



Recommendation to Approve New Salary Schedules for Classified Staff, School Leaders, & Administrators



Our Core Values



EQUITY



EXCELLENCE



GROWTH
MINDSET



RELATIONSHIPS



RELEVANCE



POSITIVE &
RESPECTFUL
CULTURE



Rationale for Salary Changes

JPS salaries are not currently competitive with peer districts or other comparable private employers.

Several long serving team members have not received a pay increase for 6 or more years.

More competitive salaries will help to retain more our high performing team members and represent the true cost of doing business.



Classified Salary Schedule



The new classified salary schedule increases the starting salary from \$8.25 to \$8.50 per hour.

Returning classified team members will receive an increase of 2 salary steps (\$0.60).

For the median team member, this represents an increase annually of **\$1,111.02** or \$92 monthly.



Teacher/Asst. Teacher Salaries



An assistant teacher and teacher pay increase bill has advanced this session and was signed by Governor Tate Reeves on March 29th.

HB 852 increases the state teacher starting salary to \$37,000 and provides a **\$1,000 increase** for teachers and assistant teachers.

The new salary for a beginning Bachelor's level teacher will increase from \$38,111.56 to **\$39,221.56** (including district supplement). The Southeastern average is \$38,420.

The new district salary for assistant teachers is \$10 an hour, an increase of \$1,024.40 annually.



School Leader Salary Schedule



- 1 **Salary schedule that places JPS in the top half of regional peer districts** and provides uniform salary increases across all positions on a yearly basis, with a retention stipend after 5-years of service to the District.

- 2 **Retention stipend** provides a \$1,500 stipend for each 5 years of service to returning school leaders who remain in their assistant principal and/or principal role.

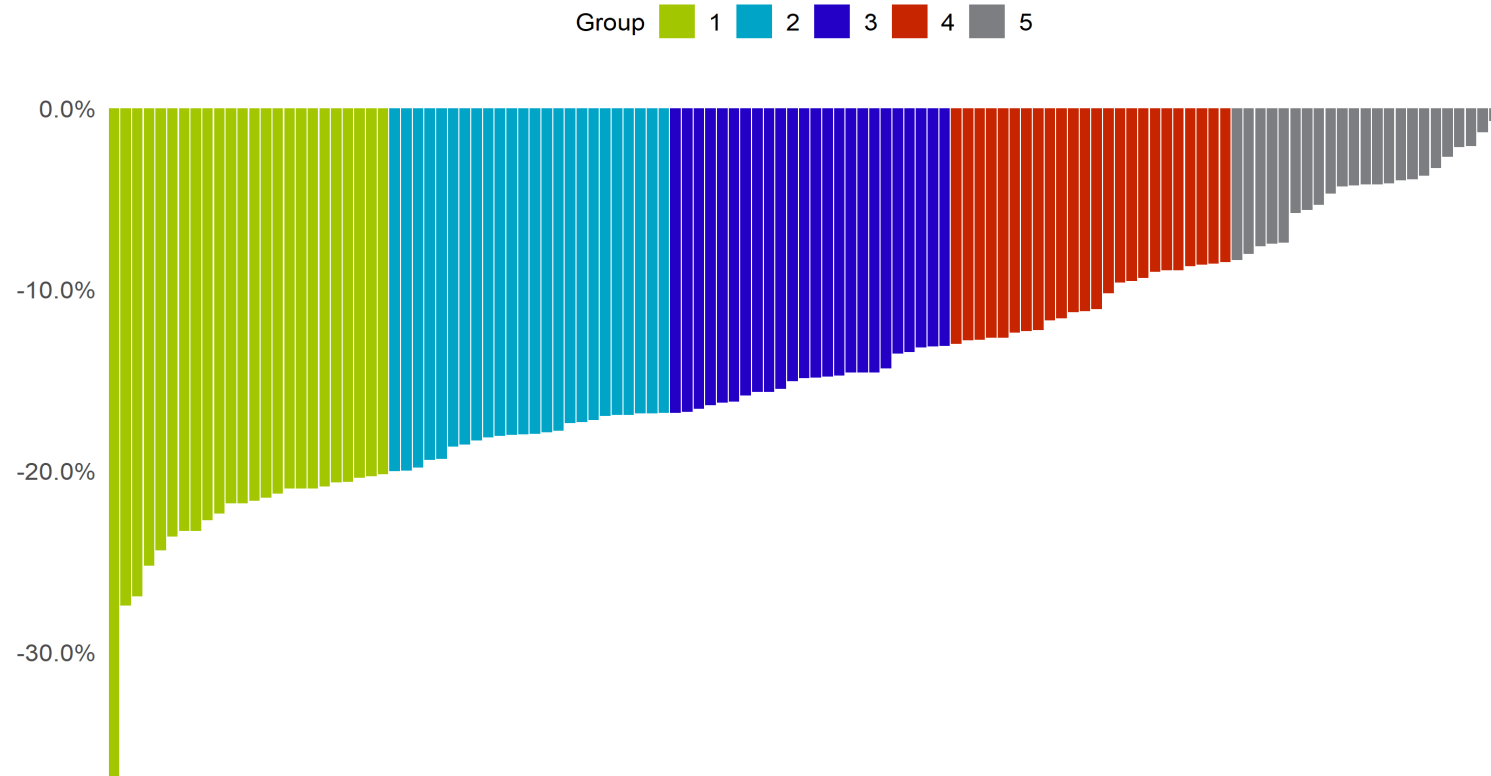
- 3 **School improvement stipend** to all administrators whose schools show academic growth from one year to the next.

- 4 **Mentorship stipend** available to veteran principals who are selected to take additional mentorship role with their principal colleagues.



Equitable Salary Increases

Distribution of salary gaps between old and new compensation schedules



Group	Salary Gap (Mean)	Phase 1 Rate
1	\$17,197	.625
2	\$12,321	.525
3	\$9,134	.425
4	\$6,175	.325
5	\$1,601	.225



Phased Implementation Plan

Compensation Model Component	Phase 1	Phase 2
Base Salary	\$7,903,311	\$8,376,882
School Improvement Stipend	----	80,000
Retention Stipend	81,000	18,000
Mentorship Stipend*	32,000	32,000
Total	\$8,016,311	\$8,506,822



Administrator Salary Schedule



The new administrator salary schedule simplifies the number of pay scales from letters **A-S (19)** to **A-H (8)**.

The new schedule includes salary ranges for executive team members at the following bands: Executive Directors, Assistant Superintendents, & Cabinet members.

Classified administrators will receive one salary step increase or a \$950 increase of their annual pay.





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Questions & Answers