

2025-2026
CLASSROOM TEACHERS
187 Day Contract
Public School Teaching Experience
100 % Matrix

YEARS		BS/ND	MS	AA	DOC
0 * 1 * 2	Salary	\$47,600	\$51,875	\$55,936	\$59,995
	12 Payments	\$3,966.67	\$4,322.92	\$4,661.33	\$4,999.58
3 * 4 * 5	Salary	\$49,616	\$57,058	\$61,524	\$65,997
	12 Payments	\$4,134.67	\$4,754.83	\$5,127.00	\$5,499.75
6 * 7 * 8	Salary	\$51,792	\$59,558	\$64,237	\$68,881
	12 Payments	\$4,316.00	\$4,963.17	\$5,353.08	\$5,740.08
9*	Salary	\$53,356	\$61,358	\$66,177	\$70,962
	12 Payments	\$4,446.33	\$5,113.17	\$5,514.75	\$5,913.50
10*	Salary	\$53,888	\$61,971	\$66,838	\$71,671
	12 Payments	\$4,490.67	\$5,164.25	\$5,569.83	\$5,972.58
11*	Salary	\$54,428	\$62,591	\$67,506	\$72,387
	12 Payments	\$4,535.67	\$5,215.92	\$5,625.50	\$6,032.25
12 *	Salary	\$54,972	\$63,217	\$68,181	\$73,111
	12 Payments	\$4,581.00	\$5,268.08	\$5,681.75	\$6,092.58
13*	Salary	\$55,522	\$63,848	\$68,864	\$73,842
	12 Payments	\$4,626.83	\$5,320.67	\$5,738.67	\$6,153.50
14*	Salary	\$56,077	\$64,487	\$69,551	\$74,581
	12 Payments	\$4,673.08	\$5,373.92	\$5,795.92	\$6,215.08
15 *	Salary	\$56,638	\$65,133	\$70,248	\$75,327
	12 Payments	\$4,719.83	\$5,427.75	\$5,854.00	\$6,277.25
16*	Salary	\$57,204	\$65,783	\$70,950	\$76,080
	12 Payments	\$4,767.00	\$5,481.92	\$5,912.50	\$6,340.00
17*	Salary	\$57,776	\$66,441	\$71,660	\$76,841
	12 Payments	\$4,814.67	\$5,536.75	\$5,971.67	\$6,403.42
18 *	Salary	\$58,354	\$67,105	\$72,377	\$77,608
	12 Payments	\$4,862.83	\$5,592.08	\$6,031.42	\$6,467.33
19*	Salary	\$58,937	\$67,776	\$73,101	\$78,384
	12 Payments	\$4,911.42	\$5,648.00	\$6,091.75	\$6,532.00
20*	Salary	\$59,527	\$68,454	\$73,831	\$79,169
	12 Payments	\$4,960.58	\$5,704.50	\$6,152.58	\$6,597.42
21 *	Salary	\$60,122	\$69,139	\$74,570	\$79,961
	12 Payments	\$5,010.17	\$5,761.58	\$6,214.17	\$6,663.42
22*	Salary	\$60,723	\$69,831	\$75,314	\$80,760
	12 Payments	\$5,060.25	\$5,819.25	\$6,276.17	\$6,730.00

YEARS		BS/ND	MS	AA	DOC
23*	Salary	\$61,330	\$70,528	\$76,068	\$81,567
	12 Payments	\$5,110.83	\$5,877.33	\$6,339.00	\$6,797.25
24*	Salary	\$61,944	\$71,234	\$76,829	\$82,383
	12 Payments	\$5,162.00	\$5,936.17	\$6,402.42	\$6,865.25
25*	Salary	\$62,563	\$71,946	\$77,597	\$83,207
	12 Payments	\$5,213.58	\$5,995.50	\$6,466.42	\$6,933.92
26*	Salary	\$63,188	\$72,665	\$78,373	\$84,039
	12 Payments	\$5,265.67	\$6,055.42	\$6,531.08	\$7,003.25
27 *	Salary	\$63,821	\$73,392	\$79,157	\$84,880
	12 Payments	\$5,318.42	\$6,116.00	\$6,596.42	\$7,073.33
28*	Salary	\$64,459	\$74,126	\$79,948	\$85,728
	12 Payments	\$5,371.58	\$6,177.17	\$6,662.33	\$7,144.00
29*	Salary	\$65,104	\$74,867	\$80,748	\$86,586
	12 Payments	\$5,425.33	\$6,238.92	\$6,729.00	\$7,215.50
30*	Salary	\$65,754	\$75,616	\$81,555	\$87,452
	12 Payments	\$5,479.50	\$6,301.33	\$6,796.25	\$7,287.67
31*	Salary	\$66,412	\$76,372	\$82,371	\$88,325
	12 Payments	\$5,534.33	\$6,364.33	\$6,864.25	\$7,360.42
32*	Salary	\$67,077	\$77,136	\$83,195	\$89,209
	12 Payments	\$5,589.75	\$6,428.00	\$6,932.92	\$7,434.08
33*	Salary	\$67,747	\$77,907	\$84,027	\$90,102
	12 Payments	\$5,645.58	\$6,492.25	\$7,002.25	\$7,508.50
34*	Salary	\$68,424	\$78,686	\$84,867	\$91,003
	12 Payments	\$5,702.00	\$6,557.17	\$7,072.25	\$7,583.58
35*	Salary	\$69,109	\$79,473	\$85,715	\$91,912
	12 Payments	\$5,759.08	\$6,622.75	\$7,142.92	\$7,659.33

2025-2026
CLASSROOM TEACHERS
202 Day Contract
Public School Teaching Experience
100 % Matrix

YEARS		BS	MS	AA	DOC
0 * 1 * 2	Salary	\$51,418	\$56,036	\$60,423	\$64,807
	12 Payments	\$4,284.85	\$4,669.67	\$5,035.24	\$5,400.62
3 * 4 * 5	Salary	\$53,596	\$61,635	\$66,459	\$71,291
	12 Payments	\$4,466.32	\$5,136.24	\$5,538.26	\$5,940.91
6 * 7 * 8	Salary	\$55,946	\$64,335	\$69,390	\$74,406
	12 Payments	\$4,662.20	\$5,361.28	\$5,782.48	\$6,200.52
9 *	Salary	\$57,636	\$66,280	\$71,485	\$76,654
	12 Payments	\$4,802.99	\$5,523.31	\$5,957.11	\$6,387.84
10*	Salary	\$58,211	\$66,942	\$72,199	\$77,420
	12 Payments	\$4,850.88	\$5,578.49	\$6,016.61	\$6,451.67
11*	Salary	\$58,794	\$67,612	\$72,921	\$78,193
	12 Payments	\$4,899.49	\$5,634.31	\$6,076.74	\$6,516.12
12 *	Salary	\$59,382	\$68,288	\$73,650	\$78,976
	12 Payments	\$4,948.46	\$5,690.66	\$6,137.51	\$6,581.29
13*	Salary	\$59,976	\$68,969	\$74,388	\$79,765
	12 Payments	\$4,997.97	\$5,747.46	\$6,198.99	\$6,647.10
14*	Salary	\$60,575	\$69,650	\$75,130	\$80,563
	12 Payments	\$5,047.93	\$5,804.17	\$6,260.83	\$6,713.62
15*	Salary	\$61,181	\$70,358	\$75,883	\$81,369
	12 Payments	\$5,098.43	\$5,863.13	\$6,323.57	\$6,780.77
16*	Salary	\$61,793	\$71,060	\$76,641	\$82,183
	12 Payments	\$5,149.38	\$5,921.64	\$6,386.76	\$6,848.56
17*	Salary	\$62,410	\$71,770	\$77,408	\$83,005
	12 Payments	\$5,200.87	\$5,980.87	\$6,450.68	\$6,917.06
18*	Salary	\$63,035	\$72,488	\$78,183	\$83,833
	12 Payments	\$5,252.90	\$6,040.65	\$6,515.22	\$6,986.10
19*	Salary	\$63,665	\$73,213	\$78,965	\$84,671
	12 Payments	\$5,305.38	\$6,101.05	\$6,580.39	\$7,055.96
20*	Salary	\$64,302	\$73,945	\$79,753	\$85,519
	12 Payments	\$5,358.49	\$6,162.08	\$6,646.11	\$7,126.62
21 *	Salary	\$64,945	\$74,685	\$80,552	\$86,375
	12 Payments	\$5,412.05	\$6,223.74	\$6,712.63	\$7,197.92

YEARS		BS	MS	AA	DOC
22*	Salary	\$65,594	\$75,432	\$81,355	\$87,238
	12 Payments	\$5,466.15	\$6,286.03	\$6,779.60	\$7,269.84
23*	Salary	\$66,250	\$76,185	\$82,170	\$88,110
	12 Payments	\$5,520.79	\$6,348.78	\$6,847.48	\$7,342.48
24*	Salary	\$66,913	\$76,948	\$82,992	\$88,991
	12 Payments	\$5,576.06	\$6,412.33	\$6,915.98	\$7,415.94
25*	Salary	\$67,581	\$77,717	\$83,821	\$89,881
	12 Payments	\$5,631.79	\$6,476.42	\$6,985.11	\$7,490.11
26*	Salary	\$68,257	\$78,494	\$84,660	\$90,780
	12 Payments	\$5,688.05	\$6,541.15	\$7,054.97	\$7,565.01
27*	Salary	\$68,940	\$79,279	\$85,506	\$91,689
	12 Payments	\$5,745.03	\$6,606.59	\$7,125.54	\$7,640.71
28*	Salary	\$69,630	\$80,072	\$86,361	\$92,605
	12 Payments	\$5,802.46	\$6,672.66	\$7,196.75	\$7,717.05
29*	Salary	\$70,326	\$80,872	\$87,225	\$93,531
	12 Payments	\$5,860.52	\$6,739.36	\$7,268.76	\$7,794.28
30*	Salary	\$71,028	\$81,681	\$88,097	\$94,467
	12 Payments	\$5,919.03	\$6,806.79	\$7,341.40	\$7,872.24
31*	Salary	\$71,739	\$82,498	\$88,978	\$95,410
	12 Payments	\$5,978.26	\$6,874.84	\$7,414.86	\$7,950.82
32*	Salary	\$72,458	\$83,323	\$89,868	\$96,365
	12 Payments	\$6,038.13	\$6,943.61	\$7,489.03	\$8,030.40
33*	Salary	\$73,181	\$84,156	\$90,767	\$97,329
	12 Payments	\$6,098.44	\$7,013.02	\$7,563.93	\$8,110.79
34*	Salary	\$73,913	\$84,998	\$91,675	\$98,303
	12 Payments	\$6,159.38	\$7,083.14	\$7,639.54	\$8,191.89
35*	Salary	\$74,653	\$85,848	\$92,591	\$99,285
	12 Payments	\$6,221.04	\$7,153.99	\$7,715.88	\$8,273.72

**2025-2026
TEAMS Contracts
189 Day Contract
Public School Teaching Experience
100 % Matrix**

YEARS		BS	MS	AA	DOC
0	Salary	\$50,521	\$57,285	\$61,346	\$65,405
	12 Payments	\$4,210.08	\$4,773.75	\$5,112.17	\$5,450.42
1	Salary	\$54,082	\$62,194	\$67,061	\$71,932
	12 Payments	\$4,506.83	\$5,182.83	\$5,588.42	\$5,994.33
2	Salary	\$56,972	\$65,514	\$70,661	\$75,769
	12 Payments	\$4,747.67	\$5,459.50	\$5,888.42	\$6,314.08
3	Salary	\$58,638	\$67,433	\$72,730	\$77,988
	12 Payments	\$4,886.50	\$5,619.42	\$6,060.83	\$6,499.00
4	Salary	\$60,350	\$69,401	\$74,851	\$80,263
	12 Payments	\$5,029.17	\$5,783.42	\$6,237.58	\$6,688.58
5	Salary	\$62,105	\$71,420	\$77,030	\$82,600
	12 Payments	\$5,175.42	\$5,951.67	\$6,419.17	\$6,883.33
6	Salary	\$63,909	\$73,493	\$79,267	\$84,997
	12 Payments	\$5,325.75	\$6,124.42	\$6,605.58	\$7,083.08
7	Salary	\$65,759	\$75,622	\$81,561	\$87,458
	12 Payments	\$5,479.92	\$6,301.83	\$6,796.75	\$7,288.17
8	Salary	\$67,074	\$77,132	\$83,193	\$89,208
	12 Payments	\$5,589.50	\$6,427.67	\$6,932.75	\$7,434.00
9	Salary	\$68,415	\$78,676	\$84,856	\$90,993
	12 Payments	\$5,701.25	\$6,556.33	\$7,071.33	\$7,582.75
10	Salary	\$69,440	\$79,857	\$86,128	\$92,356
	12 Payments	\$5,786.67	\$6,654.75	\$7,177.33	\$7,696.33
11	Salary	\$70,482	\$81,055	\$87,421	\$93,741
	12 Payments	\$5,873.50	\$6,754.58	\$7,285.08	\$7,811.75
12*13*14	Salary	\$71,540	\$82,271	\$88,731	\$95,148
	12 Payments	\$5,961.67	\$6,855.92	\$7,394.25	\$7,929.00
15*16*17	Salary	\$72,616	\$83,510	\$90,069	\$96,581
	12 Payments	\$6,051.33	\$6,959.17	\$7,505.75	\$8,048.42
18*19*20	Salary	\$73,717	\$84,774	\$91,432	\$98,043
	12 Payments	\$6,143.08	\$7,064.50	\$7,619.33	\$8,170.25
21*22*23	Salary	\$74,838	\$86,065	\$92,823	\$99,535
	12 Payments	\$6,236.50	\$7,172.08	\$7,735.25	\$8,294.58
24*25*26	Salary	\$75,981	\$87,378	\$94,241	\$101,056
	12 Payments	\$6,331.75	\$7,281.50	\$7,853.42	\$8,421.33
27	Salary	\$77,148	\$88,721	\$95,688	\$102,607
	12 Payments	\$6,429.00	\$7,393.42	\$7,974.00	\$8,550.58

2025-2026
ACADEMIC ACHIEVEMENT SPECIALIST
202 Day Contract
Public School Teaching Experience
100 % Matrix

YEARS		BS	MS	AA	DOC
5-9	Salary	\$73,122	\$84,089	\$90,694	\$97,253
	12 Payments	\$6,093.50	\$7,007.38	\$7,557.83	\$8,104.41
10-14	Salary	\$76,461	\$87,931	\$94,835	\$101,693
	12 Payments	\$6,371.75	\$7,327.55	\$7,902.91	\$8,474.41
15-20	Salary	\$78,788	\$90,605	\$97,722	\$104,788
	12 Payments	\$6,565.67	\$7,550.42	\$8,143.46	\$8,732.29
21-35	Salary	\$82,454	\$94,825	\$102,271	\$109,666
	12 Payments	\$6,871.20	\$7,902.07	\$8,522.55	\$9,138.82

**JACKSON COUNTY SCHOOLS
CAREER COACH
SALARY SCHEDULE
2025-2026**

		0-5 Years	6-10 Years	10+ Years	
CAREER COACH	200 Days	\$ 47,600	\$ 51,100	\$ 55,521	

**2025-2026
CENTRAL OFFICE
SUPPORT PERSONNEL
SALARY SCHEDULE
240 Days**

Step	*Administrative Asst/Finance	*Superintendent's Secretary/Payroll Clerk
0	\$35,561	\$43,181
1	\$36,273	\$44,044
2	\$36,997	\$44,928
3	\$37,738	\$45,822
4	\$38,494	\$46,747
5	\$39,263	\$47,674
6	\$40,049	\$48,627
7	\$40,849	\$49,600
8	\$41,665	\$50,593
9	\$42,500	\$51,605
10	\$43,350	\$52,636
11	\$44,216	\$53,689
12	\$45,101	\$54,762
13	\$46,003	\$55,857
14	\$46,922	\$56,973
15	\$47,860	\$58,113

*\$1,020 annual supplement for Associate's Degree (subject to state mandated increases)

	0 to 2 Years Experience	3 to 9 Years Experience	10+ Years Experience
Receptionist/Secretary	\$33,087	\$34,994	\$36,902
Chief Financial Officer	Negotiable	Negotiable	Negotiable

**2025-2026
CNP MANAGER
SALARY SCHEDULE
187 Days**

YRS EXP	RATE PER	8 HRS
0	12 MONTHS	\$2,395
	ANNUAL	\$28,736
1	12 MONTHS	\$2,419
	ANNUAL	\$29,030
2	12 MONTHS	\$2,443
	ANNUAL	\$29,321
3	12 MONTHS	\$2,468
	ANNUAL	\$29,614
4	12 MONTHS	\$2,492
	ANNUAL	\$29,905
5	12 MONTHS	\$2,517
	ANNUAL	\$30,209
6	12 MONTHS	\$2,542
	ANNUAL	\$30,504
7	12 MONTHS	\$2,567
	ANNUAL	\$30,799
8	12 MONTHS	\$2,605
	ANNUAL	\$31,261
9	12 MONTHS	\$2,638
	ANNUAL	\$31,652
10	12 MONTHS	\$2,671
	ANNUAL	\$32,047

2025-2026

**CNP WORKER
SALARY SCHEDULE
187 Days**

YRS EXP	RATE PER	8 HRS	7 HRS	4 HRS
0	12 MONTHS	\$1,912	\$1,734	\$1,122
	ANNUAL	\$22,947	\$20,812	\$13,467
1	12 MONTHS	\$1,935	\$1,752	\$1,138
	ANNUAL	\$23,220	\$21,018	\$13,662
2	12 MONTHS	\$1,958	\$1,769	\$1,154
	ANNUAL	\$23,501	\$21,222	\$13,853
3	12 MONTHS	\$1,981	\$1,785	\$1,173
	ANNUAL	\$23,775	\$21,424	\$14,076
4	12 MONTHS	\$2,004	\$1,814	\$1,191
	ANNUAL	\$24,048	\$21,765	\$14,295
5	12 MONTHS	\$2,027	\$1,825	\$1,232
	ANNUAL	\$24,320	\$21,895	\$14,787
6	12 MONTHS	\$2,049	\$1,843	\$1,254
	ANNUAL	\$24,593	\$22,112	\$15,051
7	12 MONTHS	\$2,072	\$1,861	\$1,276
	ANNUAL	\$24,867	\$22,328	\$15,315
8	12 MONTHS	\$2,103	\$1,884	\$1,292
	ANNUAL	\$25,241	\$22,607	\$15,506
9	12 MONTHS	\$2,130	\$1,908	\$1,308
	ANNUAL	\$25,556	\$22,890	\$15,700
10	12 MONTHS	\$2,156	\$1,931	\$1,325
	ANNUAL	\$25,876	\$23,176	\$15,896

**JACKSON COUNTY
CUSTODIANS
SALARY SCHEDULE
2025-2026**

YEARS EXP.		12 MONTH 8 HOUR	9 MONTH 8 HOUR	9 MONTH 6 HOUR	9 MONTH 4 HOUR
		240 DAYS	187 Days	187 Days	187 Days
0 to 2	MONTHLY	\$ 2,712.86	\$ 1,940.21	\$ 1,497.45	\$ 1,071.68
		\$ 32,554	\$ 23,283	\$ 17,969	\$ 12,860
3 to 7	MONTHLY	\$ 2,848.86	\$ 2,031.84	\$ 1,561.71	\$ 1,114.27
		\$ 34,186	\$ 24,382	\$ 18,740	\$ 13,371
8 to 13	MONTHLY	\$ 2,915.50	\$ 2,076.38	\$ 1,592.99	\$ 1,135.52
		\$ 34,986	\$ 24,917	\$ 19,116	\$ 13,626
14 to 20	MONTHLY	\$ 2,985.03	\$ 2,123.30	\$ 1,625.97	\$ 1,157.28
		\$ 35,820	\$ 25,480	\$ 19,512	\$ 13,887
21 to 25	MONTHLY	\$ 3,051.67	\$ 2,167.93	\$ 1,657.25	\$ 1,178.19
		\$ 36,620	\$ 26,015	\$ 19,887	\$ 14,138
26 +	MONTHLY	\$ 3,118.31	\$ 2,212.72	\$ 1,689.12	\$ 1,199.10
		\$ 37,420	\$ 26,553	\$ 20,269	\$ 14,389

CUSTODIANS Hired Before 12/98

4 Hours 9 Month \$ 14,486 *

2025-2026
High School Assistant Principal
202 Day Contract
Public School Teaching Experience
100 % Matrix

YEARS		BS	MS	AA	DOC
0 * 1 * 2	Salary	\$54,418	\$59,036	\$63,423	\$67,807
	12 Payments	\$4,534.83	\$4,919.67	\$5,285.25	\$5,650.58
3 * 4 * 5	Salary	\$56,596	\$64,635	\$69,459	\$74,291
	12 Payments	\$4,716.33	\$5,386.25	\$5,788.25	\$6,190.92
6 * 7 * 8	Salary	\$58,946	\$67,335	\$72,390	\$77,406
	12 Payments	\$4,912.17	\$5,611.25	\$6,032.50	\$6,450.50
9 *	Salary	\$60,636	\$69,280	\$74,485	\$79,654
	12 Payments	\$5,053.00	\$5,773.33	\$6,207.08	\$6,637.83
10*	Salary	\$61,211	\$69,942	\$75,199	\$80,420
	12 Payments	\$5,100.92	\$5,828.50	\$6,266.58	\$6,701.67
11*	Salary	\$61,794	\$70,612	\$75,921	\$81,193
	12 Payments	\$5,149.50	\$5,884.33	\$6,326.75	\$6,766.08
12 *	Salary	\$62,382	\$71,288	\$76,650	\$81,976
	12 Payments	\$5,198.50	\$5,940.67	\$6,387.50	\$6,831.33
13*	Salary	\$62,976	\$71,969	\$77,388	\$82,765
	12 Payments	\$5,248.00	\$5,997.42	\$6,449.00	\$6,897.08
14*	Salary	\$63,575	\$72,650	\$78,130	\$83,563
	12 Payments	\$5,297.92	\$6,054.17	\$6,510.83	\$6,963.58
15*	Salary	\$64,181	\$73,358	\$78,883	\$84,369
	12 Payments	\$5,348.42	\$6,113.17	\$6,573.58	\$7,030.75
16*	Salary	\$64,793	\$74,060	\$79,641	\$85,183
	12 Payments	\$5,399.42	\$6,171.67	\$6,636.75	\$7,098.58
17*	Salary	\$65,410	\$74,770	\$80,408	\$86,005
	12 Payments	\$5,450.83	\$6,230.83	\$6,700.67	\$7,167.08
18*	Salary	\$66,035	\$75,488	\$81,183	\$86,833
	12 Payments	\$5,502.92	\$6,290.67	\$6,765.25	\$7,236.08
19*	Salary	\$66,665	\$76,213	\$81,965	\$87,671
	12 Payments	\$5,555.42	\$6,351.08	\$6,830.42	\$7,305.92
20*	Salary	\$67,302	\$76,945	\$82,753	\$88,519
	12 Payments	\$5,608.50	\$6,412.08	\$6,896.08	\$7,376.58
21 *	Salary	\$67,945	\$77,685	\$83,552	\$89,375
	12 Payments	\$5,662.08	\$6,473.75	\$6,962.67	\$7,447.92

YEARS		BS	MS	AA	DOC
22*	Salary	\$68,594	\$78,432	\$84,355	\$90,238
	12 Payments	\$5,716.17	\$6,536.00	\$7,029.58	\$7,519.83
23*	Salary	\$69,250	\$79,185	\$85,170	\$91,110
	12 Payments	\$5,770.83	\$6,598.75	\$7,097.50	\$7,592.50
24*	Salary	\$69,913	\$79,948	\$85,992	\$91,991
	12 Payments	\$5,826.08	\$6,662.33	\$7,166.00	\$7,665.92
25*	Salary	\$70,581	\$80,717	\$86,821	\$92,881
	12 Payments	\$5,881.75	\$6,726.42	\$7,235.08	\$7,740.08
26*	Salary	\$71,257	\$81,494	\$87,660	\$93,780
	12 Payments	\$5,938.08	\$6,791.17	\$7,305.00	\$7,815.00
27*	Salary	\$71,940	\$82,279	\$88,506	\$94,689
	12 Payments	\$5,995.00	\$6,856.58	\$7,375.50	\$7,890.75
28*	Salary	\$72,630	\$83,072	\$89,361	\$95,605
	12 Payments	\$6,052.50	\$6,922.67	\$7,446.75	\$7,967.08
29*	Salary	\$73,326	\$83,872	\$90,225	\$96,531
	12 Payments	\$6,110.50	\$6,989.33	\$7,518.75	\$8,044.25
30*	Salary	\$74,028	\$84,681	\$91,097	\$97,467
	12 Payments	\$6,169.00	\$7,056.75	\$7,591.42	\$8,122.25
31*	Salary	\$74,739	\$85,498	\$91,978	\$98,410
	12 Payments	\$6,228.25	\$7,124.83	\$7,664.83	\$8,200.83
32*	Salary	\$75,458	\$86,323	\$92,868	\$99,365
	12 Payments	\$6,288.17	\$7,193.58	\$7,739.00	\$8,280.42
33*	Salary	\$76,181	\$87,156	\$93,767	\$100,329
	12 Payments	\$6,348.42	\$7,263.00	\$7,813.92	\$8,360.75
34*	Salary	\$76,913	\$87,998	\$94,675	\$101,303
	12 Payments	\$6,409.42	\$7,333.17	\$7,889.58	\$8,441.92
35*	Salary	\$77,653	\$88,848	\$95,591	\$102,285
	12 Payments	\$6,471.08	\$7,404.00	\$7,965.92	\$8,523.75

**JACKSON COUNTY
INDIAN EDUCATION
2025-2026**

YEARS EXPERIENCE	ANNUAL SALARY
Eighth Year (7)	\$32,362
Seventh Year (6)	\$31,932
Sixth Year (5)	\$31,500
Fifth Year (4)	\$31,069
Fourth Year (3)	\$30,637
Third Year (2)	\$26,331
Second Year (1)	\$25,926
First Year (0)	\$25,517

Aides Hired Before
July 1, 2011

	0 - 2 Years	3 - 9 Years	10 + Years
Indian Education Aides (7Hr.) *	\$ 24,960	\$ 26,832	\$ 28,705

*New Hires after July 1, 2011

**JACKSON COUNTY SCHOOLS
IT DEPARTMENT
SALARY SCHEDULES
2025-2026**

	0-2 Yrs	3-9 Yrs.	10-15 Yrs.	16+ Yrs.
NETWORK ADMINISTRATOR	\$ 81,122	\$ 85,489	\$ 90,809	\$ 96,098
ASSISTANT NETWORK ADMINISTRATOR	\$ 77,378	\$ 81,122	\$ 83,618	\$ 85,489
TECHNICIAN	\$ 47,425	\$ 50,536	\$ 51,795	\$ 53,664
TECHNOLOGY MAINTENANCE HELPER	\$ 30,240	\$ 31,450	\$ 32,708	\$ 34,016
240 Days				

JACKSON COUNTY
2025-2026
MAINTENANCE-TRANSPORTATION
SALARY SCHEDULE
240 DAYS

JOB CLASSIFICATION	1st YEAR	2nd Year	3- 5 Years	6-8 Years
Maintenance*				
Foreman	\$47,858	\$51,207	\$57,564	\$60,442
Certified Maint Worker	\$43,682	\$47,425	\$50,536	\$53,063
Maintenance Worker	\$40,499	\$43,845	\$45,802	\$48,092
Transportation*				
Foreman	\$47,858	\$51,207	\$57,564	\$60,442
Mechanic (non certified)	\$40,499	\$43,845	\$45,802	\$48,092
Mechanic (certified)	\$44,930	\$47,155	\$50,536	\$53,063

**2025-2026
SCHOOL NURSE
187 Day Contract
Public School Nursing Experience
100 % Matrix**

YEARS		LPN	RN-ASSN	RN-BSN	RN-MSN	RN-DNP
0 * 1 * 2	Salary	\$33,930	\$44,764	\$48,269	\$52,049	\$56,124
	12 Payments	\$2,827.50	\$3,730.31	\$4,022.42	\$4,337.38	\$4,677.00
3 * 4 * 5	Salary	\$37,319	\$49,236	\$53,090	\$57,248	\$61,730
	12 Payments	\$3,109.90	\$4,103.00	\$4,424.17	\$4,770.63	\$5,144.17
6 * 7 * 8	Salary	\$38,955	\$51,394	\$55,418	\$59,758	\$64,437
	12 Payments	\$3,246.24	\$4,282.81	\$4,618.14	\$4,979.81	\$5,369.75
9*	Salary	\$40,131	\$52,946	\$57,092	\$61,562	\$66,382
	12 Payments	\$3,344.24	\$4,412.17	\$4,757.67	\$5,130.17	\$5,531.80
10*	Salary	\$40,532	\$53,475	\$57,662	\$62,177	\$67,045
	12 Payments	\$3,377.65	\$4,456.21	\$4,805.14	\$5,181.42	\$5,587.05
11*	Salary	\$40,937	\$54,009	\$58,238	\$62,799	\$67,715
	12 Payments	\$3,411.39	\$4,500.75	\$4,853.16	\$5,233.25	\$5,642.90
12*	Salary	\$41,347	\$54,550	\$58,822	\$63,427	\$68,394
	12 Payments	\$3,445.56	\$4,545.80	\$4,901.83	\$5,285.56	\$5,699.50
13*	Salary	\$41,760	\$55,096	\$59,409	\$64,062	\$69,077
	12 Payments	\$3,479.99	\$4,591.33	\$4,950.74	\$5,338.50	\$5,756.42
14*	Salary	\$42,179	\$55,647	\$60,004	\$64,702	\$69,768
	12 Payments	\$3,514.92	\$4,637.25	\$5,000.30	\$5,973.67	\$5,814.00
15*	Salary	\$42,601	\$56,204	\$60,604	\$65,350	\$70,466
	12 Payments	\$3,550.08	\$4,683.67	\$5,050.33	\$5,445.83	\$5,872.14
16*	Salary	\$43,026	\$56,765	\$61,210	\$66,003	\$71,170
	12 Payments	\$3,585.47	\$4,730.42	\$5,100.83	\$5,500.25	\$5,930.83
17*	Salary	\$43,457	\$57,333	\$61,822	\$66,663	\$71,882
	12 Payments	\$3,621.42	\$4,777.75	\$5,151.83	\$5,555.25	\$5,990.17
18*	Salary	\$43,891	\$57,906	\$62,440	\$67,329	\$72,601
	12 Payments	\$3,657.55	\$4,825.50	\$5,203.33	\$5,610.75	\$6,050.05
19*	Salary	\$44,330	\$58,485	\$63,064	\$68,002	\$73,327
	12 Payments	\$3,694.17	\$4,873.73	\$5,255.30	\$5,666.83	\$6,110.57
20*	Salary	\$44,772	\$59,070	\$63,694	\$68,682	\$74,060
	12 Payments	\$3,730.99	\$4,922.50	\$5,307.83	\$5,723.48	\$6,171.67
21*	Salary	\$45,221	\$59,661	\$64,332	\$69,370	\$74,801
	12 Payments	\$3,768.39	\$4,971.74	\$5,361.00	\$5,780.83	\$6,233.39
22*	Salary	\$45,673	\$60,257	\$64,974	\$70,062	\$75,548
	12 Payments	\$3,806.05	\$5,021.38	\$5,414.50	\$5,838.48	\$6,295.67

YEARS		LPN	RN-ASSN	RN-BSN	RN-MSN	RN-DNP
23*	Salary	\$46,130	\$60,860	\$66,625	\$70,763	\$76,304
	12 Payments	\$3,844.13	\$5,071.67	\$5,468.73	\$5,896.88	\$6,358.67
24*	Salary	\$46,691	\$61,469	\$66,282	\$71,472	\$77,068
	12 Payments	\$3,882.55	\$5,122.42	\$5,523.47	\$5,956.00	\$6,422.33
25*	Salary	\$47,057	\$62,083	\$66,944	\$72,186	\$77,838
	12 Payments	\$3,921.39	\$5,173.58	\$5,578.64	\$6,015.50	\$6,486.50
26*	Salary	\$47,527	\$62,703	\$67,613	\$72,907	\$78,616
	12 Payments	\$3,960.58	\$5,225.25	\$5,634.40	\$6,075.55	\$6,551.33
27*	Salary	\$48,003	\$63,331	\$68,291	\$73,637	\$79,403
	12 Payments	\$4,000.25	\$5,277.57	\$5,690.82	\$6,136.41	\$6,616.91
28*	Salary	\$48,483	\$63,964	\$68,973	\$74,373	\$80,196
	12 Payments	\$4,040.22	\$5,330.33	\$5,747.75	\$6,197.75	\$6,683.00
29*	Salary	\$48,968	\$64,604	\$69,662	\$75,117	\$80,999
	12 Payments	\$4,080.67	\$5,383.65	\$5,805.16	\$6,259.74	\$6,749.92
30*	Salary	\$49,457	\$65,250	\$70,358	\$75,867	\$81,808
	12 Payments	\$4,121.40	\$5,437.50	\$5,863.13	\$6,322.22	\$6,817.33
31*	Salary	\$49,952	\$65,902	\$71,062	\$76,626	\$82,626
	12 Payments	\$4,162.67	\$5,491.83	\$5,921.83	\$6,385.50	\$6,885.50
32*	Salary	\$50,452	\$66,562	\$71,774	\$77,393	\$83,453
	12 Payments	\$4,204.33	\$5,546.83	\$5,981.17	\$6,449.38	\$6,954.42
33*	Salary	\$50,956	\$67,227	\$72,490	\$78,166	\$84,287
	12 Payments	\$4,246.33	\$5,602.25	\$6,040.83	\$6,513.81	\$7,023.89
34*	Salary	\$51,465	\$67,899	\$73,215	\$78,947	\$85,130
	12 Payments	\$4,288.75	\$5,658.25	\$6,101.22	\$6,578.92	\$7,094.17
35*	Salary	\$51,980	\$68,578	\$73,947	\$79,738	\$85,981
	12 Payments	\$4,331.67	\$5,714.81	\$6,162.25	\$6,644.83	\$7,165.08

For extracurricular activities nurses employed by JCBOE will be paid at their regular hourly rate.
All others will be paid at the base hourly rate based on their certification

**2025-2026
HEAD NURSE
240 Day Contract
Public School Nursing Experience
100 % Matrix**

YEARS		LPN	RN-ASSN	RN-BSN	RN-MSN	RN-DNP
0 * 1 * 2	Salary	\$43,546	\$57,450	\$61,949	\$66,800	\$72,030
	12 Payments	\$3,628.82	\$4,787.54	\$5,162.39	\$5,566.65	\$6,002.53
3 * 4 * 5	Salary	\$47,896	\$63,190	\$68,137	\$73,473	\$79,227
	12 Payments	\$3,991.35	\$5,265.84	\$5,678.09	\$6,122.72	\$6,602.26
6 * 7 * 8	Salary	\$49,995	\$65,960	\$71,125	\$76,695	\$82,700
	12 Payments	\$4,166.28	\$5,496.70	\$5,927.05	\$6,391.24	\$6,891.63
9*	Salary	\$51,505	\$67,951	\$73,273	\$79,009	\$85,196
	12 Payments	\$4,292.08	\$5,662.62	\$6,106.06	\$6,584.10	\$7,099.63
10*	Salary	\$52,019	\$68,631	\$74,004	\$79,799	\$86,046
	12 Payments	\$4,334.92	\$5,719.23	\$6,167.01	\$6,649.89	\$7,170.52
11*	Salary	\$52,539	\$69,316	\$74,744	\$80,596	\$86,907
	12 Payments	\$4,378.27	\$5,776.35	\$6,228.63	\$6,716.36	\$7,242.26
12*	Salary	\$53,066	\$70,010	\$75,492	\$81,403	\$87,777
	12 Payments	\$4,422.13	\$5,834.15	\$6,291.02	\$6,783.60	\$7,314.76
13*	Salary	\$53,596	\$70,710	\$76,247	\$82,217	\$88,654
	12 Payments	\$4,466.33	\$5,892.54	\$6,353.92	\$6,851.43	\$7,387.86
14*	Salary	\$54,132	\$71,417	\$77,010	\$83,039	\$89,542
	12 Payments	\$4,511.04	\$5,951.45	\$6,417.50	\$6,919.94	\$7,461.81
15*	Salary	\$54,674	\$72,132	\$77,780	\$83,871	\$90,437
	12 Payments	\$4,556.17	\$6,011.03	\$6,481.68	\$6,989.21	\$7,536.44
16*	Salary	\$55,220	\$72,852	\$78,557	\$84,709	\$91,341
	12 Payments	\$4,601.65	\$6,071.04	\$6,546.45	\$7,059.08	\$7,611.75
17*	Salary	\$55,773	\$73,582	\$79,343	\$85,556	\$92,254
	12 Payments	\$4,647.72	\$6,131.82	\$6,611.90	\$7,129.63	\$7,687.83
18*	Salary	\$56,331	\$74,317	\$80,136	\$86,410	\$93,177
	12 Payments	\$4,694.21	\$6,193.10	\$6,678.03	\$7,200.86	\$7,764.75
19*	Salary	\$56,894	\$75,061	\$80,937	\$87,274	\$94,109
	12 Payments	\$4,741.13	\$6,255.07	\$6,744.75	\$7,272.86	\$7,842.44
20*	Salary	\$57,462	\$75,810	\$81,746	\$88,147	\$95,049
	12 Payments	\$4,788.48	\$6,317.54	\$6,812.16	\$7,345.62	\$7,920.73
21*	Salary	\$58,037	\$76,570	\$82,564	\$89,030	\$96,001
	12 Payments	\$4,836.42	\$6,380.87	\$6,880.33	\$7,419.14	\$8,000.12
22*	Salary	\$58,617	\$77,334	\$83,389	\$89,919	\$96,959
	12 Payments	\$4,884.78	\$6,444.53	\$6,949.09	\$7,493.26	\$8,079.93

YEARS		LPN	RN-ASSN	RN-BSN	RN-MSN	RN-DNP
23*	Salary	\$59,204	\$78,109	\$84,224	\$90,818	\$97,929
	12 Payments	\$4,933.66	\$6,509.05	\$7,018.71	\$7,568.15	\$8,160.77
24*	Salary	\$59,795	\$78,890	\$85,067	\$91,728	\$98,909
	12 Payments	\$4,982.96	\$6,574.16	\$7,088.92	\$7,643.97	\$8,242.45
25*	Salary	\$60,393	\$79,678	\$85,917	\$92,645	\$99,898
	12 Payments	\$5,032.77	\$6,639.86	\$7,159.72	\$7,720.38	\$8,324.82
26*	Salary	\$60,997	\$80,474	\$86,775	\$93,570	\$100,897
	12 Payments	\$5,083.09	\$6,706.16	\$7,231.29	\$7,797.48	\$8,408.12
27*	Salary	\$61,607	\$81,280	\$87,645	\$94,507	\$101,907
	12 Payments	\$5,133.92	\$6,773.31	\$7,303.71	\$7,875.59	\$8,492.27
28*	Salary	\$62,224	\$82,092	\$88,521	\$95,451	\$102,925
	12 Payments	\$5,185.34	\$6,840.97	\$7,376.73	\$7,954.22	\$8,577.10
29*	Salary	\$62,845	\$82,914	\$89,406	\$96,406	\$103,955
	12 Payments	\$5,237.11	\$6,909.48	\$7,450.51	\$8,033.86	\$8,662.95
30*	Salary	\$63,474	\$83,743	\$90,299	\$97,369	\$104,993
	12 Payments	\$5,289.47	\$6,978.59	\$7,524.88	\$8,114.10	\$8,749.39
31*	Salary	\$64,109	\$84,579	\$91,201	\$98,343	\$106,043
	12 Payments	\$5,342.42	\$7,048.29	\$7,600.11	\$8,195.28	\$8,836.94
32*	Salary	\$64,751	\$85,426	\$92,115	\$99,328	\$107,104
	12 Payments	\$5,395.89	\$7,118.84	\$7,676.27	\$8,277.30	\$8,925.34
33*	Salary	\$65,397	\$86,280	\$93,034	\$100,320	\$108,175
	12 Payments	\$5,449.78	\$7,189.98	\$7,752.85	\$8,360.01	\$9,014.59
34*	Salary	\$66,050	\$87,143	\$93,965	\$101,323	\$109,256
	12 Payments	\$5,504.18	\$7,261.89	\$7,830.46	\$8,443.56	\$9,104.69
35*	Salary	\$66,711	\$88,014	\$94,905	\$102,337	\$110,350
	12 Payments	\$5,559.26	\$7,334.48	\$7,908.74	\$8,528.05	\$9,195.81

**SCHOOL SECRETARY
SALARY SCHEDULE
2025-2026**

HIGH SCHOOL SECRETARIES - 12 MONTHS (240 DAYS)

YEARS EXPERIENCE	ANNUAL SALARY	MONTHLY SALARY
0 to 1	\$ 32,109	\$ 2,675.72
2 to 3	\$ 33,799	\$ 2,816.56
4 to 5	\$ 35,580	\$ 2,964.97
6 to 7	\$ 37,449	\$ 3,120.78
8 to 9	\$ 39,422	\$ 3,285.17
10 +	\$ 41,500	\$ 3,458.31

ELEMENTARY & MIDDLE SCHOOL SECRETARIES - 10 MONTHS (202 DAYS)

YEARS EXPERIENCE	ANNUAL SALARY	MONTHLY SALARY
0 to 1	\$ 27,921	\$ 2,326.79
2 to 3	\$ 28,787	\$ 2,398.96
4 to 5	\$ 30,185	\$ 2,515.41
6 to 7	\$ 31,577	\$ 2,631.43
8 to 9	\$ 33,149	\$ 2,762.42
10 +	\$ 34,895	\$ 2,907.94

**JACKSON COUNTY
SUPPORT PERSONNEL
SALARY SCHEDULE
2025-2026**

187 DAYS

	0 - 2 Years	3 - 9 Years	10 + Years
AIDES			
Classroom (7 Hr.) 187 days	\$ 20,096	\$ 21,436	\$ 22,965
Bus Aide 180 days	\$ 12,072	\$ 13,342	\$ 14,623
School Clerical Aide (7 hr) 187 days	\$ 19,635	\$ 20,901	\$ 22,341
Bilingual Paraprofessional (7 hr) 187 days	\$ 25,196	\$ 26,536	\$ 28,065
Registered Behavior Technician	\$ 25,196	\$ 26,536	\$ 28,065
BUS DRIVERS			
Regular Route	\$ 16,224	\$ 17,473	\$ 19,020
Tech Route (180 Days)	\$75/Day	\$75/Day	\$75/Day

***Aides and bus drivers hired prior to November 2009 receive salary of 10+ years.**

***Bus aides hired prior to June 2016, should receive salary of 10+ years.**

2025-2026
JACKSON COUNTY SCHOOLS
SUPERVISOR
SALARY SCHEDULE

DEGREE	SALARY	SALARY	SALARY	SALARY	SALARY
	0-3 YEARS	4-7 YEARS	8-10 YEARS	11-15 YEARS	16+ YEARS
A	\$111,441	\$114,441	\$117,441	\$120,441	\$123,441
AA	\$114,441	\$117,441	\$120,441	\$123,441	\$126,441
DR	\$119,441	\$122,441	\$125,441	\$128,441	\$131,441

Experience counted toward this matrix will be based on supervisory/administrative experience.

**JACKSON COUNTY
AFTER SCHOOL PROGRAMS
2025-2026**

21st Century	Hourly Rate
Site Coordinator	\$40.00
Lead Teacher	\$35.00
Teacher	\$30.00
Nurse	\$30.00
Certified Aide	\$25.00
Non-Certified Aide	\$20.00
Substitutes Certified	\$20.00
Substitutes Non Certified	\$15.00
Student	\$15.00
Contract Teachers (Art, Music, STEM, etc.	\$20.00
Bus Drivers	\$20.00

**JACKSON COUNTY
SUBSTITUTE RATES
2025-2026**

Substitute Daily Rate		DAILY RATE
Teacher W/Substitute Certificate Only (7Hr.)	\$	85.00
Teacher W/Alabama Teacher's Certificate (7Hr.)	\$	95.00
School Secretary (7 Hr.)	\$	70.00
Classroom Aide (7 Hr.)	\$	70.00
Nurse	\$	110.00
Substitute Janitors' Daily Rate		
8 Hours	\$	80.00
6 Hours	\$	60.00
4 Hours	\$	40.00
Substitute Bus Drivers' Daily Rate		
Regular	\$	75.00
Tech School Rate	\$	50.00
MD Bus Driver	\$	75.00
MD Bus Aide	\$	50.00
MD Classroom Aide	\$	70.00
Substitute Lunchroom Workers' Daily Rate		
8 Hours	\$	80.00
7 Hours	\$	70.00
4 Hours	\$	40.00