

**Board Policy Manual  
Jackson County School District**

**Policy GGBB: Salary Scale: Supplement Scale**

**Status:** DRAFT

**Original Adopted Date:** 09/15/2008 | **Last Revised Date:** 05/12/2025 | **Last Reviewed Date:** 05/12/2025

Position	Athletic Director	Strength & Conditioning	Head Coach	Head Coach	Director	Assistant Director	Technical Assistant	Director	Assistant 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	Assistant Coach (3)	Head Coach	Assistant Coach	Head Coach	Assistant Coach	Head Coach	Head Coach	Assistant 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	Assistant Coach	Head Coach	Assistant Coach	Head Coach	Head Coach	Assistant 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	Assistant Coach	Head Coach	Head Coach	Head Coach	Assistant 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	Assistant Coach	Head Coach	Assistant Coach	Head Coach	Assistant 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	Assistant Coach (3)	Head Coach	Assistant Coach	Head Coach	Offensive Coordinator	Defensive Coordinator	Assistant 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	\$11,200	\$11,200	\$8,650
3-5 yrs	\$3,100	\$12,300	\$4,250	\$3,000	\$2,250	\$81,200	\$11,400	\$11,400	\$8,800
6-8 yrs	\$3,200	\$12,500	\$4,400	\$3,100	\$2,350	\$81,400	\$11,600	\$11,600	\$8,950
9-11 yrs	\$3,300	\$12,700	\$4,550	\$3,200	\$2,450	\$81,600	\$11,800	\$11,800	\$9,100
12-14 yrs	\$3,400	\$12,900	\$4,700	\$3,300	\$2,550	\$81,800	\$12,000	\$12,000	\$9,250
15-17 yrs	\$3,500	\$13,100	\$4,850	\$3,400	\$2,650	\$82,000	\$12,200	\$12,200	\$9,400
18-20 yrs	\$3,600	\$13,300	\$5,000	\$3,500	\$2,750	\$82,200	\$12,400	\$12,400	\$9,550
21-23 yrs	\$3,700	\$13,500	\$5,150	\$3,600	\$2,850	\$82,400	\$12,600	\$12,600	\$9,700
24-26 yrs	\$3,800	\$13,700	\$5,300	\$3,700	\$2,950	\$82,600	\$12,800	\$12,800	\$9,850
27-29 yrs	\$3,900	\$13,900	\$5,450	\$3,800	\$3,050	\$82,800	\$13,000	\$13,000	\$10,000
30 yrs & >	\$4,000	\$14,100	\$5,600	\$3,900	\$3,150	\$83,000	\$13,200	\$13,200	\$10,150

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

Supplements:

Position	Amount
School Technology Leader- PRIMARY ONLY	\$1,000 (for ALL school 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 per hour

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

\*Beginning with new employees hired for the 2016-2017 school year and after, all other employees not listed 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.

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