-29 yrs	\$13,900	\$5,450	\$3,800	\$3,050	\$14,250	\$5,150	\$3,900	\$3,500	\$1,900
30 yrs & >	\$14,100	\$5,600	\$3,900	\$3,150	\$14,450	\$5,300	\$4,000	\$3,600	\$2,000

Position	Head Coach	Asst. Coach	Head Coach	Asst. Coach	Head Coach	Head Coach	Asst. Coach
Sport/ Activity	Basketball Boys	Basketball Boys	Basketball Girls	Basketball Girls	Basketball Girls	Basketball Girls	Basketball Girls
School Level	Middle-7th	Middle-7th	High	High	High-9th	Middle-8th	Middle-8th
See Note			#1				
Days	N/A	N/A	116	116	N/A	N/A	N/A
0-2 yrs	\$2,600	1,000	\$12,450	\$3,800	\$3,000	\$2,600	\$1,000
3-5 yrs	\$2,700	1,100	\$12,650	\$3,950	\$3,100	\$2,700	\$1,100
6-8 yrs	\$2,800	1,200	\$12,850	\$4,100	\$3,200	\$2,800	\$1,200
9-11 yrs	\$2,900	1,300	\$13,050	\$4,250	\$3,300	\$2,900	\$1,300
12-14 yrs	\$3,000	1,400	\$13,250	\$4,400	\$3,400	\$3,000	\$1,400
15-17 yrs	\$3,100	1,500	\$13,450	\$4,550	\$3,500	\$3,100	\$1,500
18-20 yrs	\$3,200	1,600	\$13,650	\$4,700	\$3,600	\$3,200	\$1,600
21-23 yrs	\$3,300	1,700	\$13,850	\$4,850	\$3,700	\$3,300	\$1,700
24-26 yrs	\$3,400	1,800	\$14,050	\$5,000	\$3,800	\$3,400	\$1,800
27-29 yrs	\$3,500	1,900	\$14,250	\$5,150	\$3,900	\$3,500	\$1,900
30 yrs & >	\$3,600	2,000	\$14,450	\$5,300	\$4,000	\$3,600	\$2,000

Position	Head Coach	Asst. Coach	Head Coach	Head Coach	Head Coach	Asst. Coach	Head Coach
Sport/ Activity	Basketball Girls	Basketball Girls	Bass Fishing	Bowling	Cheer	Cheer	Cheer
School Level	Middle-7th	Middle-7th	High	High	High	High	Middle
See Note							
Days	N/A	N/A	N/A	73	95	95	N/A
0-2 yrs	\$2,600	\$1,000	\$2,000	\$2,000	\$4,800	\$2,300	\$2,950
3-5 yrs	\$2,700	\$1,100	\$2,100	\$2,100	\$4,950	\$2,400	\$3,050
6-8 yrs	\$2,800	\$1,200	\$2,200	\$2,200	\$5,100	\$2,500	\$3,150
9-11 yrs	\$2,900	\$1,300	\$2,300	\$2,300	\$5,250	\$2,600	\$3,250
12-14 yrs	\$3,000	\$1,400	\$2,400	\$2,400	\$5,400	\$2,700	\$3,350
15-17 yrs	\$3,100	\$1,500	\$2,500	\$2,500	\$5,550	\$2,800	\$3,450
18-20 yrs	\$3,200	\$1,600	\$2,600	\$2,600	\$5,700	\$2,900	\$3,550
21-23 yrs	\$3,300	\$1,700	\$2,700	\$2,700	\$5,850	\$3,000	\$3,650
24-26 yrs	\$3,400	\$1,800	\$2,800	\$2,800	\$6,000	\$3,100	\$3,750
27-29 yrs	\$3,500	\$1,900	\$2,900	\$2,900	\$6,150	\$3,200	\$3,850
30 yrs & >	\$3,600	\$2,000	\$3,000	\$3,000	\$6,300	\$3,300	\$3,950

Position	Director	Director	Head Coach	Asst. Coach	Head Coach	Asst. Coach	Head Coach	Asst. Coach	Head Coach
Sport/ Activity	Choral	Choral	Cross Country Boys	Cross Country Boys	Cross Country Girls	Cross Country Girls	Dance	Dance	Dance
School Level	High	Middle	High	High	High	High	High	High	Middle
See Note									
Days	N/A	N/A	N/A	N/A	N/A	MA	95	95	N/A
0-2 yrs	\$3,000	\$2,000	\$2,200	\$1,000	\$2,200	\$1,000	\$3,550	\$1,000	\$2,050
3-5 yrs	\$3,100	\$2,100	\$2,350	\$1,100	\$2,350	\$1,100	\$3,700	\$1,100	\$2,150
6-8 yrs	\$3,200	\$2,200	\$2,500	\$1,200	\$2,500	\$1,200	\$3,850	\$1,200	\$2,250
9-11 yrs	\$3,300	\$2,300	\$2,650	\$1,300	\$2,650	\$1,300	\$4,000	\$1,300	\$2,350
12-14 yrs	\$3,400	\$2,400	\$2,800	\$1,400	\$2,800	\$1,400	\$4,150	\$1,400	\$2,450
15-17 yrs	\$3,500	\$2,500	\$2,950	\$1,500	\$2,950	\$1,500	\$4,300	\$1,500	\$2,550
18-20 yrs	\$3,600	\$2,600	\$3,100	\$1,600	\$3,100	\$1,600	\$4,450	\$1,600	\$2,650
21-23 yrs	\$3,700	\$2,700	\$3,250	\$1,700	\$3,250	\$1,700	\$4,600	\$1,700	\$2,750
24-26 yrs	\$3,800	\$2,800	\$3,400	\$1,800	\$3,400	\$1,800	\$4,750	\$1,800	\$2,850
27-29 yrs	\$3,900	\$2,900	\$3,550	\$1,900	\$3,550	\$1,900	\$4,900	\$1,900	\$2,950
30 yrs & >	\$4,000	\$3,000	\$3,700	\$2,000	\$3,700	\$2,000	\$5,050	\$2,000	\$3,050

Position	Head Coach	Head Coach	Asst. Coach (3)	Head Coach	Asst. Coach	Head Coach	Offensive Coordinator	Defensive Coordinator	Asst. Coach (3) (4) 4A
Sport/ Activity	eSports	Fast Pitch	Fast Pitch	Fast Pitch	Fast Pitch	Football	Football	Football	Football
School Level	High	High	High	Middle	Middle	High	High	High	High
See Note		#1				#1	#1	#1	
Days	N/A	87	87	N/A	N/A	95	95	95	95
						Flat Rate Salary			
0-2 yrs	\$3,000	\$12,100	\$4,100	\$2,900	\$2,150	~~\$81,000~~ 83,000	\$11,200	\$11,200	\$8,650
3-5 yrs	\$3,100	\$12,300	\$4,250	\$3,000	\$2,250	~~\$81,200~~ 83,200	\$11,400	\$11,400	\$8,800
6-8 yrs	\$3,200	\$12,500	\$4,400	\$3,100	\$2,350	~~\$81,400~~ 83,400	\$11,600	\$11,600	\$8,950
9-11 yrs	\$3,300	\$12,700	\$4,550	\$3,200	\$2,450	~~\$81,600~~ 83,600	\$11,800	\$11,800	\$9,100
12-14 yrs	\$3,400	\$12,900	\$4,700	\$3,300	\$2,550	~~\$81,800~~ 83,800	\$12,000	\$12,000	\$9,250
15-17 yrs	\$3,500	\$13,100	\$4,850	\$3,400	\$2,650	~~\$82,000~~ 84,000	\$12,200	\$12,200	\$9,400
18-20 yrs	\$3,600	\$13,300	\$5,000	\$3,500	\$2,750	~~\$82,200~~ 84,200	\$12,400	\$12,400	\$9,550
21-23 yrs	\$3,700	\$13,500	\$5,150	\$3,600	\$2,850	~~\$82,400~~ 84,400	\$12,600	\$12,600	\$9,700
24-26 yrs	\$3,800	\$13,700	\$5,300	\$3,700	\$2,950	~~\$82,600~~ 84,600	\$12,800	\$12,800	\$9,850
27-29 yrs	\$3,900	\$13,900	\$5,450	\$3,800	\$3,050	~~\$82,800~~ 84,800	\$13,000	\$13,000	\$10,000

30 yrs & >	\$4,000	\$14,100	\$5,600	\$3,900	\$3,150	\$83,000 85,000	\$13,200	\$13,200	\$10,150
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Position	Head Coach	Asst. Coach	Head Coach	Asst. Coach	Head Coach	Head Coach	Head Coach	Head Coach
Sport/ Activity	Football	Football	Football	Football	GolfBoys	Golf Girls	Power Lifting Boys	Power Lifting Girls
School Level	Middle-8th	Middle-8th	Middle-7th	Middle-7th	High	High	High	High
See Note								
Days	N/A	N/A	N/A	N/A	84	84	109	109
0-2 yrs	\$5,700	\$2,800	\$4,300	\$2,300	\$2,500	\$2,500	\$1,900	\$1,900
3-5 yrs	\$5,800	\$2,900	\$4,400	\$2,400	\$2,600	\$2,600	\$2,000	\$2,000
6-8 yrs	\$5,900	\$3,000	\$4,500	\$2,500	\$2,700	\$2,700	\$2,100	\$2,100
9-11 yrs	\$6,000	\$3,100	\$4,600	\$2,600	\$2,800	\$2,800	\$2,200	\$2,200
12-14 yrs	\$6,100	\$3,200	\$4,700	\$2,700	\$2,900	\$2,900	\$2,300	\$2,300
15-17 yrs	\$6,200	\$3,300	\$4,800	\$2,800	\$3,000	\$3,000	\$2,400	\$2,400
18-20 yrs	\$6,300	\$3,400	\$4,900	\$2,900	\$3,100	\$3,100	\$2,500	\$2,500
21-23 yrs	\$6,400	\$3,500	\$5,000	\$3,000	\$3,200	\$3,200	\$2,600	\$2,600
24-26 yrs	\$6,500	\$3,600	\$5,100	\$3,100	\$3,300	\$3,300	\$2,700	\$2,700
27-29 yrs	\$6,600	\$3,700	\$5,200	\$3,200	\$3,400	\$3,400	\$2,800	\$2,800
30 yrs & >	\$6,700	\$3,800	\$5,300	\$3,300	\$3,500	\$3,500	\$2,900	\$2,900

Position	Head Coach	Asst. Coach	Head Coach	Asst. Coach	Head Coach	Head Coach	Head Coach	Asst. Coach
Sport/ Activity	Soccer-Boys	Soccer-Boys	Soccer-Girls	Soccer-Girls	Soccer-Boys	Soccer-Girls	Swim	Swim
School Level	High	High	High	High	Middle	Middle	High	High
See Note								
Days	95	95	95	95	N/A	N/A	84	84
0-2 yrs	\$3,950	\$2,450	\$3,950	\$2,450	\$1,950	\$1,950	\$2,900	\$1,500
3-5 yrs	\$4,100	\$2,550	\$4,100	\$2,550	\$2,050	\$2,050	\$3,000	\$1,600
6-8 yrs	\$4,250	\$2,650	\$4,250	\$2,650	\$2,150	\$2,150	\$3,100	\$1,700
9-11 yrs	\$4,400	\$2,750	\$4,400	\$2,750	\$2,250	\$2,250	\$3,200	\$1,800
12-14 yrs	\$4,550	\$2,850	\$4,550	\$2,850	\$2,350	\$2,350	\$3,300	\$1,900
15-17 yrs	\$4,700	\$2,950	\$4,700	\$2,950	\$2,450	\$2,450	\$3,400	\$2,000
18-20 yrs	\$4,850	\$3,050	\$4,850	\$3,050	\$2,550	\$2,550	\$3,500	\$2,100
21-23 yrs	\$5,000	\$3,150	\$5,000	\$3,150	\$2,650	\$2,650	\$3,600	\$2,200
24-26 yrs	\$5,150	\$3,250	\$5,150	\$3,250	\$2,750	\$2,750	\$3,700	\$2,300
27-29 yrs	\$5,300	\$3,350	\$5,300	\$3,350	\$2,850	\$2,850	\$3,800	\$2,400
30 yrs & >	\$5,450	\$3,450	\$5,450	\$3,450	\$2,950	\$2,950	\$3,900	\$2,500

Position	Head Coach	Asst. Coach	Head Coach	Asst. Coach	Head Coach	Asst. Coach	Head Coach	Head Coach
Sport/ Activity	Tennis	Tennis	Track-Boys	Track-Boys	Track-Girls	Track-Girls	Track-Boys	Track-Girls
School Level	High	High	High	High	High	High	Middle	Middle
See Note								
Days	77	77	81	81	81	81	N/A	N/A
0-2 yrs	\$2,500	\$1,500	\$2,400	\$1,500	\$2,400	\$1,500	\$1,900	\$1,900
3-5 yrs	\$2,600	\$1,600	\$2,550	\$1,600	\$2,550	\$1,600	\$2,000	\$2,000
6-8 yrs	\$2,700	\$1,700	\$2,700	\$1,700	\$2,700	\$1,700	\$2,100	\$2,100
9-11 yrs	\$2,800	\$1,800	\$2,850	\$1,800	\$2,850	\$1,800	\$2,200	\$2,200
12-14 yrs	\$2,900	\$1,900	\$3,000	\$1,900	\$3,000	\$1,900	\$2,300	\$2,300
15-17 yrs	\$3,000	\$2,000	\$3,150	\$2,000	\$3,150	\$2,000	\$2,400	\$2,400
18-20 yrs	\$3,100	\$2,100	\$3,300	\$2,100	\$3,300	\$2,100	\$2,500	\$2,500
21-23 yrs	\$3,200	\$2,200	\$3,450	\$2,200	\$3,450	\$2,200	\$2,600	\$2,600
24-26 yrs	\$3,300	\$2,300	\$3,600	\$2,300	\$3,600	\$2,300	\$2,700	\$2,700
27-29 yrs	\$3,400	\$2,400	\$3,750	\$2,400	\$3,750	\$2,400	\$2,800	\$2,800
30 yrs & >	\$3,500	\$2,500	\$3,900	\$2,500	\$3,900	\$2,500	\$2,900	\$2,900

Position	Head Coach	Asst. Coach	Head Coach	Asst. Coach	Head Coach	Asst. Coach	Head Coach	Asst. Coach
Sport/ Activity	Volleyball	Volleyball	Volleyball	Volleyball	Wrestling	Wrestling	Flag Football	Flag Football
School Level	High	High	Middle	Middle	High	High	High	High
See Note								
Days	88	88	N/A	N/A	N/A	N/A	88	88
0-2 yrs	\$3,800	\$2,200	\$2,050	\$1,100	\$2,100	\$1,100	\$3,800	\$2,200
3-5 yrs	\$3,950	\$2,300	\$2,150	\$1,200	\$2,200	\$1,200	\$3,950	\$2,300
6-8 yrs	\$4,100	\$2,400	\$2,250	\$1,300	\$2,300	\$1,300	\$4,100	\$2,400
9-11 yrs	\$4,250	\$2,500	\$2,350	\$1,400	\$2,400	\$1,400	\$4,250	\$2,500
12-14 yrs	\$4,400	\$2,600	\$2,450	\$1,500	\$2,500	\$1,500	\$4,400	\$2,600
15-17 yrs	\$4,550	\$2,700	\$2,550	\$1,600	\$2,600	\$1,600	\$4,550	\$2,700
18-20 yrs	\$4,700	\$2,800	\$2,650	\$1,700	\$2,700	\$1,700	\$4,700	\$2,800
21-23 yrs	\$4,850	\$2,900	\$2,750	\$1,800	\$2,800	\$1,800	\$4,850	\$2,900
24-26 yrs	\$5,000	\$3,000	\$2,850	\$1,900	\$2,900	\$1,900	\$5,000	\$3,000
27-29 yrs	\$5,150	\$3,100	\$2,950	\$2,000	\$3,000	\$2,000	\$5,150	\$3,100
30 yrs & >	\$5,300	\$3,200	\$3,050	\$2,100	\$3,100	\$2,100	\$5,300	\$3,200

SUPPLEMENTS:

School Technology Leader – PRIMARY ONLY	\$1,000 (for ALL schools except SMMS & SMHS)
School Technology Leader – SMMS & SMHS	Split as Primary and Secondary: Primary – \$1,000; Secondary – \$500
Curriculum Development	\$28.00 per hour
Distance Learning Teacher	\$1,000
Fab Lab Community Outreach	\$5,000
Lead Psychologist	\$5,000 plus 10 days
Lead SLP	\$2,500 plus 10 days
LSC Chairperson	\$1,000
Mock Trial Team Sponsor (1)	\$500
New Teacher Training	\$100 per day
Professional Development Coordinator (Schools)	\$500 or 5 days of sick
Professional Development Coordinator (JCTC)	\$335 or 3 days of sick
School Test Coordinator (Elementary and Middle)	\$800
School Test Coordinator (High and JCTC)	\$1,600
Speech & Debate Sponsor (1 per High School)	\$500
STEM/Extra Curricula Coaches (5 per HS, 4 per MS, 3 per Elem)	\$250
Title I Facilitator (1 per Title School)	\$1,000
Gifted Coordinator	\$6,000
Tutoring (Certified Teacher)	\$28.00 per hour
Yearbook (Elementary School)	\$1,000
Yearbook (High School)	\$2,500
Yearbook (Middle School)	\$1,000
EL Tutor/Translator (Certified), EL Coordinator	~~\$30.00~~ 32.00 per hour
CTE Aquaculture & Agriculture Teachers	\$1,500

Note 1: Duties for select supplemental positions will be included in the employee's yearly teaching contract. Employee performance in these positions will be evaluated under the terms and conditions of the teaching contract. All other employees who fill supplement positions, will be considered "At Will Employees." Positions included in teaching contracts will be:

1. Athletic Director
2. High School Head Football Coach
3. High School Offensive Coordinator
4. High School Defense Coordinator
5. High School Band Director
6. High School Head Baseball Coach
7. High School Head Softball Coach
8. High School Head Boys Basketball Coach
9. High School Head Girls Baseball Coach

above understand that the coaching positions may be contingent upon the employee's teaching position and the teaching position may be contingent upon the employee's coaching position. In the event that an employee is non-renewed, discharged, or released from either the coaching or teaching position, he/she may also be relieved from all positions in the district. If the employee elects to submit a resignation from either his/her teaching position or the new coaching position, the employee may be released from both positions.

Note 2: The Band Director shall be responsible for selecting/hiring Band Technical Assistants to target and improve specific skill sets as determined necessary by the Band Director. Individuals who fill these supplemental positions will be considered "At Will Employees." The number of Band Technical Assistants allowed for each attendance center will be based on the number of band members from the previous year in the following manner:

Number of Band Members	Band Technical Assistants Per Season
Up to 50	2
Up to 75	3
Up to 100	4
100+	5

For this policy, the term "Band Member" includes both musicians and color guard members. "Season" is defined as Fall (marching/competition) and Spring (concert/indoor).

An Assistant Band Director at the middle school will be allocated for 150 or more students.

Any supplement that decreases as a result of this policy revision will be frozen at the current rate as long as the current coach remains in that position.

Athletic Director (AD) salary will be in accordance with policy GGBA. The AD will NOT receive the per diem playoff compensation.

The AD will be eligible for district academic performance pay.

NOTE: Any current athletic director adversely affected by this change will be frozen at the higher salary.

Head Football Coach

Additionally, the head football coach will receive the per diem playoff performance compensation. The head football coach will be eligible for district academic performance pay.

NOTE: Any current head football coach adversely affected by this change will be frozen at the higher salary.

High School Band Director

The high school band director will receive the per diem playoff performance compensation. The high school band director will be eligible for the district academic performance pay. An Assistant Band Director at the middle school will be allocated for 150 or more students.

HEAD FOOTBALL COACHES	FOOTBALL OC & DC	ASSISTANT FOOTBALL COACHES
Round 1: \$1,250.00	Round 1: \$ 750.00	Round 1: \$ 500.00
Round 2: \$1,750.00	Round 2: \$1,250.00	Round 2: \$ 750.00
Round 3: \$2,250.00	Round 3: \$1,750.00	Round 3: \$1,000.00
Round 4: \$2,750.00	Round 4: \$2,250.00	Round 4: \$1,250.00

Level 1 Head Coaches	Level 1 Assistant Coaches
Round 1: \$1,000.00	Round 1: \$ 250.00
Round 2: \$1,250.00	Round 2: \$ 500.00
Round 3: \$1,500.00	Round 3: \$ 750.00

Round 4: \$1,750.00	Round 4: \$1,000.00
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Level 2 Head Coaches	Level 2 Assistant Coaches
ONE-TIME PER DIEM PAYMENT FOR MAKING PLAYOFFS: \$1,000.00	ONE-TIME PER DIEM PAYMENT FOR MAKING PLAYOFFS: \$ 750.00

Level 3 Head Coaches	Level 3 Assistant Coaches
ONE-TIME PER DIEM PAYMENT FOR MAKING PLAYOFFS OR COMPETING IN MHSAA COMPETITION: \$750.00	ONE-TIME PER DIEM PAYMENT OF MAKING PLAYOFFS OR COMPETING IN MHSAA COMPETITION: \$500.00

Level 1 Sports: Baseball, Basketball, Softball

Level 2 Sports: Cross Country, Powerlifting, Golf, Tennis, Soccer, Swim, Track, Volleyball, Wrestling

Level 3 Sports: Archery, Band, Bowling, Cheer, Choral, Dance, eSports

NOTE:

- Band, Cheer, Dance **WILL NOT** receive Per Diem for football playoffs, and **MUST** compete in the MHSAA State Competition in order to receive Per Diem.
- Choral and eSports **MUST** compete in the MHSAA State Competition in order to receive Per Diem.
- Strength/Conditioning, Bass Fishing and Band Technical Assistants **WILL NOT** receive Per Diem.

Policy GGBJA: Salary Scale: School Nurse

Status: DRAFT

Original Adopted Date: 03/16/2009 | **Last Revised Date:** 10/13/2025 | **Last Reviewed Date:** 10/13/2025

License/ Degree	Years Experience	Total Salary	Returning Employees Only	
			Performance Supplement	Total Salary
Associate	0	\$42,230	\$600	\$42,830
Associate	1	\$42,300	\$600	\$42,900
Associate	2	\$42,370	\$600	\$42,970
Associate	3	\$42,825	\$600	\$43,425
Associate	4	\$43,390	\$600	\$43,990
Associate	5	\$43,955	\$600	\$44,555
Associate	6	\$44,520	\$600	\$45,120
Associate	7	\$45,085	\$600	\$45,685
Associate	8	\$45,650	\$600	\$46,250
Associate	9	\$46,215	\$600	\$46,815
Associate	10	\$46,780	\$600	\$47,380
Associate	11	\$47,345	\$600	\$47,945
Associate	12	\$47,910	\$600	\$48,510
Associate	13	\$48,475	\$600	\$49,075
Associate	14	\$49,040	\$600	\$49,640
Associate	15	\$49,605	\$600	\$50,205
Associate	16	\$50,170	\$600	\$50,770
Associate	17	\$50,735	\$600	\$51,335
Associate	18	\$51,300	\$600	\$51,900
Associate	19	\$51,865	\$600	\$52,465
Associate	20	\$52,430	\$600	\$53,030
Associate	21	\$52,995	\$600	\$53,595
Associate	22	\$53,560	\$600	\$54,160
Associate	23	\$54,125	\$600	\$54,725
Associate	24	\$54,690	\$600	\$55,290
Associate	25	\$55,255	\$600	\$55,855
Associate	26	\$55,820	\$600	\$56,420
Associate	27	\$56,385	\$600	\$56,985

License/ Degree	Years Experience	Total Salary	Returning Employees Only	
			Performance Supplement	Total Salary
BSN	0	\$44,510	\$600	\$45,110
BSN	1	\$44,585	\$600	\$45,185
BSN	2	\$44,660	\$600	\$45,260
BSN	3	\$45,395	\$600	\$45,995
BSN	4	\$46,130	\$600	\$46,730

BSN	5	\$46,86548,865	\$600	\$47,465
BSN	6	\$47,60049,600	\$600	\$48,200
BSN	7	\$48,33550,335	\$600	\$48,935
BSN	8	\$49,07051,070	\$600	\$49,670
BSN	9	\$49,80551,805	\$600	\$50,405
BSN	10	\$50,54052,540	\$600	\$51,140
BSN	11	\$51,27553,275	\$600	\$51,875
BSN	12	\$52,01054,010	\$600	\$52,610
BSN	13	\$52,74554,745	\$600	\$53,345
BSN	14	\$53,48055,480	\$600	\$54,080
BSN	15	\$54,21556,215	\$600	\$54,815
BSN	16	\$54,95056,950	\$600	\$55,550
BSN	17	\$55,68557,685	\$600	\$56,285
BSN	18	\$56,42058,420	\$600	\$57,020
BSN	19	\$57,15559,155	\$600	\$57,755
BSN	20	\$57,89059,890	\$600	\$58,490
BSN	21	\$58,62560,625	\$600	\$59,225
BSN	22	\$59,36061,360	\$600	\$59,960
BSN	23	\$60,09562,095	\$600	\$60,695
BSN	24	\$60,83062,830	\$600	\$61,430
BSN	25	\$63,62565,625	\$600	\$64,225
BSN	26	\$64,36066,360	\$600	\$64,960
BSN	27	\$65,09567,095	\$600	\$65,695

License/ Degree	Years Experience	Total Salary	Returning Employees Only	
			Performance Supplement	Total Salary
Masters	0	\$45,77447,774	\$600	\$46,374
Masters	1	\$45,85447,854	\$600	\$46,454
Masters	2	\$45,93447,934	\$600	\$46,534
Masters	3	\$46,74148,741	\$600	\$47,341
Masters	4	\$47,54849,548	\$600	\$48,148
Masters	5	\$48,35550,355	\$600	\$48,955
Masters	6	\$49,16251,162	\$600	\$49,762
Masters	7	\$49,96951,969	\$600	\$50,569
Masters	8	\$50,77652,776	\$600	\$51,376
Masters	9	\$51,58353,583	\$600	\$52,183
Masters	10	\$52,39054,390	\$600	\$52,990
Masters	11	\$53,19755,197	\$600	\$53,797
Masters	12	\$54,00456,004	\$600	\$54,604
Masters	13	\$54,81156,811	\$600	\$55,411
Masters	14	\$55,61857,618	\$600	\$56,218
Masters	15	\$56,42558,425	\$600	\$57,025
Masters	16	\$57,23259,232	\$600	\$57,832
Masters	17	\$58,03960,039	\$600	\$58,639
Masters	18	\$58,84660,846	\$600	\$59,446
Masters	19	\$59,65361,653	\$600	\$60,253

Masters	20	\$60,460	\$600	\$61,060
Masters	21	\$61,267	\$600	\$61,867
Masters	22	\$62,074	\$600	\$62,674
Masters	23	\$62,881	\$600	\$63,481
Masters	24	\$63,688	\$600	\$64,288
Masters	25	\$66,555	\$600	\$67,155
Masters	26	\$67,362	\$600	\$67,962
Masters	27	\$68,169	\$600	\$68,769

			Returning Employees Only	
License/ Degree	Years Experience	Total Salary	Performance Supplement	Total Salary
Doctorate	0	\$47,138	\$600	\$47,738
Doctorate	1	\$47,223	\$600	\$47,823
Doctorate	2	\$47,308	\$600	\$47,908
Doctorate	3	\$48,981	\$600	\$49,581
Doctorate	4	\$49,860	\$600	\$50,460
Doctorate	5	\$50,739	\$600	\$51,339
Doctorate	6	\$51,618	\$600	\$52,218
Doctorate	7	\$52,497	\$600	\$53,097
Doctorate	8	\$53,376	\$600	\$53,976
Doctorate	9	\$54,255	\$600	\$54,855
Doctorate	10	\$55,134	\$600	\$55,734
Doctorate	11	\$56,013	\$600	\$56,613
Doctorate	12	\$56,892	\$600	\$57,492
Doctorate	13	\$57,771	\$600	\$58,371
Doctorate	14	\$58,650	\$600	\$59,250
Doctorate	15	\$59,529	\$600	\$60,129
Doctorate	16	\$60,408	\$600	\$61,008
Doctorate	17	\$61,287	\$600	\$61,887
Doctorate	18	\$62,166	\$600	\$62,766
Doctorate	19	\$63,045	\$600	\$63,645
Doctorate	20	\$63,924	\$600	\$64,524
Doctorate	21	\$64,803	\$600	\$65,403
Doctorate	22	\$65,682	\$600	\$66,282
Doctorate	23	\$66,561	\$600	\$67,161
Doctorate	24	\$67,440	\$600	\$68,040
Doctorate	25	\$69,585	\$600	\$70,185
Doctorate	26	\$70,464	\$600	\$71,064
Doctorate	27	\$71,343	\$600	\$71,943

Employees in this position will work 187 days 7½ hours per day or 1,402.50 hours annually. Employees in this position will receive the same salary increases that certified personnel receive. Employees filling this position will be credited with all years worked as long as the experience is similar in nature . Verification of this experience must be provided by the previous employer(s).

Policy GBDB: Retired Teacher Employment

Status: DRAFT

Original Adopted Date: 08/12/2024 | Last Revised Date: 03/09/2026 | Last Reviewed Date: 03/09/2026

The Jackson County School District may allow retired teachers to return to the classroom to teach if at any time the district is designated by the Mississippi Department of Education (MDE) as having critical shortages and/or critical subject-area shortages. Teachers may return to employment after retirement if they meet certain criteria under law. A retired teacher must:

1. Have at least 30 years of credible service at the time of their retirement;
2. Have been employed as a public school teacher at the time of retirement;
3. Have been retired at least 90 days;
4. Be currently receiving a retirement allowance; AND
5. Have a standard Mississippi teaching license.

Teachers who retired with 25 years of creditable service as of July 1, 2024, may also qualify if they meet all other requirements above. Retired teachers may return to employment for a total of five (5) consecutive or intermittent years. If any reemployed retiree works for any portion of a scholastic year less than a full contractual term of traditional teachers, the time worked by the retired teacher shall constitute one of the five allowable years of post-retirement teaching eligibility.

The person considered for reemployment must also meet other conditions such as the possession of adequate licensure and endorsement in the applicable subject area and certification by the local superintendent that the teacher possesses the requisite experience, training and expertise relevant to the position to be filled. The teacher must have possessed a satisfactory performance review before retirement and cannot have any preexisting arrangement of employment.

The district shall rely on the salary schedule in Section 37-19-7 in considering the salary for a retired teacher; provided, however, that the district may allocate up to 125% of the amount provided under the salary schedule comparable to the teacher's years of service and license type as salary and assessment under the program. After determining the retired teacher's compensation, the district may pay no more than 50% of the retired teacher's compensation as salary to the retired teacher. The remaining 50% of the retired teacher's compensation as salary shall be paid by the district to PERS as a pension liability participation assessment. The retiree will continue receiving his or her retirement allowance and be a contributing member of the system without accruing additional retirement benefits for five years of participation.

A retired teacher shall be entitled to work in any applicable school district and shall not be obligated to remain in any one district for the entirety of his or her post-retirement teaching eligibility.

The Jackson County School District may employ any Public Employees' Retirement System (PERS) retiree for a period of time agreed to between the employee and the school district. Compensation for this service shall be in an amount not to exceed eighty percent (80%) of the salary in effect for the position at the time of employment.

CONTRACT

A written agreement for employment may only be executed after the conclusion of a thirty (30) day separation period following the employee's retirement. The written agreement must detail:

1. The covered employment position.
2. The full salary of the position.
3. The percentage of salary the returning employee will receive as compensation.

Both the District and the employee must sign the agreement and provide a copy to the retirement system. Any subsequent amendments to the terms and conditions must be in writing, signed by both parties, and provided to the system within 20 working days of the execution of the agreement.

The District is responsible for the entire amount of required contributions to the system. This amount shall be equal to the sum of the current employer contribution rate and the current employee contribution rate in effect in the year of the return-to-work employment.

The agreement shall state that the employee shall not gain any additional rights or benefits toward retirement from returning to work under Miss Code 25-11-127(4)(c). Employer contributions are designed solely to offset any pension liability created by this employment.

RESTRICTIONS

No retiree may return to work under Miss Code 25-11-127(4)(c) as a superintendent.

No retiree whose retirement allowance is subject to an actuarial reduction (other than as a result of taking partial lump-sum distribution or any other optional benefit under Miss Code 25-11-115) may return to work under Miss Code 25-11-127(4)(c).

Policy GFABH: Job Description: Teacher Aide Special Education

Status: DRAFT

Original Adopted Date: 09/07/1995 | **Last Revised Date:** 08/12/2024 | **Last Reviewed Date:** 08/12/2024

TEACHER AIDE SPECIAL EDUCATION

QUALIFICATIONS

Pre-Kindergarten

- Early Childhood Associate Degree

OR

- Associate Degree OR 60 College Credit Hours AND 12 Early Childhood College Credit Hours* OR Completion of an Early Childhood Training Program**

OR

- High School Diploma/GED AND Verification of WorkKeys® Scores*** AND 12 Early Childhood College Credit Hours OR Completion of an Early Childhood Training Program**

1. Possess a general understanding of the District Special Educational Program
2. Ability to lift a minimum of 25 pounds

*These hours can be included in the Associate Degree or 60 College Credit Hours

**Completion of an Early Childhood Training Program includes the Child Development

Associate (CDA), National/State Director's Credential Montessori Credential, and the

MDE's intensive specialized Early Childhood Training Program.

~~***WorkKeys® requirements: Reading for Information score of 4, Applied Mathematics score~~

~~of 4, and a Writing or Business Writing score of 3.~~

***After 2017, WorkKeys® requirements: Silver certificate consisting of a minimum score of 4 on ACT WorkKeys, Applied Math, Graphic Literacy, and Workplace Document Assessments.

Kindergarten – 12th grade

1. Associate Degree or higher OR
2. Two years or 48 College Credit Hours (transcript verification required) OR
3. High School Diploma/GED AND Verification of WorkKeys® Scores*
4. Possess a general understanding of the District Special Educational Program
5. Ability to lift a minimum of 25 pounds

~~*WorkKeys® requirements: Reading for Information score of 4, Applied Mathematics score~~

~~of 4, and a Writing or Business Writing score of 3.~~

*After 2017, WorkKeys® requirements: Silver certificate consisting of a minimum score of 4 on ACT WorkKeys, Applied Math, Graphic Literacy, and Workplace Document Assessments.

REPORTS TO:

Building Principal

DUTIES:

1. Works under the guidance of certified teachers.
2. Assists in supervising students through the day's activities.
3. Is supervised in creating individualized learning materials and modifying existing curriculum for access to general education.
4. Implements motor/mobility plans given by an Occupational Therapist and Physical Therapist while under the supervision of a certified teacher.
5. Assists group at lunch/recess and assists with specified accommodations.
6. Performs routine clerical duties such as: duplication of learning materials, bulletin boards, inventories, filing, etc.
7. Assists with personal care (example: toileting, feeding, etc.).
8. Supervises students for a limited amount of time during classroom hours.
9. Follows specified lesson plans assigned each day for daily activities from the certified teacher.
10. Attends professional development offered by the Special Education Department.
11. Serves as a member of the IEP team for students served.
12. Performs such other duties as may be assigned by the Principal and/or the Director of Special Education.

TERMS OF EMPLOYMENT:

180 days, salary as established by the Board of Education.

EVALUATION:

Performance in this position should be evaluated regularly by the Principal and/or Director of Special Education in accordance with provisions established by the board of Education.

AREAS EVALUATED INCLUDE BUT ARE NOT LIMITED TO:

1. Reinforces skills taught by a speech therapist, and/or a certified general/special education teacher as well as Positive Behavior Support.
 2. Assists students with organizational skills, homework, and assessments.
 3. Monitors and provides assistance during seatwork activities.
-

Policy GFBCD: Job Description: Assistant Teacher (Aide)

Status: DRAFT

Original Adopted Date: 04/09/1998 | **Last Revised Date:** 05/12/2025 | **Last Reviewed Date:** 05/12/2025

ASSISTANT TEACHER (AIDE)

QUALIFICATIONS:

Transcripts are required for all degrees, diplomas and educational hours.

Pre-Kindergarten

1. Early Childhood Associate Degree OR
2. Associate Degree OR 60 College Credit Hours AND 12 Early Childhood College Credit Hours* OR Completion of an Early Childhood Training Program**
3. High School Diploma/GED AND Verification of WorkKeys® Scores*** AND 12 Early Childhood College Credit Hours OR Completion of an Early Childhood Training Program**
4. Possess a general understanding of the District Educational Program
5. Ability to lift a minimum of 25 pounds

*These hours can be included in the Associate Degree or 60 College Credit Hours

**Completion of an Early Childhood Training Program includes the Child Development Associate (CDA), National/State Director's Credential Montessori Credential, and the MDE's intensive specialized Early Childhood Training Program.

***After 2017, WorkKeys® requirements: Silver certificate consisting of a minimum score of 4 on ACT WorkKeys Applied Math, Graphic Literacy, and Workplace Documents Assessments.

Kindergarten – 12th grade

1. Associate Degree or higher OR
2. Two years or 48 College Credit Hours OR
3. High School Diploma/GED AND Verification of WorkKeys® Scores*
4. Possess a general understanding of the District Educational Program
5. Ability to lift a minimum of 25 pounds

*After 2017, WorkKeys® requirements: Silver certificate consisting of a minimum score of 4 on ACT WorkKeys Applied Math, Graphic Literacy, and Workplace Documents Assessments.

REPORTS TO:

Building Principal

JOB GOAL:

The Assistant Teacher is to assist the Supervising Certified Teacher in planning, implementing, and conducting an effective educational program, as well as related supporting activities of the school.

JOB DUTIES:

1. Contribute through their work to the development and implementation of a successful instructional program.
2. Promote a positive image of the school and district program to the public.
3. Work harmoniously with staff and students.
4. Model good reading, writing, and speaking skills for students.
5. Cooperate with the supervising certified teacher(s).
6. Attend and participate in professional development programs.
7. Work directly with students, reinforcing skills taught by a certified teacher.
8. Monitor written assignments as students work. When a misunderstanding of an assignment is detected, immediate re-teaching/reinforcing will be provided.
9. Work with a large group when reading to the group and/or playing vocabulary games.
10. Work with individuals or small groups to reinforce basic language, reading, mathematics and social skills.
11. Assist the classroom teacher on the playground in teaching and coaching physical activities that strengthen large motor skills.

12. Attend parent-teacher conferences, as directed.
13. Serve as a resource person in curriculum, organization, and student evaluation.
14. Assist the supervising teacher with resource files, audiovisual items, student unit packets, etc.
15. Serve as proctor among students at any time (such as classroom management, recess duty, testing, etc.) under the direct and immediate supervision of a certified teacher.
16. Perform other such reasonable duties as directed by the administration and/or certified supervising teacher.

TERMS OF EMPLOYMENT:

To be employed for 8 hours per day, 180 days per year.

Salary established by Board Policy GGBD.

EVALUATION:

Performance in this position shall be evaluated regularly by the Principal in accordance with provisions established by the Board of Education.

Policy DJEC: Federal Purchasing and Procurement

Status: DRAFT

Original Adopted Date: 11/04/2022 | **Last Revised Date:** 05/12/2025 | **Last Reviewed Date:** 05/12/2025

FEDERAL PURCHASING AND PROCUREMENT

The Jackson County School District shall comply with all state and federal laws regarding purchasing and procurement. The implementation of this guidance is to reduce administrative burden and risk of waste, fraud, and abuse for federal awards. ~~As required by 2 CFR 200.319 all procurement transactions under the federal award must be conducted in a manner that provides full and open competition and is consistent with the standards of this section and 200.320.~~

When utilizing federal funds, district staff must strictly adhere to the guidance and rules outlined by the Office of Management and Budget (OMB) in the Uniformed Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (2 CFR Part 200); including but not limited to the following:

- Federal purchases of services and perishable food/supplies under \$10,000 are considered "micro purchases." The purchase orders for micro purchases may be awarded without soliciting any competitive quotes if the costs are deemed reasonable. To the extent practicable, these purchases should be distributed equitably among qualified suppliers.
- All federal purchases of services between the amounts of \$10,000 to \$250,000 must have at least two (2) price or rate quotes. Any services over \$250,000 will need to follow the competitive bidding process.
- All federal purchases are subject to 200.214, the non-procurement debarment and suspension regulations implementing Executive Orders 12549 and 12689, as well as [2 CFR part 180](#). The regulations in [2 CFR part 180](#) restrict making Federal awards, subawards, and contracts with certain parties that are debarred, suspended, or otherwise excluded from receiving or participating in Federal awards.
- In the event of a termination of a federal award, the Jackson County School District shall adhere to the notification requirements outlined in 2 CFR Part 200.341, including providing written notice of termination, documenting the reasons for termination, and fulfilling all necessary reporting requirements to federal systems such as SAM.gov and USAspending.gov. The district will also establish a process to respond to any information placed into SAM.gov regarding a termination.
- ~~As required by 2 CFR 200.319, all procurement transactions under the federal award must be conducted in a manner that provides full and open competition and is consistent with the standards of this section and 200.320.~~

The State of Mississippi is more restrictive on the purchase of goods (commodities); therefore, district staff must also adhere strictly to the guidance and rules outlined by the Mississippi State Purchase Law Summary, including the following:

- Purchases which do not involve an expenditure of more than \$5,000 may be made without advertising or otherwise requesting competitive bids if the costs are deemed reasonable.
- For all (irrespective of funding source) purchases of goods (commodities) between the amounts of \$5,000 and \$75,000, districts must have at least two (2) price quotes.
- For all (irrespective of funding source), purchases of goods (commodities) over \$75,000 must adhere to the Mississippi State Purchase Law Summary which requires the application of a competitive bidding process.
- The state of Mississippi allows exceptions to the bidding requirements ~~(under Miss Code Section 31-7-13)~~, for outside equipment repairs and perishable supplies or food purchased for use in connection with the school lunch programs.

The Superintendent or designee shall develop procedures for the support of this policy.

Policy GGBI: Salary Scale: Maintenance/Mechanic/District Painter

Status: DRAFT

Original Adopted Date: 07/24/2008 | **Last Revised Date:** 08/11/2025 | **Last Reviewed Date:** 08/11/2025

Salary Scale: Maintenance/Mechanic/District Painter

The base salary for Maintenance/Mechanic/District Painter staff shall be as follows:

Years Experience	Head Mechanic I	Head Maintenance I District Painter	Assistant Mechanic II & Maintenance II
0	\$21.50-23.50	\$19.35-20.85	\$17.08-18.58
1	\$21.75-23.75	\$19.60-21.10	\$17.33-18.83
2	\$22.00-24.00	\$19.85-21.35	\$17.58-19.08
3	\$22.25-24.25	\$20.10-21.60	\$17.83-19.33
4	\$22.50-24.50	\$20.35-21.85	\$18.08-19.58
5	\$22.75-24.75	\$20.60-22.10	\$18.33-19.83
6	\$23.00-25.00	\$20.85-22.35	\$18.58-20.08
7	\$23.25-25.25	\$21.10-22.60	\$18.83-20.33
8	\$23.50-25.50	\$21.35-22.85	\$19.08-20.58
9	\$23.75-25.75	\$21.60-23.10	\$19.33-20.83
10	\$24.00-26.00	\$21.85-23.35	\$19.58-21.08
11	\$24.25-26.25	\$22.10-23.60	\$19.83-21.33
12	\$24.50-26.50	\$22.35-23.85	\$20.08-21.58
13	\$24.75-26.75	\$22.60-24.10	\$20.33-21.83
14	\$25.00-27.00	\$22.85-24.35	\$20.58-22.08
15	\$25.25-27.25	\$23.10-24.60	\$20.83-22.33
16	\$25.50-27.50	\$23.35-24.85	\$21.08-22.58
17	\$25.75-27.75	\$23.60-25.10	\$21.33-22.83
18	\$26.00-28.00	\$23.85-25.35	\$21.58-23.08
19	\$26.25-28.25	\$24.10-25.60	\$21.83-23.33
20	\$26.50-28.50	\$24.35-25.85	\$22.08-23.58
21	\$26.75-28.75	\$24.60-26.10	\$22.33-23.83
22	\$27.00-29.00	\$24.85-26.35	\$22.58-24.08
23	\$27.25-29.25	\$25.10-26.60	\$22.83-24.33
24	\$27.50-29.50	\$25.35-26.85	\$23.08-24.58
25	\$27.75-29.75	\$25.60-27.10	\$23.33-24.83
26	\$28.00-30.00	\$25.85-27.35	\$23.58-25.08
27	\$28.25-30.25	\$26.10-27.60	\$23.83-25.33
28	\$28.50-30.50	\$26.35-27.85	\$24.08-25.58
29	\$28.75-30.75	\$26.60-28.10	\$24.33-25.83
30	\$29.00-31.00	\$26.85-28.35	\$24.58-26.08
31	\$29.25-31.25	\$27.10-28.60	\$24.83-26.33
32	\$29.50-31.50	\$27.35-28.85	\$25.08-26.58
33	\$29.75-31.75	\$27.60-29.10	\$25.33-26.83
34	\$30.00-32.00	\$27.85-29.35	\$25.58-27.08
35	\$30.25-32.25	\$28.10-29.60	\$25.83-27.33

Employees will be paid in twelve (12) monthly payments with the hourly rate being based on working 1,856 hours annually.

Staff filling the positions of Maintenance I/Mechanic I/District Painter, and Maintenance II/Mechanic II may be credited with a maximum of three years' work experience if the previous employment required skills related to these positions. Verification of this experience must be provided by previous employer(s).

Staff shall work a minimum of forty (40) hours per week with the hours set by the Supervisor.

The Assistant Superintendent of Support shall recommend the person for the category of employment with one Maintenance I and one Mechanic I at each Attendance Center.

Mechanic I – Pay Scale Adjustment Based on Bus Route Volume

The compensation for the **Mechanic I** position shall be determined by the number of bus routes (including full regular, vocational, and special education) operated at the assigned attendance center:

- **1–29 Bus Routes:** Paid according to the regular salary scale.
 - **30–39 Bus Routes:** Paid at a rate equivalent to **one additional year of experience** above the regular salary scale.
 - **40 or More Bus Routes:** Paid at a rate equivalent to **two additional years of experience** above the regular salary scale.
-

Policy GGBE: Salary Scale: Custodian/Janitor/Maid

Status: DRAFT

Original Adopted Date: 07/24/2008 | **Last Revised Date:** 03/14/2022 | **Last Reviewed Date:** 03/17/2022

Salary Scale: Custodian/Janitor/Maid

The salary scale for the Custodian/Janitor/Maid positions shall be as follows:

<u>Yrs. Exp</u>	<u>Custodian/Janitor/Maid</u>
0	\$10.2511.75
1	\$10.5012.00
2	\$10.7512.25
3	\$11.0012.50
4	\$11.2512.75
5	\$11.5013.00
6	\$11.7513.25
7	\$12.0013.50
8	\$12.2513.75
9	\$12.5014.00
10	\$12.7514.25
11	\$13.0014.50
12	\$13.2514.75
13	\$13.5015.00
14	\$13.7515.25
15	\$14.0015.50
16	\$14.2515.75
17	\$14.5016.00
18	\$14.7516.25
19	\$15.0016.50
20	\$15.2516.75
21	\$15.5017.00
22	\$15.7517.25
23	\$16.0017.50
24	\$16.2517.75
25	\$16.5018.00
26	\$16.7518.25
27	\$17.0018.50
28	\$17.2518.75
29	\$17.5019.00
30	\$17.7519.25
31	\$18.0019.50
32	\$18.2519.75
33	\$18.5020.00

34	\$18.7520.25
35	\$19.0020.50

Employees in this position will be paid in twelve (12) monthly payments if they are full-time employees. Part-time employees will be paid for the hours that they work each month. A full-time employee is defined as an employee that is regularly scheduled to work a forty-hour week. ~~Custodian/Janitor/Maid Jackson County School District.~~

During the beginning year of employment, one year of work experience will be allowed upon the completion of at least eight months of work. Less than eight months of work will be considered 0 years of experience.

Staff filling the positions of custodian/janitor/maid may be credited with a maximum of three years work experience if the previous employment was in a job requiring skills related to these positions. Verification of this experience must be provided by the previous employer(s).

Policy GGBGA: Salary Scale: School Bus Aide

Status: DRAFT

Original Adopted Date: 07/24/2008 | **Last Revised Date:** 10/14/2024 | **Last Reviewed Date:** 10/14/2024

Salary Scale: School Bus Aide

All school bus aides will be paid for a minimum of two hours per day.

<u>Yrs. Exp</u>	<u>Bus Aides</u>
0	\$10.1010.6 0
1	\$10.3010.8 0
2	\$10.5011.0 0
3	\$10.7011.2 0
4	\$10.9011.4 0
5	\$11.1011.6 0
6	\$11.3011.8 0
7	\$11.5012.0 0
8	\$11.7012.2 0
9	\$11.9012.4 0
10	\$12.1012.6 0
11	\$12.3012.8 0
12	\$12.5013.0 0
13	\$12.7013.2 0
14	\$12.9013.4 0
15	\$13.1013.6 0
16	\$13.3013.8 0

17	\$13.5014.0 0
18	\$13.7014.2 0
19	\$13.9014.4 0
20	\$14.1014.6 0
21	\$14.3014.8 0
22	\$14.5015.0 0
23	\$14.7015.2 0
24	\$14.9015.4 0
25	\$15.1015.6 0
26	\$15.3015.8 0
27	\$15.5016.0 0
28	\$15.7016.2 0
29	\$15.9016.4 0
30	\$16.1016.6 0
31	\$16.3016.8 0
32	\$16.5017.0 0
33	\$16.7017.2 0
34	\$16.9017.4 0
35	\$17.1017.6 0

Policy GGB: Salary Scale: Central Office Clerical

Status: DRAFT

Original Adopted Date: 07/24/2008 | **Last Revised Date:** 06/08/2026 | **Last Reviewed Date:** 06/08/2026

Salary Scale: Central Office Secretary, Routing, Federal Programs, HR, SPED and Attendance Center Coordinators, Executive Assistant, Central Office Bookkeeper, Payroll and HR Agents and Accounts Payable Clerk

Yrs. Exp	Coordinator / PR Agent / Executive Assistant	HR Agent / AP Clerk	Central Office Bookkeeper	Central Office Secretary
0	19.3520.35	19.3520.35	16.0017.00	15.0016.00
1	20.2821.28	20.2821.28	16.2517.25	15.2516.25
2	21.2022.20	21.2022.20	16.5017.50	15.5016.50
3	22.1023.10	22.1023.10	16.7517.75	15.7516.75
4	23.0324.03	23.0324.03	17.0018.00	16.0017.00
5	23.9624.96	23.9624.96	17.2518.25	16.2517.25
6	24.2225.22	24.2225.22	17.5018.50	16.5017.50
7	24.5025.50	24.5025.50	17.7518.75	16.7517.75
8	24.7725.77	24.6025.60	18.0019.00	17.0018.00
9	25.0626.06	24.7725.77	18.2519.25	17.2518.25
10	25.3326.33	25.0026.00	18.5019.50	17.5018.50
11	25.6026.60	25.2526.25	18.7519.75	17.7518.75
12	25.8726.87	25.5026.50	19.0020.00	18.0019.00
13	26.1627.16	25.7526.75	19.2520.25	18.2519.25
14	26.4227.42	26.0027.00	19.5020.50	18.5019.50
15	26.7127.71	26.2527.25	19.7520.75	18.7519.75
16	26.9727.97	26.5027.50	20.0021.00	19.0020.00
17	27.2628.26	26.7527.75	20.2521.25	19.2520.25
18	27.5228.52	27.0028.00	20.5021.50	19.5020.50
19	27.8128.81	27.2528.25	20.7521.75	19.7520.75
20	28.0829.08	27.5028.50	21.0022.00	20.0021.00
21	28.3629.36	27.7528.75	21.2522.25	20.2521.25
22	28.6229.62	28.0029.00	21.5022.50	20.5021.50

23	~~28.91~~ 29.91	~~28.25~~ 29.25	~~21.75~~ 22.75	~~20.75~~ 21.75
24	~~29.18~~ 30.18	~~28.50~~ 29.50	~~22.00~~ 23.00	~~21.00~~ 22.00
25	~~29.46~~ 30.46	~~28.75~~ 29.75	~~22.25~~ 23.25	~~21.25~~ 22.25
26	~~29.73~~ 30.73	~~29.00~~ 30.00	~~22.50~~ 23.50	~~21.50~~ 22.50
27	~~30.01~~ 31.01	~~29.25~~ 30.25	~~22.75~~ 23.75	~~21.75~~ 22.75
28	~~30.30~~ 31.30	~~29.50~~ 30.50	~~23.00~~ 24.00	~~22.00~~ 23.00
29	~~30.57~~ 31.57	~~29.75~~ 30.75	~~23.25~~ 24.25	~~22.25~~ 23.25
30	~~30.86~~ 31.86	~~30.00~~ 31.00	~~23.50~~ 24.50	~~22.50~~ 23.50
31	~~31.12~~ 32.12	~~30.25~~ 31.25	~~23.75~~ 24.75	~~22.75~~ 23.75
32	~~31.41~~ 32.41	~~30.50~~ 31.50	~~24.00~~ 25.00	~~23.00~~ 24.00
33	~~31.68~~ 32.68	~~30.75~~ 31.75	~~24.25~~ 25.25	~~23.25~~ 24.25
34	~~31.97~~ 32.97	~~31.00~~ 32.00	~~24.50~~ 25.50	~~23.50~~ 24.50
35	~~32.24~~ 33.24	~~31.25~~ 32.25	~~24.75~~ 25.75	~~23.75~~ 24.75

Salary incentives will be calculated at the end of each year to be included in the calculation for the next year's salary upon approval by the director. Incentive scale listed below.

The work week shall consist of forty (40) hours per week with specific working hours to be set by the Director of the Department.

Staff filling the position of Routing Coordinator, Payroll Agent, Accounts Payable Clerk, or HR Agent may be credited with experience if the previous employment was in a job requiring the same responsibilities or if previous employment was with a Mississippi School District. Verification of this experience must be provided by the previous employer.

The Routing Coordinator shall be employed for ten (10) months (207 days). Salary will be paid in twelve (12) monthly payments.

The Federal Programs, HR, SPED, and Attendance Center Coordinators, Payroll Agent, Accounts Payable Clerk, and HR Agent positions will be paid in twelve (12) monthly payments with the hourly rate being based on working 1,856 hours annually (232 days).

All positions are eligible for an annual salary incentive based on the highest educational degree held by the employee, provided that degree is at or above the level designated for the position. Salary incentives are non-cumulative; employees receive only the amount of their highest single degree. Total salary incentives will not exceed \$3,840 per year. As required by the FLSA, all incentives will be included in overtime calculations.

Highest Degree Held	Annual Incentive
Associate's Degree	\$1,920.00
Bachelor's or Master's	\$3,840.00

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
Business Manager	\$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.

Policy GGBG: Salary Scale: School Bus Driver Compensation and Leave

Status: DRAFT

Original Adopted Date: 09/15/2008 | **Last Revised Date:** 03/18/2024 | **Last Reviewed Date:** 03/18/2024

Salary Scale: School Bus Driver Compensation and Leave

School bus drivers will be paid on the basis of 180 days each school year. Employees who drive for a minimum of 2.75 hours per day will be considered full time.

Any certified employee who also drives a bus as a secondary job will be paid an overtime rate for bus driving hours if such employee works over 40 hours in their primary job. Any non-certified employee who works over 40 hours per week will be paid overtime. Said overtime to be pre-approved by Transportation Supervisor.

Years Exp	Pay
0	\$14.9915.99
1	\$15.1416.14
2	\$15.2916.29
3	\$15.4416.44
4	\$15.6016.60
5	\$15.7416.74
6	\$15.8816.88
7	\$16.0417.04
8	\$16.1817.18
9	\$16.3317.33
10	\$16.4817.48
11	\$16.6117.61
12	\$16.7817.78
13	\$16.9217.92
14	\$17.0818.08
15	\$17.2218.22
16	\$17.3518.35
17	\$17.5218.52
18	\$17.6518.65
19	\$17.8118.81
20	\$17.9518.95
21	\$18.1019.10
22	\$18.2519.25
23	\$18.3919.39
24	\$18.5519.55
25	\$18.6919.69
26	\$18.8419.84
27	\$18.9819.98
28	\$19.1320.13
29	\$19.2620.26
30	\$19.4020.40
31	\$19.5520.55
32	\$19.6820.68
33	\$19.8220.82
34	\$19.9620.96
35	\$20.1021.10

Staff filling the position of bus driver may be credited with a maximum of three (3) years work experience from outside the district if the previous employment was in a job requiring a Commercial Driver's License (CDL), State Certification, or a School Bus Driver Card. Drivers may be credited with in-district bus driving experience. New

drivers will have thirty (30) calendar days from the date of school board approval of their employment to provide verification.

At the beginning of each school year, upon reporting to work, all full-time bus drivers shall be credited with five (5) sick leave days. A sick-leave day shall refer to all routes driven in a single day. Of these days, two (2) may be used annually as personal days. Such personal leave shall not be taken on the first day of a school term, the last day of a school term, on the day previous to a holiday, or the day after a holiday.

Any unused portion of the above-listed sick leave days shall be carried over the next school year and credited to such non-certified staff, as long as the staff member is employed by the school district.

If requested, the Board of Education will be allowed to ask for and obtain official medical reasons to substantiate the absence. Any individual abusing this policy may have all cumulative and credited leave canceled.

Sick leave may be used for serious illness or death of members of the immediate family; father, mother, spouse, brother, sister, child, father-in-law, mother-in-law, brother-in-law, sister-in-law, foster parents or foster children or grandparents of the employee or spouse.

Policy GGBJ: Salary Scale: Assistant School Nurse

Status: DRAFT

Original Adopted Date: 07/24/2008 | **Last Revised Date:** 06/13/2022 | **Last Reviewed Date:** 06/15/2022

Salary Scale: ~~School Nurse~~/School Nurse Assistant

The base pay for ~~School Nurse~~/School Nurse Assistant will be as follows:

<u>Yrs. Exp.</u>	<u>EMT, LPN, CNA</u>
0	\$13.9214.92
1	\$14.1915.19
2	\$14.4615.46
3	\$14.7315.73
4	\$15.0016.00
5	\$15.2816.28
6	\$15.5416.54
7	\$15.8116.81
8	\$16.0817.08
9	\$16.3617.36
10	\$16.6317.63
11	\$16.8917.89
12	\$17.1718.17
13	\$17.4418.44
14	\$17.7218.72
15	\$17.9718.97
16	\$18.2519.25
17	\$18.5319.53
18	\$18.8019.80
19	\$19.0720.07
20	\$19.3320.33
21	\$19.6120.61
22	\$19.8820.88
23	\$20.1521.15
24	\$20.4321.43
25	\$20.6921.69
26	\$20.9621.96
27	\$21.2322.23
28	\$21.5022.50
29	\$21.7622.76
30	\$22.0323.03
31	\$22.3023.30
32	\$22.5723.57
33	\$22.8423.84
34	\$23.1024.10
35	\$23.3724.37

Experience will be recognized only as actual ~~School Nurse~~ 70 School Nurse Assistant experience in this district or other

school district with verification of experience from that district. Staff filling these positions may be credited with a maximum of three years work experience as a school district nurse/grey lady.

Preference for employment will be given individuals who have had experience in some area of medical assistance, such as Nurse's Aide, Advanced First Aid Training, etc.

Employees will be paid in twelve (12) monthly payments with the hourly rate being based on working 1,260 hours annually. Employees in this position will work seven (7) hours a day.

As directed by the school principal, the employee in this position is expected to perform those duties, which are commonly known as ~~School Nurse~~/School Nurse Assistant.

Policy GGBP: Salary Schedule: District Office Maintenance

Status: DRAFT

Original Adopted Date: 01/11/2021 | **Last Revised Date:** 06/08/2026 | **Last Reviewed Date:** 06/08/2026

The salary scale for Facilities Manager/ HVAC Technician will be as follows:

	<u>Facilities Manager (Salary)</u> (245 Days)	<u>HVAC Technician (Hourly)</u>
Base	\$ 69,170.26	\$ ~~23.17~~ 24.67
Step 1	\$ 69,979.18	\$ ~~23.51~~ 25.01
Step 2	\$ 70,799.72	\$ ~~23.85~~ 25.35
Step 3	\$ 71,632.93	\$ ~~24.20~~ 25.70
Step 4	\$ 72,478.81	\$ ~~24.56~~ 26.06
Step 5	\$ 73,337.37	\$ ~~24.92~~ 26.42
Step 6	\$ 74,208.60	\$ ~~25.28~~ 26.78
Step 7	\$ 75,093.56	\$ ~~25.65~~ 27.15
Step 8	\$ 75,991.19	\$ ~~26.03~~ 27.53
Step 9	\$ 76,902.54	\$ ~~26.41~~ 27.91
Step 10	\$ 77,827.63	\$ ~~26.80~~ 28.30

The District Office Maintenance Salary Scale is meant to provide a motivational model of pay.

Upon hiring, the Superintendent will assign a step based on education and experience.

Step increases do NOT represent yearly increases.

Each year, based on budget and job performance, zero to two steps may be added to the employees' pay.

**Policy GGBH: Salary Scale: Secretarial/Bookkeeping/Transportation
Secretary/HR Receptionist**

Status: DRAFT

Original Adopted Date: 07/24/2008 | **Last Revised Date:** 06/08/2026 | **Last Reviewed Date:** 06/08/2026

The salary scale for the secretarial staff listed shall be as follows:

Position Yrs.	Trans Secretary Asst. School Secretary	Registrar School Secretary School Bookkeeper
0	\$12.0013.00	\$13.0014.00
1	\$12.2513.25	\$13.2514.25
2	\$12.5013.50	\$13.5014.50
3	\$12.7513.75	\$13.7514.75
4	\$13.0014.00	\$14.0015.00
5	\$13.2514.25	\$14.2515.25
6	\$13.5014.50	\$14.5015.50
7	\$13.7514.75	\$14.7515.75
8	\$14.0015.00	\$15.0016.00
9	\$14.2515.25	\$15.2516.25
10	\$14.5015.50	\$15.5016.50
11	\$14.7515.75	\$15.7516.75
12	\$15.0016.00	\$16.0017.00
13	\$15.2516.25	\$16.2517.25
14	\$15.5016.50	\$16.5017.50
15	\$15.7516.75	\$16.7517.75
16	\$16.0017.00	\$17.0018.00
17	\$16.2517.25	\$17.2518.25
18	\$16.5017.50	\$17.5018.50
19	\$16.7517.75	\$17.7518.75
20	\$17.0018.00	\$18.0019.00
21	\$17.2518.25	\$18.2519.25
22	\$17.5018.50	\$18.5019.50
23	\$17.7518.75	\$18.7519.75
24	\$18.0019.00	\$19.0020.00
25	\$18.2519.25	\$19.2520.25
26	\$18.5019.50	\$19.5020.50
27	\$18.7519.75	\$19.7520.75
28	\$19.0020.00	\$20.0021.00
29	\$19.2520.25	\$20.2521.25
30	\$19.5020.50	\$20.5021.50
31	\$19.7520.75	\$20.7521.75
32	\$20.0021.00	\$21.0022.00
33	\$20.2521.25	\$21.2522.25
34	\$20.5021.50	\$21.5022.50
35	\$20.7521.75	\$21.7522.75

All clerical staff will be annualized based on their assigned calendar, scheduled hours, and hourly rate.

The salary of all current registrar, secretarial, bookkeeping, or clerical staff, will be frozen at the current salary until the salary is equal to scale.

Staff filling the positions of registrar, secretary, bookkeeper, or clerical may be credited with a maximum of three years' work experience if the previous employment was in a job requiring skills related to these positions. Verification of this experience must be provided by the previous employer(s).

All positions are eligible for an annual salary incentive based on the highest educational degree held by the employee, provided that degree is at or above the level designated for the position. Salary incentives are non-cumulative; employees receive only the amount of their highest single degree. Total salary incentives will not exceed \$3,840 per year. As required by the FLSA, all incentives will be included in overtime calculations.

Highest Degree Held	Annual Incentive
Associate's Degree	\$1,920.00
Bachelor's or Master's	\$3,840.00

The work week shall consist of a minimum of forty (40) hours per week. Secretarial, Bookkeeping, Clerical, or Registrar staff at the schools shall work a minimum of forty (40) hours per week. Office hours will be set by the particular school, and a copy of these hours will be submitted to the Superintendent/Board of Education annually or as changes develop.

Descriptor Term:

EBH

USE OF SCHOOL FACILITIES

ISSUE DATE: **5-22-00**

REVISED: **3-14-11**

JACKSON COUNTY SCHOOL DISTRICT
APPLICATION FOR PERMIT TO
USE SCHOOL FACILITIES

1. Date of Application: **6-4-26**
2. Date Usage Requested: **6-4-26 to 7-31-26**
3. Name of Applicant: **VAN CLEAVE YOUTH BASEBALL LEAGUE**
4. Address of Applicant: **5125 BAUPARK RD, VAN CLEAVE**
5. Facility Requested (School, Bldg.): **VHS BASEBALL FACILITY**
6. Time Building to be opened: **5:00** Estimated time to be closed: **6:30**
7. Give Purpose and Details of Activity: **ALL STAR PRACTICE ON RAINY DAYS
+ OVER CROWD AT FIELDS**
8. Person in charge at program: **BODIE HITT**
9. Will security be provided? **NO**
10. Facility Usage Fee is \$150.00/day, (money/check paid with application). Facility cleaning and repair fee is \$100.00/day, (money/check paid with application). Total \$250.00 per day. **N/A**
11. Person responsible for cleaning/repair charges when applicable.
Name: **N/A** Phone:
Address:
12. Applicant agrees to pick up keys from:
On: by: **N/A** (AM) (PM) and return keys to
On: by: **N/A** (AM) (PM)

The undersigned applicant hereby certifies that he/she, acting for and on behalf of himself/herself (or the organization), has read and understands the rules and regulations pertaining to the use of the school facilities and agrees to conform to the same.

Descriptor Term:

EBH

USE OF SCHOOL FACILITIES

ISSUE DATE: **5-22-00**

REVISED: **3-14-11**

VYBL

Organization

Timothy D. Hill Jr.

Signature

4 June 2026

Date

7-8 League Director

Title

Application Approved

() Fees: \$

Application Approved ()

Application Denied

() Bond: \$

Application Denied ()

Dean Lepoma

Principal

Christopher Lebatard

Assistant Superintendent, Attendance Center

Date

6/4/2026

Date

Superintendent, Jackson County School District

Date

APPROVED (Jackson County School Board of Education)

Signature:

DL

Dean Lepoma (Jun 4, 2026 10:05:14 CDT)

Email: dlj211@jcsd.ms

Signature:

CL

Christopher Lebatard (Jun 4, 2026 13:49:13 CDT)

Email: clj3941@jcsd.ms

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JACKSON COUNTY SCHOOL DISTRICT
Fundraiser Authorization Form

This form must be completed and have administrative approval before entering into any agreement with a vendor, before any advertising and before any solicitation begins.

Fundraisers requested by clubs and activities that are part of the school's student activity program will be prioritized over fundraisers of external clubs and activities.

(Print) School Name: Jackson County Technology Center

Is the requesting club or activity a ☒ school student activity program/club or an ☐ outside organization?

Will the resulting money be collected by ☐ school employees or ☐ members of an outside organization? N/A

(Print) Name of Activity/Sport/Outside Organization: Jackson County Technology Center

(Print) Full Name of Sponsor/Coach/Outside Officer: Steven Covington, CTE Director 77

Dates of fundraising activity (Beginning and Ending): April/May 2027 - End of School Year

Location of fundraising: ☐ In school only ☐ In Community Only ☐ In School and Community

☐ Online (GoFundMe, Donors Chose, etc.)

Describe the fundraiser: Student Awards Day at Ballpark - down the street from JCTC building.

If a contract with an outside money vendor is required, please attach the unsigned contract to this request form.

of students involved All JCTC Students Anticipated revenue _____

Anticipated use of revenue No revenue will be generated. This is a student reward activity.

Were students informed in writing that the fundraiser is voluntary? ☐ Yes ☐ No

Signature of Sponsor/Coach/Outside Organization Officer _____

_____ Date

Approved by:

Steven Covington

06/10/2026

Signature of Principal

_____ Date

Montgomery Noblitt

06/10/2026

Montgomery Noblitt (06/10/2026 10:37:06 CDT)

Signature of Asst. Superintendent

_____ Date

Signature of Superintendent

_____ Date

Signature of Board Chairman

_____ Date

JACKSON COUNTY SCHOOL DISTRICT
Fundraiser Authorization Form

This form must be completed and have administrative approval before entering into any agreement with a vendor, before any advertising and before any solicitation begins.

Fundraisers requested by clubs and activities that are part of the school's student activity program will be prioritized over fundraisers of external clubs and activities.

(Print) School Name: Jackson County Technology Center

Is the requesting club or activity a ☒ school student activity program/club or an ☐ outside organization?

Will the resulting money be collected by ☒ school employees or ☐ members of an outside organization?

(Print) Name of Activity/Sport/Outside Organization: Jackson County Technology Center

(Print) Full Name of Sponsor/Coach/Outside Officer: Steven Covington, CTE Director

78

Dates of fundraising activity (Beginning and Ending): 2026-2027 School Year

Location of fundraising: ☒ In school only ☐ In Community Only ☐ In School and Community

☐ Online (GoFundMe, Donors Chose, etc.)

Describe the fundraiser: Snack Cart - Fundraising for Student Activities

If a contract with an outside money vendor is required, please attach the unsigned contract to this request form.

of students involved All JCTC Students Anticipated revenue _____

Anticipated use of revenue Monies will be used to provide students with rewards/activities throughout the year.

Were students informed in writing that the fundraiser is voluntary? ☒ Yes ☐ No

Signature of Sponsor/Coach/Outside Organization Officer

Date

Approved by:

Steven Covington

06/10/2026

Signature of Principal

Date

Montgomery Noblitt

06/10/2026

Montgomery Noblitt (06/10/2026 10:36:46 CDT)

Signature of Asst. Superintendent

Date

Signature of Superintendent

Date

Signature of Board Chairman

Date

JACKSON COUNTY SCHOOL DISTRICT
Fundraiser Authorization Form

This form must be completed and have administrative approval before entering into any agreement with a vendor, before any advertising and before any solicitation begins.

Fundraisers requested by clubs and activities that are part of the school's student activity program will be prioritized over fundraisers of external clubs and activities.

If a contract with an outside money vendor is required, please attach the unsigned contract to this request form.

School Name: VLE

The requesting club or activity is a(n): school student activity program/club

The resulting money will be collected by: school employees

Name of Activity/Sport/Outside Organization: VLE - Reading for Education

Full Name of Sponsor/Coach/Outside Officer: Tricia Jacquet

Dates of fundraising activity: Beginning - 01/11/2027 Ending - 02/05/2027

Location of fundraising: In school only # of Fundraiser: 2 of 3 fundraisers

Describe the fundraiser: Students and families provide email address to Reading for Education

n/a

of students involved: 650 Anticipated revenue: \$ \$1,000.00

Anticipated use of revenue: Student and School Supplies

n/a

Were students informed in writing that the fundraiser is voluntary? Yes

Tricia Jacquet 06/09/2026
Tricia Jacquet (06/09/2026 16:00:24 CDT)

Signature of Sponsor/Coach/Outside Organization Officer Date

Approved by:

Amista Sobli 06/10/2026
Amista Sobli (06/10/2026 10:37:46 CDT)

Signature of Principal Date

Montgomery Noblitt 06/10/2026
Montgomery Noblitt (06/10/2026 10:37:46 CDT)

Signature of Asst. Superintendent Date

Signature of Superintendent Date

Signature of Board Chairman Date

Complete after Fundraiser:

Actual use of revenue: _____

Total revenue generated: _____

Bank and name of account where revenue was deposited into: _____

Revised January 2024

JACKSON COUNTY SCHOOL DISTRICT
Fundraiser Authorization Form

This form must be completed and have administrative approval before entering into any agreement with a vendor, before any advertising and before any solicitation begins.

Fundraisers requested by clubs and activities that are part of the school's student activity program will be prioritized over fundraisers of external clubs and activities.

If a contract with an outside money vendor is required, please attach the unsigned contract to this request form.

School Name: VLE

The requesting club or activity is a(n): school student activity program/club

The resulting money will be collected by: school employees

Name of Activity/Sport/Outside Organization: VLE - Bulldog Holiday/Store Cart

Full Name of Sponsor/Coach/Outside Officer: Katryna Twilbeck

Dates of fundraising activity: Beginning - 07/24/2026 Ending - 05/26/2027

Location of fundraising: In school only # of Fundraiser: 3 of 3 fundraisers

Describe the fundraiser: Cart/Shop available to students weekly to make purchases.
n/a

of students involved: 650 Anticipated revenue: \$ \$1,500

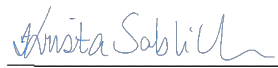
Anticipated use of revenue: Student and School Supplies
n/a

Were students informed in writing that the fundraiser is voluntary? Yes

 06/09/2026
Katryna Twilbeck (06/09/2026 16:58:49 CDT) Date

Signature of Sponsor/Coach/Outside Organization Officer

Approved by:

 06/10/2026
Signature of Principal Date

 06/10/2026
Montgomery Noblitt (06/10/2026 10:37:27 CDT) Date

Signature of Asst. Superintendent

Signature of Superintendent Date

Signature of Board Chairman Date

Complete after Fundraiser:

Actual use of revenue: _____

Total revenue generated: _____

Bank and name of account where revenue was deposited into: _____

Revised January 2024

JACKSON COUNTY SCHOOL DISTRICT
Fundraiser Authorization Form

This form must be completed and have administrative approval before entering into any agreement with a vendor, before any advertising and before any solicitation begins.

Fundraisers requested by clubs and activities that are part of the school's student activity program will be prioritized over fundraisers of external clubs and activities.

If a contract with an outside money vendor is required, please attach the unsigned contract to this request form.

School Name: VLE

The requesting club or activity is a(n): school student activity program/club

The resulting money will be collected by: school employees

Name of Activity/Sport/Outside Organization: SR Mobile Events

Full Name of Sponsor/Coach/Outside Officer: Brittany Downs

Dates of fundraising activity: Beginning - 07/23/2025 Ending - 05/22/2026

Location of fundraising: In school only # of Fundraiser: 1 of 3 fundraisers

Describe the fundraiser: Kona Ice, Travelin' Tom's Coffee, Beverly Ann's Ice Cream & Cookie monthly sales.

n/a

of students involved: 650 Anticipated revenue: \$ \$1,000.00

Anticipated use of revenue: Student and School Supplies

n/a

Were students informed in writing that the fundraiser is voluntary? Yes

Brittany Downs
Brittany Downs (06/09/2026 15:45:08 CDT)

Signature of Sponsor/Coach/Outside Organization Officer

06/09/2026

Date

Approved by:

Amista Sabli

Signature of Principal

06/10/2026

Date

Montgomery Noblitt
Montgomery Noblitt (06/10/2026 10:38:07 CDT)

Signature of Asst. Superintendent

06/10/2026

Date

Signature of Superintendent

Date

Signature of Board Chairman

Date

Complete after Fundraiser:

Actual use of revenue: _____

Total revenue generated: _____

Bank and name of account where revenue was deposited into: _____

Revised January 2024