

2023-2024
CLASSROOM TEACHERS
187 Day Contract
Public School Teaching Experience
100 % Matrix

YEARS		BS	MS	AA	DOC
0 * 1 * 2	Salary	\$44,226	\$50,857	\$54,839	\$58,818
	12 Payments	\$3,685.50	\$4,238.08	\$4,569.92	\$4,901.50
3 * 4 * 5	Salary	\$48,643	\$55,939	\$60,317	\$64,702
	12 Payments	\$4,053.58	\$4,661.58	\$5,026.42	\$5,391.83
6 * 7 * 8	Salary	\$50,776	\$58,390	\$62,977	\$67,530
	12 Payments	\$4,231.33	\$4,865.83	\$5,248.08	\$5,627.50
9*	Salary	\$52,309	\$60,154	\$64,879	\$69,570
	12 Payments	\$4,359.08	\$5,012.83	\$5,406.58	\$5,797.50
10*	Salary	\$52,831	\$60,755	\$65,527	\$70,265
	12 Payments	\$4,402.58	\$5,062.92	\$5,460.58	\$5,855.42
11*	Salary	\$53,360	\$61,363	\$66,182	\$70,967
	12 Payments	\$4,446.67	\$5,113.58	\$5,515.17	\$5,913.92
12 *	Salary	\$53,894	\$61,977	\$66,844	\$71,677
	12 Payments	\$4,491.17	\$5,164.75	\$5,570.33	\$5,973.08
13*	Salary	\$54,433	\$62,596	\$67,513	\$72,394
	12 Payments	\$4,536.08	\$5,216.33	\$5,626.08	\$6,032.83
14*	Salary	\$54,977	\$63,222	\$68,187	\$73,118
	12 Payments	\$4,581.42	\$5,268.50	\$5,682.25	\$6,093.17
15 *	Salary	\$55,527	\$63,855	\$68,870	\$73,850
	12 Payments	\$4,627.25	\$5,321.25	\$5,739.17	\$6,154.17
16*	Salary	\$56,082	\$64,493	\$69,558	\$74,588
	12 Payments	\$4,673.50	\$5,374.42	\$5,796.50	\$6,215.67
17*	Salary	\$56,643	\$65,138	\$70,254	\$75,334
	12 Payments	\$4,720.25	\$5,428.17	\$5,854.50	\$6,277.83
18 *	Salary	\$57,209	\$65,789	\$70,957	\$76,086
	12 Payments	\$4,767.42	\$5,482.42	\$5,913.08	\$6,340.50
19*	Salary	\$57,781	\$66,447	\$71,667	\$76,847
	12 Payments	\$4,815.08	\$5,537.25	\$5,972.25	\$6,403.92
20*	Salary	\$58,359	\$67,111	\$72,383	\$77,616
	12 Payments	\$4,863.25	\$5,592.58	\$6,031.92	\$6,468.00
21 *	Salary	\$58,943	\$67,783	\$73,107	\$78,393
	12 Payments	\$4,911.92	\$5,648.58	\$6,092.25	\$6,532.75
22*	Salary	\$59,532	\$68,461	\$73,837	\$79,176
	12 Payments	\$4,961.00	\$5,705.08	\$6,153.08	\$6,598.00

23*	Salary	\$60,127	\$69,145	\$74,576	\$79,967
	12 Payments	\$5,010.58	\$5,762.08	\$6,214.67	\$6,663.92
24*	Salary	\$60,729	\$69,837	\$75,322	\$80,767
	12 Payments	\$5,060.75	\$5,819.75	\$6,276.83	\$6,730.58
25*	Salary	\$61,336	\$70,535	\$76,075	\$81,575
	12 Payments	\$5,111.33	\$5,877.92	\$6,339.58	\$6,797.92
26*	Salary	\$61,949	\$71,240	\$76,836	\$82,391
	12 Payments	\$5,162.42	\$5,936.67	\$6,403.00	\$6,865.92
27*	Salary	\$62,569	\$71,952	\$77,604	\$83,215
	12 Payments	\$5,214.08	\$5,996.00	\$6,467.00	\$6,934.58
28*	Salary	\$63,195	\$72,672	\$78,380	\$84,047
	12 Payments	\$5,266.25	\$6,056.00	\$6,531.67	\$7,003.92
29*	Salary	\$63,827	\$73,399	\$79,164	\$84,888
	12 Payments	\$5,318.92	\$6,116.58	\$6,597.00	\$7,074.00
30*	Salary	\$64,464	\$74,133	\$79,955	\$85,737
	12 Payments	\$5,372.00	\$6,177.75	\$6,662.92	\$7,144.75
31*	Salary	\$65,109	\$74,874	\$80,755	\$86,593
	12 Payments	\$5,425.75	\$6,239.50	\$6,729.58	\$7,216.08
32*	Salary	\$65,761	\$75,623	\$81,563	\$87,459
	12 Payments	\$5,480.08	\$6,301.92	\$6,796.92	\$7,288.25
33*	Salary	\$66,418	\$76,379	\$82,379	\$88,335
	12 Payments	\$5,534.83	\$6,364.92	\$6,864.92	\$7,361.25
34*	Salary	\$67,082	\$77,143	\$83,202	\$89,218
	12 Payments	\$5,590.17	\$6,428.58	\$6,933.50	\$7,434.83
35*	Salary	\$67,753	\$77,914	\$84,034	\$90,109
	12 Payments	\$5,646.08	\$6,492.83	\$7,002.83	\$7,509.08

2023-2024
CLASSROOM TEACHERS
202 Day Contract
Public School Teaching Experience
100 % Matrix

YEARS		BS	MS	AA	DOC
0 * 1 * 2	Salary	\$47,773	\$54,936	\$59,239	\$63,535
	12 Payments	\$3,981.08	\$4,577.99	\$4,936.54	\$5,294.59
3 * 4 * 5	Salary	\$52,544	\$60,426	\$65,155	\$69,892
	12 Payments	\$4,378.69	\$5,035.52	\$5,429.59	\$5,824.33
6 * 7 * 8	Salary	\$54,849	\$63,075	\$68,030	\$72,946
	12 Payments	\$4,570.76	\$5,256.21	\$5,669.13	\$6,078.85
9 *	Salary	\$56,505	\$64,979	\$70,084	\$75,150
	12 Payments	\$4,708.79	\$5,414.95	\$5,840.33	\$6,262.51
10*	Salary	\$57,069	\$65,628	\$70,783	\$75,902
	12 Payments	\$4,755.75	\$5,468.98	\$5,898.57	\$6,325.13
11*	Salary	\$57,641	\$66,284	\$71,490	\$76,659
	12 Payments	\$4,803.39	\$5,523.69	\$5,957.49	\$6,388.25
12 *	Salary	\$58,216	\$66,949	\$72,205	\$77,427
	12 Payments	\$4,851.37	\$5,579.07	\$6,017.08	\$6,452.22
13*	Salary	\$58,800	\$67,617	\$72,928	\$78,200
	12 Payments	\$4,900.02	\$5,634.79	\$6,077.34	\$6,516.69
14*	Salary	\$59,386	\$68,294	\$73,657	\$78,984
	12 Payments	\$4,948.83	\$5,691.18	\$6,138.11	\$6,582.00
15*	Salary	\$59,982	\$68,977	\$74,395	\$79,774
	12 Payments	\$4,998.49	\$5,748.08	\$6,199.55	\$6,647.82
16*	Salary	\$60,580	\$69,666	\$75,138	\$80,572
	12 Payments	\$5,048.32	\$5,805.48	\$6,261.50	\$6,714.31
17*	Salary	\$61,186	\$70,363	\$75,889	\$81,378
	12 Payments	\$5,098.82	\$5,863.56	\$6,324.12	\$6,781.48
18*	Salary	\$61,798	\$71,066	\$76,649	\$82,190
	12 Payments	\$5,149.82	\$5,922.14	\$6,387.41	\$6,849.15
19*	Salary	\$62,416	\$71,777	\$77,417	\$83,012
	12 Payments	\$5,201.33	\$5,981.39	\$6,451.38	\$6,917.66
20*	Salary	\$63,040	\$72,494	\$78,188	\$83,842
	12 Payments	\$5,253.35	\$6,041.15	\$6,515.68	\$6,986.84
21 *	Salary	\$63,670	\$73,221	\$78,972	\$84,680
	12 Payments	\$5,305.87	\$6,101.75	\$6,580.99	\$7,056.70

22*	Salary	\$64,307	\$73,952	\$79,760	\$85,527
	12 Payments	\$5,358.89	\$6,162.68	\$6,646.64	\$7,127.23
23*	Salary	\$64,949	\$74,692	\$80,558	\$86,381
	12 Payments	\$5,412.42	\$6,224.29	\$6,713.13	\$7,198.44
24*	Salary	\$65,600	\$75,439	\$81,364	\$87,246
	12 Payments	\$5,466.63	\$6,286.58	\$6,780.30	\$7,270.49
25*	Salary	\$66,256	\$76,192	\$82,178	\$88,118
	12 Payments	\$5,521.33	\$6,349.37	\$6,848.14	\$7,343.21
26*	Salary	\$66,919	\$76,954	\$83,000	\$88,999
	12 Payments	\$5,576.55	\$6,412.83	\$6,916.65	\$7,416.60
27*	Salary	\$67,587	\$77,724	\$83,828	\$89,890
	12 Payments	\$5,632.27	\$6,476.96	\$6,985.67	\$7,490.83
28*	Salary	\$68,264	\$78,501	\$84,666	\$90,789
	12 Payments	\$5,688.66	\$6,541.77	\$7,055.52	\$7,565.74
29*	Salary	\$68,947	\$79,287	\$85,515	\$91,698
	12 Payments	\$5,745.55	\$6,607.25	\$7,126.22	\$7,641.49
30*	Salary	\$69,635	\$80,079	\$86,369	\$92,615
	12 Payments	\$5,802.96	\$6,673.24	\$7,197.43	\$7,717.92
31*	Salary	\$70,332	\$80,881	\$87,232	\$93,538
	12 Payments	\$5,861.03	\$6,740.07	\$7,269.31	\$7,794.84
32*	Salary	\$71,035	\$81,689	\$88,106	\$94,475
	12 Payments	\$5,919.61	\$6,807.40	\$7,342.20	\$7,872.95
33*	Salary	\$71,746	\$82,505	\$88,987	\$95,421
	12 Payments	\$5,978.86	\$6,875.41	\$7,415.59	\$7,951.73
34*	Salary	\$72,463	\$83,331	\$89,876	\$96,374
	12 Payments	\$6,038.62	\$6,944.26	\$7,489.66	\$8,031.18
35*	Salary	\$73,189	\$84,163	\$90,775	\$97,338
	12 Payments	\$6,099.05	\$7,013.61	\$7,564.56	\$8,111.48

**2023-2024
TEAMS Contracts
189 Day Contract
Public School Teaching Experience
100 % Matrix**

YEARS		BS	MS	AA	DOC
0	Salary	\$49,630	\$56,161	\$60,143	\$64,122
	12 Payments	\$4,127.50	\$4,680.08	\$5,011.92	\$5,343.50
1	Salary	\$53,021	\$60,974	\$65,746	\$70,521
	12 Payments	\$4,418.42	\$5,081.17	\$5,478.83	\$5,876.75
2	Salary	\$55,854	\$64,229	\$69,275	\$74,283
	12 Payments	\$4,654.50	\$5,352.42	\$5,772.92	\$6,190.25
3	Salary	\$57,488	\$66,110	\$71,303	\$76,458
	12 Payments	\$4,790.67	\$5,509.17	\$5,941.92	\$6,371.50
4	Salary	\$59,166	\$68,040	\$73,383	\$78,689
	12 Payments	\$4,930.50	\$5,670.00	\$6,115.25	\$6,557.42
5	Salary	\$60,887	\$70,019	\$75,519	\$80,980
	12 Payments	\$5,073.92	\$5,834.92	\$6,293.25	\$6,748.33
6	Salary	\$62,655	\$72,051	\$77,712	\$83,330
	12 Payments	\$5,221.25	\$6,004.25	\$6,476.00	\$6,944.17
7	Salary	\$64,469	\$74,139	\$79,961	\$85,743
	12 Payments	\$5,372.42	\$6,178.25	\$6,663.42	\$7,145.25
8	Salary	\$65,758	\$75,619	\$81,561	\$87,458
	12 Payments	\$5,479.83	\$6,301.58	\$6,796.75	\$7,288.17
9	Salary	\$67,073	\$77,133	\$83,192	\$89,208
	12 Payments	\$5,589.42	\$6,427.75	\$6,932.67	\$7,434.00
10	Salary	\$68,078	\$78,291	\$84,439	\$90,545
	12 Payments	\$5,673.17	\$6,524.25	\$7,036.58	\$7,545.42
11	Salary	\$69,100	\$79,465	\$85,706	\$91,902
	12 Payments	\$5,758.33	\$6,622.08	\$7,142.17	\$7,658.50
12*13*14	Salary	\$70,137	\$80,657	\$86,991	\$93,282
	12 Payments	\$5,844.75	\$6,721.42	\$7,249.25	\$7,773.50
15*16*17	Salary	\$71,192	\$81,872	\$88,302	\$94,687
	12 Payments	\$5,932.67	\$6,822.67	\$7,358.50	\$7,890.58
18*19*20	Salary	\$72,271	\$83,111	\$89,639	\$96,120
	12 Payments	\$6,022.58	\$6,925.92	\$7,469.92	\$8,010.00
21*22*23	Salary	\$73,370	\$84,377	\$91,002	\$97,583
	12 Payments	\$6,114.17	\$7,031.42	\$7,583.50	\$8,131.92
24*25*26	Salary	\$74,491	\$85,664	\$92,393	\$99,074
	12 Payments	\$6,207.58	\$7,138.67	\$7,699.42	\$8,256.17
27	Salary	\$75,635	\$86,981	\$93,811	\$100,595
	12 Payments	\$6,302.92	\$7,248.42	\$7,817.58	\$8,382.92

**JACKSON COUNTY
AFTER SCHOOL PROGRAMS
2023-2024**

21st Century	Hourly Rate
Site Coordinator	\$27.50
Lead Teacher	\$25.00
Teacher	\$22.50
Nurse	\$25.00
Certified Aide	\$18.00
Non-Certified Aide	\$15.00
Substitutes Certified	\$20.00
Substitutes Non Certified	\$15.00
Student	\$15.00
Contract Teachers (Art, Music, STEM, etc.	\$20.00
Bus Drivers	\$20.00

ESSER	Hourly Rate
Site Coordinator	\$23.50
Teacher	\$20.00
Aide	\$15.00
Subs	\$15.00

**JACKSON COUNTY SCHOOLS
IT DEPARTMENT
SALARY SCHEDULES
2023-2024**

	0-2 Yrs	3-9 Yrs.	10-15 Yrs.	16+ Yrs.
NETWORK ADMINISTRATOR	\$ 79,531	\$ 83,813	\$ 89,028	\$ 94,214
ASSISTANT NETWORK ADMINISTRATOR	\$ 75,861	\$ 79,531	\$ 81,978	\$ 83,813
TECHNICIAN	\$ 46,495	\$ 49,545	\$ 50,779	\$ 52,612
240 Days				

**JACKSON COUNTY SCHOOLS
SALARY SCHEDULES
2023-2024**

		1-3 Years	4-6 Years	7-9 Years	10+ Years
DATA/ACCOUNTABILITY COORDINATOR	240 Days	\$ 81,216	\$ 83,835	\$ 87,110	\$ 95,000
CAREER COACH	200 DAY Contract on 9 Month Teacher Salary Schedule				

**2023-2024
CENTRAL OFFICE
SUPPORT PERSONNEL
SALARY SCHEDULE
240 Days**

Step	*Administrative Asst/Finance	*Superintendent's Secretary/Payroll Clerk
0	\$34,864	\$42,334
1	\$35,562	\$43,180
2	\$36,272	\$44,047
3	\$36,998	\$44,924
4	\$37,739	\$45,830
5	\$38,493	\$46,739
6	\$39,264	\$47,674
7	\$40,048	\$48,627
8	\$40,848	\$49,601
9	\$41,667	\$50,593
10	\$42,500	\$51,604
11	\$43,349	\$52,636
12	\$44,217	\$53,688
13	\$45,101	\$54,762
14	\$46,002	\$55,856
15	\$46,922	\$56,974

*\$1,000 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	\$32,438	\$34,308	\$36,178
Chief Financial Officer	Negotiable	Negotiable	Negotiable

2023-2024
JACKSON COUNTY SCHOOLS
CNP SUPERVISOR
SALARY SCHEDULE

DEGREE	SALARY	SALARY	SALARY
	0-3 YEARS	4-9 YEARS	10+ YEARS
A	\$102,902	\$105,432	\$109,256
AA	\$105,543	\$108,807	\$112,172
DR	\$109,133	\$111,360	\$116,000

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

**2023-2024
CNP MANAGER
SALARY SCHEDULE
187 Days**

YRS EXP	RATE PER	8 HRS
0	12 MONTHS	\$2,348
	ANNUAL	\$28,173
1	12 MONTHS	\$2,372
	ANNUAL	\$28,461
2	12 MONTHS	\$2,395
	ANNUAL	\$28,746
3	12 MONTHS	\$2,419
	ANNUAL	\$29,033
4	12 MONTHS	\$2,443
	ANNUAL	\$29,319
5	12 MONTHS	\$2,468
	ANNUAL	\$29,617
6	12 MONTHS	\$2,492
	ANNUAL	\$29,906
7	12 MONTHS	\$2,516
	ANNUAL	\$30,195

2023-2024

CNP WORKER
SALARY SCHEDULE
187 Days

YRS EXP	RATE PER	8 HRS	7 HRS	4 HRS
0	12 MONTHS	\$1,875	\$1,700	\$1,100
	ANNUAL	\$22,497	\$20,404	\$13,203
1	12 MONTHS	\$1,897	\$1,717	\$1,116
	ANNUAL	\$22,765	\$20,606	\$13,394
2	12 MONTHS	\$1,920	\$1,734	\$1,132
	ANNUAL	\$23,040	\$20,806	\$13,581
3	12 MONTHS	\$1,942	\$1,750	\$1,150
	ANNUAL	\$23,309	\$21,004	\$13,800
4	12 MONTHS	\$1,965	\$1,778	\$1,168
	ANNUAL	\$23,576	\$21,338	\$14,015
5	12 MONTHS	\$1,987	\$1,789	\$1,208
	ANNUAL	\$23,843	\$21,466	\$14,497
6	12 MONTHS	\$2,009	\$1,807	\$1,230
	ANNUAL	\$24,111	\$21,678	\$14,756
7	12 MONTHS	\$2,032	\$1,824	\$1,251
	ANNUAL	\$24,379	\$21,890	\$15,015

**JACKSON COUNTY
CUSTODIANS
SALARY SCHEDULE
2023-2024**

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	\$ 2,659.65	\$ 1,902.13	\$ 1,468.12	\$ 1,050.69
	ANNUAL	\$ 31,916	\$ 22,826	\$ 17,617	\$ 12,608
3 to 7	MONTHLY	\$ 2,793.02	\$ 1,991.98	\$ 1,531.11	\$ 1,092.42
	ANNUAL	\$ 33,516	\$ 23,904	\$ 18,373	\$ 13,109
8 to 13	MONTHLY	\$ 2,858.30	\$ 2,035.67	\$ 1,561.79	\$ 1,113.25
	ANNUAL	\$ 34,300	\$ 24,428	\$ 18,741	\$ 13,359
14 to 20	MONTHLY	\$ 2,926.47	\$ 2,081.65	\$ 1,594.09	\$ 1,134.58
	ANNUAL	\$ 35,118	\$ 24,980	\$ 19,129	\$ 13,615
21 to 25	MONTHLY	\$ 2,991.83	\$ 2,125.43	\$ 1,624.78	\$ 1,155.07
	ANNUAL	\$ 35,902	\$ 25,505	\$ 19,497	\$ 13,861
26 +	MONTHLY	\$ 3,057.20	\$ 2,169.37	\$ 1,655.97	\$ 1,175.55
	ANNUAL	\$ 36,686	\$ 26,032	\$ 19,872	\$ 14,107

CUSTODIANS Hired Before 12/98

4 Hours 9 Month \$ 14,202 *

**JACKSON COUNTY
INDIAN EDUCATION
2023-2024**

YEARS EXPERIENCE	ANNUAL SALARY
Eighth Year (7)	\$31,727
Seventh Year (6)	\$31,306
Sixth Year (5)	\$30,882
Fifth Year (4)	\$30,460
Fourth Year (3)	\$30,036
Third Year (2)	\$25,815
Second Year (1)	\$25,418
First Year (0)	\$25,017

Aides Hired Before
July 1, 2011

	0 - 2 Years	3 - 9 Years	10 + Years
Indian Education Aides (7Hr.) *	\$ 24,470.82	\$ 26,305.80	\$ 28,141.80

*New Hires after July 1, 2011

JACKSON COUNTY
Bilingual Paraprofessional
2023-2024

	0 - 2 Years	3 - 9 Years	10 + Years
Bilingual Paraprofessional (7 hr) 187 Days	\$ 24,702.00	\$ 26,016.00	\$ 27,515.00

JACKSON COUNTY
2023 -2024
MAINTENANCE-TRANSPORTATION
SALARY SCHEDULE
240 DAYS

JOB CLASSIFICATION	1st YEAR	2nd Year	3- 5 Years
Maintenance*			
Foreman	\$46,920	\$50,203	\$56,435
Certified Maint Worker	\$42,825	\$46,495	\$49,545
Maintenance Worker	\$39,705	\$42,985	\$44,904
Transportation*			
Foreman	\$46,920	\$50,203	\$56,435
Mechanic (non certified)	\$39,705	\$42,985	\$44,903
Mechanic (certified)	\$44,049	\$46,230	\$49,545

**2023-2024
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	\$33,264	\$43,886	\$47,322	\$51,028	\$55,023
	12 Payments	\$2,772.00	\$3,657.17	\$3,943.50	\$4,252.33	\$4,585.25
3 * 4 * 5	Salary	\$36,587	\$48,270	\$52,049	\$56,125	\$60,519
	12 Payments	\$3,048.92	\$4,022.50	\$4,337.42	\$4,677.08	\$5,043.25
6 * 7 * 8	Salary	\$38,191	\$50,386	\$54,331	\$58,586	\$63,173
	12 Payments	\$3,182.58	\$4,198.83	\$4,527.58	\$4,882.17	\$5,264.42
9*	Salary	\$39,344	\$51,907	\$55,972	\$60,354	\$65,080
	12 Payments	\$3,278.67	\$4,325.58	\$4,664.33	\$5,029.50	\$5,423.33
10*	Salary	\$39,737	\$52,426	\$56,531	\$60,957	\$65,730
	12 Payments	\$3,311.42	\$4,368.83	\$4,710.92	\$5,079.75	\$5,477.50
11*	Salary	\$40,134	\$52,950	\$57,096	\$61,567.00	\$66,387
	12 Payments	\$3,344.50	\$4,412.50	\$4,758.00	\$5,130.58	\$5,532.25
12*	Salary	\$40,536	\$53,480	\$57,668	\$62,183	\$67,052
	12 Payments	\$3,378.00	\$4,456.67	\$4,805.67	\$5,181.92	\$5,587.67
13*	Salary	\$40,941	\$54,015	\$58,244	\$62,805	\$67,722
	12 Payments	\$3,411.75	\$4,501.25	\$4,853.67	\$5,233.75	\$5,643.50
14*	Salary	\$41,351	\$54,555	\$58,827	\$63,433	\$68,400
	12 Payments	\$3,445.92	\$4,546.25	\$4,902.25	\$5,973.67	\$5,700.00
15*	Salary	\$41,765	\$55,101	\$59,415	\$64,068	\$69,084
	12 Payments	\$3,480.42	\$4,591.75	\$4,951.25	\$5,339.00	\$5,757.00
16*	Salary	\$42,182	\$55,651	\$60,009	\$64,708	\$69,774
	12 Payments	\$3,515.17	\$4,637.58	\$5,000.75	\$5,392.33	\$5,814.50
17*	Salary	\$42,604	\$56,208	\$60,609	\$65,355	\$70,472
	12 Payments	\$3,550.33	\$4,684.00	\$5,050.75	\$5,446.25	\$5,872.67
18*	Salary	\$43,030	\$56,770	\$61,215	\$66,008	\$71,177
	12 Payments	\$3,585.83	\$4,730.83	\$5,101.25	\$5,500.67	\$5,931.42
19*	Salary	\$43,460	\$57,338	\$61,827	\$66,668	\$71,889
	12 Payments	\$3,621.67	\$4,778.17	\$5,152.25	\$5,555.67	\$5,990.75
20*	Salary	\$43,894	\$57,911	\$62,445	\$67,335	\$72,607
	12 Payments	\$3,657.83	\$4,825.92	\$5,203.75	\$5,611.25	\$6,050.58
21*	Salary	\$44,334	\$58,491	\$63,070	\$68,009	\$73,334
	12 Payments	\$3,694.50	\$4,874.25	\$5,255.83	\$5,667.42	\$6,111.17
22*	Salary	\$44,777	\$59,075	\$63,700	\$68,688	\$74,066
	12 Payments	\$3,731.42	\$4,922.92	\$5,308.33	\$5,724.00	\$6,172.17

23*	Salary	\$45,225	\$59,666	\$64,338	\$69,375	\$74,807
	12 Payments	\$3,768.75	\$4,972.17	\$5,361.50	\$5,781.25	\$6,233.92
24*	Salary	\$45,677	\$60,263	\$64,982	\$70,070	\$75,556
	12 Payments	\$3,806.42	\$5,021.92	\$5,415.17	\$5,839.17	\$6,296.33
25*	Salary	\$46,134	\$60,865	\$65,631	\$70,770	\$76,311
	12 Payments	\$3,844.50	\$5,072.08	\$5,469.25	\$5,897.50	\$6,359.25
26*	Salary	\$46,595	\$61,473	\$66,287	\$71,477	\$77,074
	12 Payments	\$3,882.92	\$5,122.75	\$5,523.92	\$5,956.42	\$6,422.83
27*	Salary	\$47,061	\$62,089	\$66,951	\$72,193	\$77,846
	12 Payments	\$3,921.75	\$5,174.08	\$5,579.25	\$6,016.08	\$6,487.17
28*	Salary	\$47,532	\$62,709	\$67,620	\$72,914	\$78,623
	12 Payments	\$3,961.00	\$5,225.75	\$5,635.00	\$6,076.17	\$6,551.92
29*	Salary	\$48,007	\$63,337	\$68,296	\$73,644	\$79,410
	12 Payments	\$4,000.58	\$5,278.08	\$5,691.33	\$6,137.00	\$6,617.50
30*	Salary	\$48,487	\$63,970	\$68,978	\$74,379	\$80,203
	12 Payments	\$4,040.58	\$5,330.83	\$5,748.17	\$6,198.25	\$6,683.58
31*	Salary	\$48,972	\$64,609	\$69,668	\$75,123	\$81,005
	12 Payments	\$4,081.00	\$5,384.08	\$5,805.67	\$6,260.25	\$6,750.42
32*	Salary	\$49,462	\$65,256	\$70,366	\$75,875	\$81,816
	12 Payments	\$4,121.83	\$5,438.00	\$5,863.83	\$6,322.92	\$6,818.00
33*	Salary	\$49,956	\$65,908	\$71,068	\$76,633	\$82,634
	12 Payments	\$4,163.00	\$5,492.33	\$5,922.33	\$6,386.08	\$6,886.17
34*	Salary	\$50,455	\$66,567	\$71,779	\$77,399	\$83,460
	12 Payments	\$4,204.58	\$5,547.25	\$5,981.58	\$6,449.92	\$6,955.00
35*	Salary	\$50,960	\$67,233	\$72,497	\$78,174	\$84,295
	12 Payments	\$4,246.67	\$5,602.75	\$6,041.42	\$6,514.50	\$7,024.58

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

**2023-2024
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	\$42,692	\$56,324	\$60,734	\$65,490	\$70,618
	12 Payments	\$3,557.67	\$4,693.67	\$5,061.17	\$5,457.50	\$5,884.83
3 * 4 * 5	Salary	\$46,957	\$61,951	\$66,801	\$72,032	\$77,674
	12 Payments	\$3,913.08	\$5,162.58	\$5,566.75	\$6,002.67	\$6,472.80
6 * 7 * 8	Salary	\$49,015	\$64,667	\$69,730	\$75,191	\$81,078
	12 Payments	\$4,084.58	\$5,388.92	\$5,810.83	\$6,265.92	\$6,756.50
9*	Salary	\$50,495	\$66,619	\$71,836	\$77,460	\$83,525
	12 Payments	\$4,207.92	\$5,551.58	\$5,986.33	\$6,455.00	\$6,960.42
10*	Salary	\$50,999	\$67,285	\$72,553	\$78,234	\$84,359
	12 Payments	\$4,249.92	\$5,607.08	\$6,046.08	\$6,519.50	\$7,029.92
11*	Salary	\$51,509	\$67,957	\$73,278	\$79,016	\$85,203
	12 Payments	\$4,292.42	\$5,663.08	\$6,106.50	\$6,584.67	\$7,100.25
12*	Salary	\$52,025	\$68,637	\$74,012	\$79,807	\$86,056
	12 Payments	\$4,335.42	\$5,719.75	\$6,167.67	\$6,650.58	\$7,171.33
13*	Salary	\$52,545	\$69,324	\$74,752	\$80,605	\$86,916
	12 Payments	\$4,378.75	\$5,777.00	\$6,229.33	\$6,717.08	\$7,243.00
14*	Salary	\$53,071	\$70,017	\$75,500	\$81,411	\$87,786
	12 Payments	\$4,422.58	\$5,834.75	\$6,291.67	\$6,784.25	\$7,315.50
15*	Salary	\$53,602	\$70,718	\$76,255	\$82,226	\$88,664
	12 Payments	\$4,466.83	\$5,893.17	\$6,354.58	\$6,852.17	\$7,388.67
16*	Salary	\$54,137	\$71,424	\$77,017	\$83,048	\$89,550
	12 Payments	\$4,511.42	\$5,952.00	\$6,418.08	\$6,920.67	\$7,462.50
17*	Salary	\$54,679	\$72,139	\$77,787	\$83,878	\$90,445
	12 Payments	\$4,556.58	\$6,011.58	\$6,482.25	\$6,989.83	\$7,537.08
18*	Salary	\$55,226	\$72,860	\$78,565	\$84,716	\$91,350
	12 Payments	\$4,602.17	\$6,071.67	\$6,547.08	\$7,059.67	\$7,612.50
19*	Salary	\$55,778	\$73,589	\$79,350	\$85,563	\$92,264
	12 Payments	\$4,648.17	\$6,132.42	\$6,612.50	\$7,130.25	\$7,688.67
20*	Salary	\$56,335	\$74,324	\$80,143	\$86,419	\$93,185
	12 Payments	\$4,694.58	\$6,193.67	\$6,678.58	\$7,201.58	\$7,765.42
21*	Salary	\$56,899	\$75,069	\$80,945	\$87,284	\$94,119
	12 Payments	\$4,741.58	\$6,255.75	\$6,745.42	\$7,273.67	\$7,843.25
22*	Salary	\$57,468	\$75,818	\$81,754	\$88,156	\$95,058
	12 Payments	\$4,789.00	\$6,318.17	\$6,812.83	\$7,346.33	\$7,921.50

23*	Salary	\$58,043	\$76,577	\$82,573	\$89,037	\$96,009
	12 Payments	\$4,836.92	\$6,381.42	\$6,881.08	\$7,419.75	\$8,000.75
24*	Salary	\$58,623	\$77,343	\$83,399	\$89,929	\$96,970
	12 Payments	\$4,885.25	\$6,445.25	\$6,949.92	\$7,494.08	\$8,080.83
25*	Salary	\$59,209	\$78,116	\$84,232	\$90,828	\$97,939
	12 Payments	\$4,934.08	\$6,509.67	\$7,019.33	\$7,569.00	\$8,161.58
26*	Salary	\$59,801	\$78,896	\$85,074	\$91,735	\$98,919
	12 Payments	\$4,983.42	\$6,574.67	\$7,089.50	\$7,644.58	\$8,243.25
27*	Salary	\$60,399	\$79,686	\$85,926	\$92,654	\$99,909
	12 Payments	\$5,033.25	\$6,640.50	\$7,160.50	\$7,721.17	\$8,325.75
28*	Salary	\$61,004	\$80,482	\$86,785	\$93,579	\$100,907
	12 Payments	\$5,083.67	\$6,706.83	\$7,232.08	\$7,798.25	\$8,408.92
29*	Salary	\$61,613	\$81,288	\$87,653	\$94,516	\$101,917
	12 Payments	\$5,134.42	\$6,774.00	\$7,304.42	\$7,876.33	\$8,493.08
30*	Salary	\$62,229	\$82,101	\$88,528	\$95,460	\$102,934
	12 Payments	\$5,185.75	\$6,841.75	\$7,377.33	\$7,955.00	\$8,577.83
31*	Salary	\$62,852	\$82,921	\$89,413	\$96,415	\$103,964
	12 Payments	\$5,237.67	\$6,910.08	\$7,451.08	\$8,034.58	\$8,663.67
32*	Salary	\$63,481	\$83,751	\$90,309	\$97,380	\$105,004
	12 Payments	\$5,290.08	\$6,979.25	\$7,525.75	\$8,115.00	\$8,750.33
33*	Salary	\$64,115	\$84,588	\$91,210	\$98,353	\$106,054
	12 Payments	\$5,342.92	\$7,049.00	\$7,600.83	\$8,196.08	\$8,837.83
34*	Salary	\$64,755	\$85,434	\$92,123	\$99,336	\$107,114
	12 Payments	\$5,396.25	\$7,119.50	\$7,676.92	\$8,278.00	\$8,926.17
35*	Salary	\$65,403	\$86,288	\$93,044	\$100,330	\$108,186
	12 Payments	\$5,450.25	\$7,190.67	\$7,753.67	\$8,360.83	\$9,015.50

**SCHOOL SECRETARY
SALARY SCHEDULE
2023-2024**

HIGH SCHOOL SECRETARIES - 12 MONTHS (240 DAYS)

YEARS EXPERIENCE	ANNUAL SALARY	MONTHLY SALARY
0 to 1	\$ 31,479	\$ 2,623.24
2 to 3	\$ 33,136	\$ 2,761.34
4 to 5	\$ 34,882	\$ 2,906.80
6 to 7	\$ 36,715	\$ 3,059.59
8 to 9	\$ 38,649	\$ 3,220.75
10 +	\$ 40,686	\$ 3,390.48

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

YEARS EXPERIENCE	ANNUAL SALARY	MONTHLY SALARY
0 to 1	\$ 27,374	\$ 2,281.15
2 to 3	\$ 28,223	\$ 2,351.95
4 to 5	\$ 29,593	\$ 2,466.11
6 to 7	\$ 30,958	\$ 2,579.84
8 to 9	\$ 32,499	\$ 2,708.27
10 +	\$ 34,211	\$ 2,850.90

**JACKSON COUNTY
SUPPORT PERSONNEL
SALARY SCHEDULE
2023-2024**

187 DAYS

	0 - 2 Years	3 - 9 Years	10 + Years
AIDES			
Classroom (7 Hr.) 187 days	\$ 19,702	\$ 21,016	\$ 22,515
Bus Aide 180 days	\$ 11,835	\$ 13,080	\$ 14,336
BUS DRIVERS			
Regular Route	\$ 15,906	\$ 17,130	\$ 18,647
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.**

**JACKSON COUNTY
SUBSTITUTE RATES
2023-2024**

Substitute Daily Rate		DAILY RATE
Teacher W/Substitute Certificate Only (7Hr.)	\$	70.00
Teacher W/Alabama Teacher's Certificate (7Hr.)	\$	80.00
School Secretary (7 Hr.)	\$	65.00
Classroom Aide (7 Hr.)	\$	65.00
Nurse	\$	110.00
Substitute Janitors' Daily Rate		
8 Hours	\$	68.00
6 Hours	\$	51.00
4 Hours	\$	34.00
Substitute Bus Drivers' Daily Rate		
Regular	\$	60.00
Tech School Rate	\$	45.00
MD Bus Driver	\$	60.00
MD Bus Aide	\$	40.00
MD Classroom Aide	\$	65.00
Substitute Lunchroom Workers' Daily Rate		
8 Hours	\$	68.00
7 Hours	\$	59.50
4 Hours	\$	34.00