



GEORGE COUNTY SCHOOL DISTRICT

SALARY SCALES

FOR 2025-2026

APPROVED

SEP 09 2025

G C SCHOOL BOARD

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SECTION I

BOARD POLICIES

**PROFESSIONAL PERSONNEL
COMPENSATION
GUIDES AND CONTRACTS
Board policy GBA**

YEAR OF TEACHING EXPERIENCE

The term "year of teaching experience" (teacher, librarian, counselor and other certified non-administrative (staff) will mean a minimum of nine (9) months of duty in the George County School District. In no case will more than one (1) year of teaching experience be given for all services in one (1) calendar year. In determining an employee's experience, no deduction will be made because of the temporary absence, because of illness or other good cause, and the employee will be given credit therefor. However, an employee must be under contract for a period of 142 days during any school year and still be considered to have been in full-time employment for a regular credited with a year of teaching experience. Provided however that the superintendent or his designee, in their discretion, may negotiate the salary levels applicable to certified employees employed after July 1, 2009, who are receiving retirement benefits from the retirement system of another state, and the annual experience increment provided in Section 37-19-7 shall not be applicable to any such retired certificated employee.

SCHOOL LIBRARIANS

In determining the experience of school librarians, each complete year of continuous, full-time employment as a professional librarian in a public library in this or some other state shall be considered a year of teaching experience.

SCHOOL ADMINISTRATORS

If a full-time school administrator returns to actual teaching in the public schools, the term "year of teaching experience" shall include the period of time he or she served as a school administrator.

MILITARY SERVICE

In determining the salaries of teachers who have experience in any branch of the military, the term "year of teaching experience" shall include each complete year of actual classroom instruction while serving in the military.

LEVEL OF PAY

This school district shall not pay any teacher less than the state minimum salary. MS Code 37-151-87. The minimum base pay for all classroom teachers may be increased by the district from any funds available to it. MS Code 37-151-89

It is the policy of this school board to attempt to pay its licensed employees at a level which will attract and hold people with ability who can exercise professionalism in the school district. If, at the commencement of the scholastic year, any licensed employee shall present to the superintendent a license of a higher grade than that specified in such individual's contract, such individual may, if funds are available from the total funding formula funds of the district, or from district funds, be paid from such

funds the amount to which such higher grade license would have entitled the individual, had the license been held at the time the contract was executed. MS Code 37-9-17

CONTRACT REQUIRED

If any licensed employee or other person recommended for a licensed position who has been elected and approved shall not execute and return the contract within ten (10) days after same has been tendered to him for execution, then, at the option of the school board, the election of the licensed employee and the contract tendered to him shall be null and void and of no effect. MS Code 37-9-23

SALARY PAY SCHEDULE

The school district shall process a single monthly payroll for licensed employees with electronic settlement of payroll checks secured through direct deposits of net pay. In December, salaries or wages shall be paid by the last working day. Licensed employees shall earn a salary payable in twelve (12) equal monthly installments beginning in the first month of employment, regardless of the number of days worked in any particular month by the employee.

Such pay certificates will be issued on the last work day (Monday through Friday) of each month without additional authorization of the Board where the amount of salary has been approved and a contract entered into as is provided in this section. All pay certificates shall be preserved by the superintendent as a part of the official records of the Superintendent's office for the same time and in the same manner as other records are preserved. Except as in herein provided, the said warrants will be governed in all respects by the same laws regulating the issuance of other warrants for other purposes.

Any employee failing to complete the contractual obligation of service, and who receives payment in excess of the installment for the period which such employee ceases employment with the school district, shall become liable immediately to the board of trustees of the George County School District for the sum of all amounts received in payment less the corresponding amount of any compensation paid for which service has been rendered, plus interest accruing at the current Stafford Loan rate at the time the person discontinues his or her service.

Any school employee whose employment ends during a school term, regardless of the reason(s) the employment ended, shall be paid salary or wages only for that portion of the school term that employee actually worked. Nothing in this policy shall be construed to entitle any employee to payment of salary or wages when no work has been performed. MS Code 37-9-39

PAY CERTIFICATES

The salaries of licensed employees shall be paid by pay certificates issued by the school district superintendent. All pay certificates shall be preserved as part of the official records of his/her office for the same time and in the same manner as other records are preserved. All pay certificates and warrants issued shall show the gross amount of the salary and all authorized deductions there from income taxes, social security, retirement contributions and other lawful purposes.

EXECUTION OF WRITTEN CONTRACT

If any employee arbitrarily or willfully breaches his or her contract and abandon his or her employment without being released therefrom as provided in Section 37-9-55, the contract of such certified employee will be null and void.

In addition thereto the license or certificate of such employee may be suspended for a period of one (1) year upon written recommendation to the State Board of Education by the majority of the members of the Board (MS Code 37-9-57)

RELEASE FROM CONTRACT

If an employee is released by the Board upon recommendation of the Superintendent during the school term, then such employee will be entitled to such proportion of the annual salary as the time which he/she will have worked shall bear to the total school term, and any balance which may be due him/her will be paid no later than the next payable date.

BREACH OF CONTRACT

If any licensed employee in this school district shall arbitrarily or willfully breach his or her contract and abandon his or her employment without being released therefrom as provided by law, the contract of such licensed employee shall be null and void. In addition, upon the written recommendation of the majority of the members of the school board, the license or certificate of the licensed employee may be suspended by the State Board of Education for a period of one (1) school year as provided by law.

CONTINGENT CONTRACTS

The contract entered into with any person recommended for a licensed position who is anticipating either graduation from an approved teacher education program before September 1 or December 31, as the case may be, or the issuance of a proper license before October 15 or February 15, as the case may be, will be a conditional contract and will include a provision stating that the contract is conditioned has not occurred. If any licensed employee or person recommended for a licensed position who has been elected and approved does not execute and return the contract within ten (10) days after the same has been tendered to him/her for execution, then, at the option of the Board, the election of the licensed employee and the contract tendered to him/her will be null and void and of no effect. All contingent contracts will be at the Superintendent's discretion. MS Code 37-9-23 (1998)

TEACHER SALARY SCALE

Board policy GBA-E

All teachers employed on a full-time basis shall be paid a minimum salary in accordance with the teacher salary schedule established by law in the Mississippi Code of 1972, including but not limited to Section 37-19-7, 37-151-87, 37-151-89. No teacher shall be paid less than the state minimum salary.

The superintendent or designee shall establish procedures to support this policy.

**SPECIAL EDUCATION PERSONNEL
PARTIALLY FUNDED BY IDEA PART B
Board policy GBAAAG**

It is the policy of the George County School District to follow all District policies and procedures set forth by the George County School District in addition to:

1. All staff (certified and non-certified) paid partially by the IDEA Part B fund must keep a timesheet (from MDE).
 - a. Timesheets are signed at the end of each month, by the staff member and their immediate supervisor/administrator.
 - b. All timesheets are then forwarded to the Special Education Office.
 - c. Timesheets are then sorted, filed in a binder and placed with the Budget Books for that fiscal year. These binders will be kept in the special education bookkeeper's office.
 - d. Timesheet forms are found on the MDE web-site, under Special Education, Grants and Funding.

**SPECIAL EDUCATION PERSONNEL
FULLY FUNDED BY IDEA PART B
Board policy GBAAAH**

It is the policy of the George County School District to follow all District policies and procedures set forth by the George County School District in addition to:

1. All staff (certified and non-certified) paid by the IDEA Part B fund must complete a Semi-Annual Certification Sheet.
 - a. Semi-Annual Certification forms are signed at the end of each school semester, by the staff member and their immediate supervisor/administrator.
 - b. All Semi-Annual sheets are then forwarded to the Director of Special Education for review.
 - c. The Semi-Annual Certifications are then sorted by school site/name and filed in a binder and placed with the Budget Books for that fiscal year, in the special education bookkeeper's office.
 - d. Semi-Annual Certification forms are found on the MDE web-site, under Special Education, Grants and Funding.

**NEGOTIATION OF SALARIES
WITH OUT-OF-STATE RETIREES
Board policy GBAAB**

The School Board of George County School District authorizes the superintendent of schools to negotiate the salaries of licensed employees employed after July 1, 2009, who are seeking employment with the George County School District and who are drawing retirement benefits from the retirement system(s) of another state(s). Years of experience shall be based up on the retirement years of said state. The annual experience increment provided in Section 37-19-7 shall not be applicable to any such retired certificated employee. Effective August 1, 2022.

**FAIR LABOR STANDARDS POLICY
Board policy GCRAA**

PURPOSE

The purpose of this policy is to ensure that the George County School District is in compliance with the requirements of the Fair Labor Standards Act (FLSA), 29 U.S.C. ' 201 *et seq.*

EXEMPT EMPLOYEES

Certain employees are exempt from coverage of the FLSA and are not subject to compensation for overtime work. Exempt employees include executive, administrative and professional employees. Examples include, but are not limited to, certified professional employees such as teachers, counselors, supervisors and administrators. Certain non-certified administrators are also exempt and include, transportation directors, maintenance directors and other similar administrative and supervisory positions. The Human Resources/Personnel Department will seek advice from the school board attorney, as needed, to determine exempt or non-exempt status for any position.

COVERED EMPLOYEES

Employees in the job classifications listed below are generally considered to be non-exempt and are covered by the FLSA unless a specific exception exists. In those instances the reasons for the exempt status will be specifically outlined.

Secretaries	Bookkeepers	Clerks	Mechanics
Janitors	Cafeteria Personnel	Assistant Teachers	Substitute Teachers
Bus Drivers	Maintenance Personnel	Data Entry Operators	

In some instances employees may perform dual jobs for the District, such as bus driver/maintenance worker. If duties of the two jobs require the employee to work overtime, the amount due will be calculated using the method described below under OVERTIME PAY.

No employment relationship is created between the District and individuals who volunteer and donate their services to the District as a public service without contemplation of pay.

The hiring of off-duty policemen or deputies on a part time basis by the District for crowd control or for security purposes does not create a joint employment relationship between the District and the city or county with which the policemen or deputies are employed. The District is separate and distinct and acts entirely independent of other governmental entities.

HOURS WORKED

The work week for the George County School District begins on Monday and ends on Sunday. Each employee subject to the FLSA shall be paid for all hours worked. Compensable time includes all time that an employee is required to be on duty. Coffee breaks, waiting time and meal periods, which are frequently interrupted by calls to duty, are hours worked and are compensable. All non-exempt employees will be provided a 30 minute minimum duty-free lunch break with the exception of teacher assistants whose meal periods will counted as hours worked.

Overtime of 2 hours or less per month may be approved by the supervisor on the time sheet. Proper documentation must be recorded on the time sheet. If the overtime meets this criteria, it will be paid on the next payroll period.

All other overtime must be pre-approved by the superintendent or designee. In all cases, employees must have written approval before working overtime.

Hours worked shall be accurately recorded by each employee daily on the card/hand scanner, which is provided by the District. Employees should scan in/out to record the exact time of arrival and departure from work. Employees are expected to arrive and depart at the time specified by his/her supervisor unless requested to work overtime by his/her immediate supervisor. All overtime shall be recorded by each employee on the card/hand scanner.

All certified employment and time paid is for 40 hours a week, with a minimum of 6.5 hours each day, or time missed should be charged to sick or personal leave if it meets the criteria. Non-certified employees must work 40 hours each week, as per school supervisor, or time missed should be charged to sick or personal leave if it meets the criteria. If leave does not meet the criteria, it will be leave without pay. Work schedules are subject to any school schedule change approved by the Superintendent.

Overtime may be worked with prior approval by the superintendent. In the event of emergencies requiring work in excess of 40 hours in a work week, the employee shall inform his/her supervisor as soon as practicable regarding the overtime worked. All overtime must follow policies and procedures regarding overtime pay. An employee may reduce hours during the week to avoid overtime situations.

Retired employees are required to follow the same payroll procedures as all other hourly employees. These employees must follow all laws pertaining to PERS, FLSA, and the Social Security Administration. If an employee has any questions regarding the hours or days allowed to work, her/she will need to see the (benefit

specialist). It is the responsibility of the employee to receive wages as allowed by the Social Security Administration. However, if documents are submitted, the payroll office will assist the employee in determining allowed wages.

MINIMUM WAGE

All employees subject to the FLSA shall be paid not less than the current minimum wage.

OVERTIME PAY

Employees who do not follow these policies and procedures regarding overtime/compensatory time will be reprimanded and continued abuse will result in termination.

Employees will be paid for all hours worked for each payroll period based on the hours submitted. For overtime, employees must follow guidelines and established procedures for any approved overtime. Employees must also follow the guidelines regarding lunch breaks. Time of lunch breaks will be set by the immediate supervisor. Any exceptions must follow compensation procedures for compensatory time.

It is the policy of the District that compensation for overtime work will be paid in the form of compensatory time off. Compensatory time shall be awarded on the basis of 1 1/2 hour for each hour of overtime worked. An employee will not be permitted to accumulate more than 54 compensatory time hours (36 regular hours). An employee must take the compensatory time when it is agreeable with his/her supervisor. However, the supervisor's consent shall not be unreasonably withheld. A written agreement must be in place and signed by supervisor and employee.

In the event the Superintendent/designee decides to pay for overtime work in the form of monetary remuneration, the employee shall be paid not less than 1 1/2 times his/her regular rate of pay for all hours worked over 40 hours in a work week. Overtime pay due to an employee shall be computed on the basis of hours worked in each work week.

For those employees working 2 or more jobs for the District, overtime pay shall be calculated on the basis of a blended hourly rate on all jobs worked calculated by dividing the total amount of remuneration received in a work week by the total hours worked in the work week. The employee shall be paid one-half of the blended hourly rate times the number of hours worked over 40. There will be no comp time for dual job employees.

Overtime of 2 hours or less per month may be approved by the supervisor on the timesheet. Proper documentation must be recorded on the time sheet. If the overtime meets this criteria, it will be paid in the next payroll period.

All other overtime must be pre-approved by the superintendent or designee. In all cases, employees must have written approval before working overtime.

ADJUSTMENT OF SCHEDULES

Supervisors may adjust schedules within a work week to prevent the necessity of an employee working more than 40 hours in that work week.

RECORD KEEPING

The Superintendent shall require all records on wages, hours and other items to be maintained in accordance with the FLSA. Wage and Hour posters shall be displayed at each District work site.

ENFORCEMENT

The George County School District shall, at all times, cooperate with authorized representatives of the Department of Labor who may visit a work site. If an employee believes he/she has not been paid in accordance with the FLSA and who has not received resolution at the district level, the employee shall notify his/her supervisor and the Superintendent. Employees who believe they have not been paid in accordance with the FLSA may file a complaint with the United States Department of Labor. The District shall not retaliate in any manner whatsoever against an employee for the filing of such complaints.

District employees responsible for supervising employees subject to the FLSA who willfully violate the terms of this policy shall be subject to disciplinary action by the District. Any disciplinary action taken by the District will be in addition to any relief granted to an employee by the U. S. Department of Labor or a court of law.



SECTION II

CERTIFIED SALARY SCALES

PROCEDURE FOR SALARY SCALE PLACEMENT

1. The classification and years of experience for each employee will be verified and confirmed by the Director of Human Resources and/or the Chief Financial Officer.
2. Salaries will be determined according to the salary scale. Employees will reach a wage freeze upon reaching the maximum level of the salary scale.
3. Personnel with school district experience will be placed on the scale based on the number of years of school district experience they possess on the salary scale.
4. To gain one year of experience, each employee must not miss 45 days of the days specified for said position in the previous fiscal year.
5. Salary increments will be adjusted at the beginning of each fiscal year.
7. **Certificate/Degree changes after December 1 will not be recognized in payroll until the following school year, August 1st**

PROCEDURE FOR PRINCIPAL, ASSISTANT PRINCIPAL, COORDINATORS AND DIRECTORS SALARY SCALE PLACEMENT

1. The classification and years of experience for each employee will be verified and confirmed by the Director of Human Resources and/or the Chief Financial Officer.
2. Administrators will receive credit for years of teaching experience and prior administrative experience, year for year. Superintendent will have the authority to adjust steps in accordance with state guidelines and regulations.
3. To gain one year of experience, each employee must not miss 45 days of the days specified for said position in the previous calendar year from July 1 through June 30.
4. Salary increments will be adjusted at the beginning of each fiscal year.
5. Elementary <499: (1) Lead Teacher
Elementary >499: (1) Assistant Principal
Elementary >700: (1) Lead Teacher and (1) Assistant Principal
6. Lead/Assistant Principal: Teacher base pay with the following responsibility factor:
Elementary Lead: 4%; Elementary AP: 5%; Middle School: 6.5%; High School: 8.5%
7. Principal: Teacher base pay with the following responsibility factor:
Elementary <499: 9%; Elementary >500: 12.5%; Middle School: 15%; High School: 17%
8. **Certificate/Degree changes after December 1 will not be recognized in payroll until the following school year, August 1st**

NATIONAL BOARD REIMBURSEMENT

All required documents must be submitted to Natasha Henderson, Chief Financial Officer at Natasha.henderson@gcsd.us.

Documentation Requirements:

For \$6,000 salary supplement (or portion thereof) – the following documents MUST accompany the request. George County School District will issue an additional \$1,500 local supplement.

NATIONAL CERTIFIED SCHOOL NURSE (NCSN)

- Copy of the certification ISSUED BY the National Board for Certification of School Nurses.
- Copy of a Verification issued by NBCSN which indicates that the school nurse holds the NCSN credential.

For reimbursement of the cost of completing the process for acquiring certification.

MASTER TEACHER CERTIFICATE (MTC) – Employee should be reimbursed the actual cost of completing each component of acquiring certificate or endorsement, not to exceed Five Hundred Dollar (\$500.00) for each component, not to exceed four (4) components.

- Copy of the Candidate Notification Letter (if received) issued by the National Board for Professional Teaching Standards.
- Copy of the Candidate Score Report issued by the National Board for Professional Teaching Standards.
- Copy of receipt or canceled check.

NATIONAL CERTIFIED SCHOOL COUNSELOR (NCSC) – \$500 maximum, one-time reimbursement.

- Copy of receipt or canceled check.
- NOTE: Reimbursement for post-graduate work is not permitted.

SPEECH LANGUAGE PATHOLOGIST OR AUDIOLOGIST (CCC) – \$500 maximum, one-time reimbursement

- Copy of receipt or canceled check.
- NOTE: Reimbursement for post-graduate work is not permitted.

NATIONAL CERTIFIED SCHOOL NURSE (NCSN) – Actual cost of certification process, one-time reimbursement.

- Copy of receipt or canceled check.
- NOTE: Reimbursement for post-graduate work is not permitted.

CERTIFIED ACADEMIC LANGUAGE THERAPIST (CALT) - \$500 maximum, one-time reimbursement.

The following payroll schedule will apply to new National Board supplements:

- Certificate received August 1st to October 15th the full \$7,500 will be received
- Certificate received **after** October 15th but **before** February 15th \$3,750 will be received
- Certificate received **between** February 15th and July 31st **no** reimbursement will be issued until the following school year, August 1st

GEORGE COUNTY SCHOOL DISTRICT

2025-2026 TEACHER SALARY SCALE

A-BACHELOR'S DEGREE					AA-MASTER'S DEGREE				
STEP	STATE SALARY	LOCAL	187 GCSD ANNUAL SALARY	187 MONTHLY AMOUNT	STEP	STATE SALARY	LOCAL	187 GCSD ANNUAL SALARY	187 MONTHLY AMOUNT
0	\$ 41,500	\$ 775	\$ 42,275	\$3,522.92	0	\$ 43,000	\$ 875	\$ 43,875	\$3,656.25
1	\$ 41,900	\$ 775	\$ 42,675	\$3,556.25	1	\$ 43,525	\$ 875	\$ 44,400	\$3,700.00
2	\$ 42,300	\$ 775	\$ 43,075	\$3,589.58	2	\$ 44,050	\$ 875	\$ 44,925	\$3,743.75
3	\$ 42,700	\$ 775	\$ 43,475	\$3,622.92	3	\$ 44,575	\$ 875	\$ 45,450	\$3,787.50
4	\$ 43,100	\$ 775	\$ 43,875	\$3,656.25	4	\$ 45,100	\$ 875	\$ 45,975	\$3,831.25
5	\$ 44,300	\$ 775	\$ 45,075	\$3,756.25	5	\$ 46,350	\$ 875	\$ 47,225	\$3,935.42
6	\$ 44,700	\$ 775	\$ 45,475	\$3,789.58	6	\$ 46,875	\$ 875	\$ 47,750	\$3,979.17
7	\$ 45,100	\$ 775	\$ 45,875	\$3,822.92	7	\$ 47,400	\$ 875	\$ 48,275	\$4,022.92
8	\$ 45,500	\$ 775	\$ 46,275	\$3,856.25	8	\$ 47,925	\$ 875	\$ 48,800	\$4,066.67
9	\$ 45,900	\$ 775	\$ 46,675	\$3,889.58	9	\$ 48,450	\$ 875	\$ 49,325	\$4,110.42
10	\$ 47,100	\$ 775	\$ 47,875	\$3,989.58	10	\$ 49,700	\$ 875	\$ 50,575	\$4,214.58
11	\$ 47,500	\$ 775	\$ 48,275	\$4,022.92	11	\$ 50,225	\$ 875	\$ 51,100	\$4,258.33
12	\$ 47,900	\$ 775	\$ 48,675	\$4,056.25	12	\$ 50,750	\$ 875	\$ 51,625	\$4,302.08
13	\$ 48,300	\$ 775	\$ 49,075	\$4,089.58	13	\$ 51,275	\$ 875	\$ 52,150	\$4,345.83
14	\$ 48,700	\$ 775	\$ 49,475	\$4,122.92	14	\$ 51,800	\$ 875	\$ 52,675	\$4,389.58
15	\$ 49,900	\$ 775	\$ 50,675	\$4,222.92	15	\$ 53,050	\$ 875	\$ 53,925	\$4,493.75
16	\$ 50,300	\$ 775	\$ 51,075	\$4,256.25	16	\$ 53,575	\$ 875	\$ 54,450	\$4,537.50
17	\$ 50,700	\$ 775	\$ 51,475	\$4,289.58	17	\$ 54,100	\$ 875	\$ 54,975	\$4,581.25
18	\$ 51,100	\$ 775	\$ 51,875	\$4,322.92	18	\$ 54,625	\$ 875	\$ 55,500	\$4,625.00
19	\$ 51,500	\$ 775	\$ 52,275	\$4,356.25	19	\$ 55,150	\$ 875	\$ 56,025	\$4,668.75
20	\$ 52,700	\$ 775	\$ 53,475	\$4,456.25	20	\$ 56,400	\$ 875	\$ 57,275	\$4,772.92
21	\$ 53,100	\$ 775	\$ 53,875	\$4,489.58	21	\$ 56,925	\$ 875	\$ 57,800	\$4,816.67
22	\$ 53,500	\$ 775	\$ 54,275	\$4,522.92	22	\$ 57,450	\$ 875	\$ 58,325	\$4,860.42
23	\$ 53,900	\$ 775	\$ 54,675	\$4,556.25	23	\$ 57,975	\$ 875	\$ 58,850	\$4,904.17
24	\$ 54,300	\$ 775	\$ 55,075	\$4,589.58	24	\$ 58,500	\$ 875	\$ 59,375	\$4,947.92
25	\$ 56,800	\$ 775	\$ 57,575	\$4,797.92	25	\$ 61,000	\$ 875	\$ 61,875	\$5,156.25
26	\$ 57,200	\$ 775	\$ 57,975	\$4,831.25	26	\$ 61,525	\$ 875	\$ 62,400	\$5,200.00
27	\$ 57,600	\$ 775	\$ 58,375	\$4,864.58	27	\$ 62,050	\$ 875	\$ 62,925	\$5,243.75
28	\$ 58,000	\$ 775	\$ 58,775	\$4,897.92	28	\$ 62,575	\$ 875	\$ 63,450	\$5,287.50
29	\$ 58,400	\$ 775	\$ 59,175	\$4,931.25	29	\$ 63,100	\$ 875	\$ 63,975	\$5,331.25
30	\$ 58,800	\$ 775	\$ 59,575	\$4,964.58	30	\$ 63,625	\$ 875	\$ 64,500	\$5,375.00
31	\$ 59,200	\$ 775	\$ 59,975	\$4,997.92	31	\$ 64,150	\$ 875	\$ 65,025	\$5,418.75
32	\$ 59,600	\$ 775	\$ 60,375	\$5,031.25	32	\$ 64,675	\$ 875	\$ 65,550	\$5,462.50
33	\$ 60,000	\$ 775	\$ 60,775	\$5,064.58	33	\$ 65,200	\$ 875	\$ 66,075	\$5,506.25
34	\$ 60,400	\$ 775	\$ 61,175	\$5,097.92	34	\$ 65,725	\$ 875	\$ 66,600	\$5,550.00
35+	\$ 60,800	\$ 775	\$ 61,575	\$5,131.25	35+	\$ 66,250	\$ 875	\$ 67,125	\$5,593.75

**GEORGE COUNTY SCHOOL DISTRICT
2025-2026 TEACHER SALARY SCALE**

AAA-SPECIALIST'S DEGREE					AAAA-DOCTORATE DEGREE				
STEP	STATE SALARY	LOCAL	187 GCSD ANNUAL SALARY	187 MONTHLY AMOUNT	STEP	STATE SALARY	LOCAL	187 GCSD ANNUAL SALARY	187 MONTHLY AMOUNT
0	\$ 44,000	\$ 925	\$ 44,925	\$3,743.75	0	\$ 45,500	\$ 975	\$ 46,475	\$3,872.92
1	\$ 44,550	\$ 925	\$ 45,475	\$3,789.58	1	\$ 46,100	\$ 975	\$ 47,075	\$3,922.92
2	\$ 45,100	\$ 925	\$ 46,025	\$3,835.42	2	\$ 46,700	\$ 975	\$ 47,675	\$3,972.92
3	\$ 45,650	\$ 925	\$ 46,575	\$3,881.25	3	\$ 47,300	\$ 975	\$ 48,275	\$4,022.92
4	\$ 46,200	\$ 925	\$ 47,125	\$3,927.08	4	\$ 47,900	\$ 975	\$ 48,875	\$4,072.92
5	\$ 47,500	\$ 925	\$ 48,425	\$4,035.42	5	\$ 49,250	\$ 975	\$ 50,225	\$4,185.42
6	\$ 48,050	\$ 925	\$ 48,975	\$4,081.25	6	\$ 49,850	\$ 975	\$ 50,825	\$4,235.42
7	\$ 48,600	\$ 925	\$ 49,525	\$4,127.08	7	\$ 50,450	\$ 975	\$ 51,425	\$4,285.42
8	\$ 49,150	\$ 925	\$ 50,075	\$4,172.92	8	\$ 51,050	\$ 975	\$ 52,025	\$4,335.42
9	\$ 49,700	\$ 925	\$ 50,625	\$4,218.75	9	\$ 51,650	\$ 975	\$ 52,625	\$4,385.42
10	\$ 51,000	\$ 925	\$ 51,925	\$4,327.08	10	\$ 53,000	\$ 975	\$ 53,975	\$4,497.92
11	\$ 51,550	\$ 925	\$ 52,475	\$4,372.92	11	\$ 53,600	\$ 975	\$ 54,575	\$4,547.92
12	\$ 52,100	\$ 925	\$ 53,025	\$4,418.75	12	\$ 54,200	\$ 975	\$ 55,175	\$4,597.92
13	\$ 52,650	\$ 925	\$ 53,575	\$4,464.58	13	\$ 54,800	\$ 975	\$ 55,775	\$4,647.92
14	\$ 53,200	\$ 925	\$ 54,125	\$4,510.42	14	\$ 55,400	\$ 975	\$ 56,375	\$4,697.92
15	\$ 54,500	\$ 925	\$ 55,425	\$4,618.75	15	\$ 56,750	\$ 975	\$ 57,725	\$4,810.42
16	\$ 55,050	\$ 925	\$ 55,975	\$4,664.58	16	\$ 57,350	\$ 975	\$ 58,325	\$4,860.42
17	\$ 55,600	\$ 925	\$ 56,525	\$4,710.42	17	\$ 57,950	\$ 975	\$ 58,925	\$4,910.42
18	\$ 56,150	\$ 925	\$ 57,075	\$4,756.25	18	\$ 58,550	\$ 975	\$ 59,525	\$4,960.42
19	\$ 56,700	\$ 925	\$ 57,625	\$4,802.08	19	\$ 59,150	\$ 975	\$ 60,125	\$5,010.42
20	\$ 58,000	\$ 925	\$ 58,925	\$4,910.42	20	\$ 60,500	\$ 975	\$ 61,475	\$5,122.92
21	\$ 58,550	\$ 925	\$ 59,475	\$4,956.25	21	\$ 61,100	\$ 975	\$ 62,075	\$5,172.92
22	\$ 59,100	\$ 925	\$ 60,025	\$5,002.08	22	\$ 61,700	\$ 975	\$ 62,675	\$5,222.92
23	\$ 59,650	\$ 925	\$ 60,575	\$5,047.92	23	\$ 62,300	\$ 975	\$ 63,275	\$5,272.92
24	\$ 60,200	\$ 925	\$ 61,125	\$5,093.75	24	\$ 62,900	\$ 975	\$ 63,875	\$5,322.92
25	\$ 62,700	\$ 925	\$ 63,625	\$5,302.08	25	\$ 65,400	\$ 975	\$ 66,375	\$5,531.25
26	\$ 63,250	\$ 925	\$ 64,175	\$5,347.92	26	\$ 66,000	\$ 975	\$ 66,975	\$5,581.25
27	\$ 63,800	\$ 925	\$ 64,725	\$5,393.75	27	\$ 66,600	\$ 975	\$ 67,575	\$5,631.25
28	\$ 64,350	\$ 925	\$ 65,275	\$5,439.58	28	\$ 67,200	\$ 975	\$ 68,175	\$5,681.25
29	\$ 64,900	\$ 925	\$ 65,825	\$5,485.42	29	\$ 67,800	\$ 975	\$ 68,775	\$5,731.25
30	\$ 65,450	\$ 925	\$ 66,375	\$5,531.25	30	\$ 68,400	\$ 975	\$ 69,375	\$5,781.25
31	\$ 66,000	\$ 925	\$ 66,925	\$5,577.08	31	\$ 69,000	\$ 975	\$ 69,975	\$5,831.25
32	\$ 66,550	\$ 925	\$ 67,475	\$5,622.92	32	\$ 69,600	\$ 975	\$ 70,575	\$5,881.25
33	\$ 67,100	\$ 925	\$ 68,025	\$5,668.75	33	\$ 70,200	\$ 975	\$ 71,175	\$5,931.25
34	\$ 67,650	\$ 925	\$ 68,575	\$5,714.58	34	\$ 70,800	\$ 975	\$ 71,775	\$5,981.25
35+	\$ 68,200	\$ 925	\$ 69,125	\$5,760.42	35+	\$ 71,400	\$ 975	\$ 72,375	\$6,031.25

GEORGE COUNTY SCHOOL DISTRICT										
2025-2026 CERTIFIED EXTENDED DAY										
A-BACHELOR'S DEGREE					AA-MASTER'S DEGREE					
STEP	187 Days	200 Days	210 Days	220 Days	STEP	187 Days	200 Days	210 Days	220 Days	
0	\$ 42,275	\$ 45,214	\$ 47,475	\$ 49,735	0	\$ 43,875	\$ 46,925	\$ 49,271	\$ 51,618	
1	\$ 42,675	\$ 45,642	\$ 47,924	\$ 50,206	1	\$ 44,400	\$ 47,487	\$ 49,861	\$ 52,235	
2	\$ 43,075	\$ 46,070	\$ 48,373	\$ 50,676	2	\$ 44,925	\$ 48,048	\$ 50,451	\$ 52,853	
3	\$ 43,475	\$ 46,497	\$ 48,822	\$ 51,147	3	\$ 45,450	\$ 48,610	\$ 51,040	\$ 53,471	
4	\$ 43,875	\$ 46,925	\$ 49,271	\$ 51,618	4	\$ 45,975	\$ 49,171	\$ 51,630	\$ 54,088	
5	\$ 45,075	\$ 48,209	\$ 50,619	\$ 53,029	5	\$ 47,225	\$ 50,508	\$ 53,033	\$ 55,559	
6	\$ 45,475	\$ 48,636	\$ 51,068	\$ 53,500	6	\$ 47,750	\$ 51,070	\$ 53,623	\$ 56,176	
7	\$ 45,875	\$ 49,064	\$ 51,517	\$ 53,971	7	\$ 48,275	\$ 51,631	\$ 54,213	\$ 56,794	
8	\$ 46,275	\$ 49,492	\$ 51,967	\$ 54,441	8	\$ 48,800	\$ 52,193	\$ 54,802	\$ 57,412	
9	\$ 46,675	\$ 49,920	\$ 52,416	\$ 54,912	9	\$ 49,325	\$ 52,754	\$ 55,392	\$ 58,029	
10	\$ 47,875	\$ 51,203	\$ 53,763	\$ 56,324	10	\$ 50,575	\$ 54,091	\$ 56,795	\$ 59,500	
11	\$ 48,275	\$ 51,631	\$ 54,213	\$ 56,794	11	\$ 51,100	\$ 54,652	\$ 57,385	\$ 60,118	
12	\$ 48,675	\$ 52,059	\$ 54,662	\$ 57,265	12	\$ 51,625	\$ 55,214	\$ 57,975	\$ 60,735	
13	\$ 49,075	\$ 52,487	\$ 55,111	\$ 57,735	13	\$ 52,150	\$ 55,775	\$ 58,564	\$ 61,353	
14	\$ 49,475	\$ 52,914	\$ 55,560	\$ 58,206	14	\$ 52,675	\$ 56,337	\$ 59,154	\$ 61,971	
15	\$ 50,675	\$ 54,198	\$ 56,908	\$ 59,618	15	\$ 53,925	\$ 57,674	\$ 60,557	\$ 63,441	
16	\$ 51,075	\$ 54,626	\$ 57,357	\$ 60,088	16	\$ 54,450	\$ 58,235	\$ 61,147	\$ 64,059	
17	\$ 51,475	\$ 55,053	\$ 57,806	\$ 60,559	17	\$ 54,975	\$ 58,797	\$ 61,737	\$ 64,676	
18	\$ 51,875	\$ 55,481	\$ 58,255	\$ 61,029	18	\$ 55,500	\$ 59,358	\$ 62,326	\$ 65,294	
19	\$ 52,275	\$ 55,909	\$ 58,705	\$ 61,500	19	\$ 56,025	\$ 59,920	\$ 62,916	\$ 65,912	
20	\$ 53,475	\$ 57,193	\$ 60,052	\$ 62,912	20	\$ 57,275	\$ 61,257	\$ 64,320	\$ 67,382	
21	\$ 53,875	\$ 57,620	\$ 60,501	\$ 63,382	21	\$ 57,800	\$ 61,818	\$ 64,909	\$ 68,000	
22	\$ 54,275	\$ 58,048	\$ 60,951	\$ 63,853	22	\$ 58,325	\$ 62,380	\$ 65,499	\$ 68,618	
23	\$ 54,675	\$ 58,476	\$ 61,400	\$ 64,324	23	\$ 58,850	\$ 62,941	\$ 66,088	\$ 69,235	
24	\$ 55,075	\$ 58,904	\$ 61,849	\$ 64,794	24	\$ 59,375	\$ 63,503	\$ 66,678	\$ 69,853	
25	\$ 57,575	\$ 61,578	\$ 64,656	\$ 67,735	25	\$ 61,875	\$ 66,176	\$ 69,485	\$ 72,794	
26	\$ 57,975	\$ 62,005	\$ 65,106	\$ 68,206	26	\$ 62,400	\$ 66,738	\$ 70,075	\$ 73,412	
27	\$ 58,375	\$ 62,433	\$ 65,555	\$ 68,676	27	\$ 62,925	\$ 67,299	\$ 70,664	\$ 74,029	
28	\$ 58,775	\$ 62,861	\$ 66,004	\$ 69,147	28	\$ 63,450	\$ 67,861	\$ 71,254	\$ 74,647	
29	\$ 59,175	\$ 63,289	\$ 66,453	\$ 69,618	29	\$ 63,975	\$ 68,422	\$ 71,844	\$ 75,265	
30	\$ 59,575	\$ 63,717	\$ 66,902	\$ 70,088	30	\$ 64,500	\$ 68,984	\$ 72,433	\$ 75,882	
31	\$ 59,975	\$ 64,144	\$ 67,352	\$ 70,559	31	\$ 65,025	\$ 69,545	\$ 73,023	\$ 76,500	
32	\$ 60,375	\$ 64,572	\$ 67,801	\$ 71,029	32	\$ 65,550	\$ 70,107	\$ 73,612	\$ 77,118	
33	\$ 60,775	\$ 65,000	\$ 68,250	\$ 71,500	33	\$ 66,075	\$ 70,668	\$ 74,202	\$ 77,735	
34	\$ 61,175	\$ 65,428	\$ 68,699	\$ 71,971	34	\$ 66,600	\$ 71,230	\$ 74,791	\$ 78,353	
35+	\$ 61,575	\$ 65,856	\$ 69,148	\$ 72,441	35+	\$ 67,125	\$ 71,791	\$ 75,381	\$ 78,971	
Job Title					Job Title					
Behavior Specialist					Counselor: Middle School					
Case Manager/ Department Chairman (504)					Interventionist					
Counselor: Elementary					Math Coach/ Staff Development					
Counselor: High School					PBS/Psychometrist					

GEORGE COUNTY SCHOOL DISTRICT										
2025-2026 CERTIFIED EXTENDED DAY										
AAA-SPECIALIST'S DEGREE					AAAA-DOCTORATE DEGREE					
STEP	187 Days	200 Days	210 Days	220 Days	STEP	187 Days	200 Days	210 Days	220 Days	
0	\$ 44,925	\$ 48,048	\$ 50,451	\$ 52,853	0	\$ 46,475	\$ 49,706	\$ 52,191	\$ 54,676	
1	\$ 45,475	\$ 48,636	\$ 51,068	\$ 53,500	1	\$ 47,075	\$ 50,348	\$ 52,865	\$ 55,382	
2	\$ 46,025	\$ 49,225	\$ 51,686	\$ 54,147	2	\$ 47,675	\$ 50,989	\$ 53,539	\$ 56,088	
3	\$ 46,575	\$ 49,813	\$ 52,303	\$ 54,794	3	\$ 48,275	\$ 51,631	\$ 54,213	\$ 56,794	
4	\$ 47,125	\$ 50,401	\$ 52,921	\$ 55,441	4	\$ 48,875	\$ 52,273	\$ 54,886	\$ 57,500	
5	\$ 48,425	\$ 51,791	\$ 54,381	\$ 56,971	5	\$ 50,225	\$ 53,717	\$ 56,402	\$ 59,088	
6	\$ 48,975	\$ 52,380	\$ 54,999	\$ 57,618	6	\$ 50,825	\$ 54,358	\$ 57,076	\$ 59,794	
7	\$ 49,525	\$ 52,968	\$ 55,616	\$ 58,265	7	\$ 51,425	\$ 55,000	\$ 57,750	\$ 60,500	
8	\$ 50,075	\$ 53,556	\$ 56,234	\$ 58,912	8	\$ 52,025	\$ 55,642	\$ 58,424	\$ 61,206	
9	\$ 50,625	\$ 54,144	\$ 56,852	\$ 59,559	9	\$ 52,625	\$ 56,283	\$ 59,098	\$ 61,912	
10	\$ 51,925	\$ 55,535	\$ 58,311	\$ 61,088	10	\$ 53,975	\$ 57,727	\$ 60,614	\$ 63,500	
11	\$ 52,475	\$ 56,123	\$ 58,929	\$ 61,735	11	\$ 54,575	\$ 58,369	\$ 61,287	\$ 64,206	
12	\$ 53,025	\$ 56,711	\$ 59,547	\$ 62,382	12	\$ 55,175	\$ 59,011	\$ 61,961	\$ 64,912	
13	\$ 53,575	\$ 57,299	\$ 60,164	\$ 63,029	13	\$ 55,775	\$ 59,652	\$ 62,635	\$ 65,618	
14	\$ 54,125	\$ 57,888	\$ 60,782	\$ 63,676	14	\$ 56,375	\$ 60,294	\$ 63,309	\$ 66,324	
15	\$ 55,425	\$ 59,278	\$ 62,242	\$ 65,206	15	\$ 57,725	\$ 61,738	\$ 64,825	\$ 67,912	
16	\$ 55,975	\$ 59,866	\$ 62,860	\$ 65,853	16	\$ 58,325	\$ 62,380	\$ 65,499	\$ 68,618	
17	\$ 56,525	\$ 60,455	\$ 63,477	\$ 66,500	17	\$ 58,925	\$ 63,021	\$ 66,172	\$ 69,324	
18	\$ 57,075	\$ 61,043	\$ 64,095	\$ 67,147	18	\$ 59,525	\$ 63,663	\$ 66,846	\$ 70,029	
19	\$ 57,625	\$ 61,631	\$ 64,713	\$ 67,794	19	\$ 60,125	\$ 64,305	\$ 67,520	\$ 70,735	
20	\$ 58,925	\$ 63,021	\$ 66,172	\$ 69,324	20	\$ 61,475	\$ 65,749	\$ 69,036	\$ 72,324	
21	\$ 59,475	\$ 63,610	\$ 66,790	\$ 69,971	21	\$ 62,075	\$ 66,390	\$ 69,710	\$ 73,029	
22	\$ 60,025	\$ 64,198	\$ 67,408	\$ 70,618	22	\$ 62,675	\$ 67,032	\$ 70,384	\$ 73,735	
23	\$ 60,575	\$ 64,786	\$ 68,025	\$ 71,265	23	\$ 63,275	\$ 67,674	\$ 71,057	\$ 74,441	
24	\$ 61,125	\$ 65,374	\$ 68,643	\$ 71,912	24	\$ 63,875	\$ 68,316	\$ 71,731	\$ 75,147	
25	\$ 63,625	\$ 68,048	\$ 71,451	\$ 74,853	25	\$ 66,375	\$ 70,989	\$ 74,539	\$ 78,088	
26	\$ 64,175	\$ 68,636	\$ 72,068	\$ 75,500	26	\$ 66,975	\$ 71,631	\$ 75,213	\$ 78,794	
27	\$ 64,725	\$ 69,225	\$ 72,686	\$ 76,147	27	\$ 67,575	\$ 72,273	\$ 75,886	\$ 79,500	
28	\$ 65,275	\$ 69,813	\$ 73,303	\$ 76,794	28	\$ 68,175	\$ 72,914	\$ 76,560	\$ 80,206	
29	\$ 65,825	\$ 70,401	\$ 73,921	\$ 77,441	29	\$ 68,775	\$ 73,556	\$ 77,234	\$ 80,912	
30	\$ 66,375	\$ 70,989	\$ 74,539	\$ 78,088	30	\$ 69,375	\$ 74,198	\$ 77,908	\$ 81,618	
31	\$ 66,925	\$ 71,578	\$ 75,156	\$ 78,735	31	\$ 69,975	\$ 74,840	\$ 78,582	\$ 82,324	
32	\$ 67,475	\$ 72,166	\$ 75,774	\$ 79,382	32	\$ 70,575	\$ 75,481	\$ 79,255	\$ 83,029	
33	\$ 68,025	\$ 72,754	\$ 76,392	\$ 80,029	33	\$ 71,175	\$ 76,123	\$ 79,929	\$ 83,735	
34	\$ 68,575	\$ 73,342	\$ 77,009	\$ 80,676	34	\$ 71,775	\$ 76,765	\$ 80,603	\$ 84,441	
35+	\$ 69,125	\$ 73,930	\$ 77,627	\$ 81,324	35 +	\$ 72,375	\$ 77,406	\$ 81,277	\$ 85,147	
Job Title					Job Title					
Behavior Specialist					Counselor: Middle School					
Case Manager/ Department Chairman(504)					Interventionist					
Counselor: Elementary					Math Coach/ Staff Development					
Counselor: High School					PBS/Psychometrist					

**GEORGE COUNTY SCHOOL DISTRICT
2025-2026 PRINCIPAL SALARY SCALE**

AA-MASTER'S DEGREE						AAA-SPECIALIST'S DEGREE					AAAA-DOCTORATE DEGREE				
STEP	Counselor 230 Days	Elem. ADM 499 or less 230 Days	Elem. ADM 500+ 230 Days	Middle School 230 Days	High School 240 Days	Counselor 230 Days	Elem. ADM 499 or less 230 Days	Elem. ADM 500+ 230 Days	Middle School 230 Days	High School 240 Days	CSI Interventionist/ Specialist/ Counselor 230 Days	Elem. ADM 499 or less 230 Days	Elem. ADM 500+ 230 Days	Middle School 230 Days	High School 240 Days
0	\$ 56,854	\$ 58,821	\$ 60,709	\$ 62,058	\$ 65,883	\$ 58,436	\$ 60,228	\$ 62,162	\$ 63,544	\$ 67,460	\$ 60,021	\$ 62,306	\$ 64,307	\$ 65,736	\$ 69,787
1	\$ 56,854	\$ 59,524	\$ 61,436	\$ 62,801	\$ 66,671	\$ 58,436	\$ 60,966	\$ 62,923	\$ 64,322	\$ 68,285	\$ 60,021	\$ 63,111	\$ 65,137	\$ 66,585	\$ 70,688
2	\$ 56,854	\$ 60,228	\$ 62,162	\$ 63,544	\$ 67,460	\$ 58,436	\$ 61,703	\$ 63,684	\$ 65,100	\$ 69,111	\$ 60,021	\$ 63,915	\$ 65,967	\$ 67,433	\$ 71,589
3	\$ 57,715	\$ 60,932	\$ 62,889	\$ 64,286	\$ 68,248	\$ 59,385	\$ 62,440	\$ 64,445	\$ 65,877	\$ 69,937	\$ 61,055	\$ 64,719	\$ 66,798	\$ 68,282	\$ 72,490
4	\$ 58,576	\$ 61,636	\$ 63,615	\$ 65,029	\$ 69,036	\$ 60,333	\$ 63,178	\$ 65,206	\$ 66,655	\$ 70,763	\$ 62,091	\$ 65,524	\$ 67,628	\$ 69,131	\$ 73,391
5	\$ 59,436	\$ 63,312	\$ 65,345	\$ 66,797	\$ 70,913	\$ 61,281	\$ 64,921	\$ 67,005	\$ 68,494	\$ 72,715	\$ 63,126	\$ 67,334	\$ 69,496	\$ 71,040	\$ 75,418
6	\$ 60,297	\$ 64,016	\$ 66,071	\$ 67,539	\$ 71,702	\$ 62,229	\$ 65,658	\$ 67,766	\$ 69,272	\$ 73,541	\$ 64,161	\$ 68,138	\$ 70,326	\$ 71,889	\$ 76,319
7	\$ 61,157	\$ 64,719	\$ 66,798	\$ 68,282	\$ 72,490	\$ 63,177	\$ 66,395	\$ 68,527	\$ 70,050	\$ 74,367	\$ 65,196	\$ 68,943	\$ 71,156	\$ 72,738	\$ 77,220
8	\$ 62,018	\$ 65,423	\$ 67,524	\$ 69,025	\$ 73,278	\$ 64,124	\$ 67,133	\$ 69,288	\$ 70,828	\$ 75,193	\$ 66,231	\$ 69,747	\$ 71,986	\$ 73,586	\$ 78,121
9	\$ 62,878	\$ 66,127	\$ 68,251	\$ 69,767	\$ 74,067	\$ 65,072	\$ 67,870	\$ 70,049	\$ 71,606	\$ 76,019	\$ 67,267	\$ 70,551	\$ 72,817	\$ 74,435	\$ 79,022
10	\$ 63,739	\$ 67,803	\$ 69,980	\$ 71,535	\$ 75,944	\$ 66,020	\$ 69,613	\$ 71,848	\$ 73,445	\$ 77,971	\$ 68,302	\$ 72,361	\$ 74,685	\$ 76,344	\$ 81,049
11	\$ 64,599	\$ 68,507	\$ 70,707	\$ 72,278	\$ 76,732	\$ 66,968	\$ 70,350	\$ 72,609	\$ 74,223	\$ 78,797	\$ 69,337	\$ 73,166	\$ 75,515	\$ 77,193	\$ 81,950
12	\$ 65,460	\$ 69,211	\$ 71,433	\$ 73,020	\$ 77,520	\$ 67,916	\$ 71,088	\$ 73,370	\$ 75,001	\$ 79,623	\$ 70,372	\$ 73,970	\$ 76,345	\$ 78,042	\$ 82,851
13	\$ 66,320	\$ 69,914	\$ 72,159	\$ 73,763	\$ 78,309	\$ 68,864	\$ 71,825	\$ 74,131	\$ 75,779	\$ 80,448	\$ 71,407	\$ 74,774	\$ 77,175	\$ 78,890	\$ 83,752
14	\$ 67,180	\$ 70,618	\$ 72,886	\$ 74,506	\$ 79,097	\$ 69,811	\$ 72,562	\$ 74,892	\$ 76,556	\$ 81,274	\$ 72,442	\$ 75,579	\$ 78,006	\$ 79,739	\$ 84,653
15	\$ 68,041	\$ 72,294	\$ 74,615	\$ 76,274	\$ 80,974	\$ 70,759	\$ 74,305	\$ 76,691	\$ 78,395	\$ 83,226	\$ 73,478	\$ 77,389	\$ 79,873	\$ 81,648	\$ 86,680
16	\$ 68,901	\$ 72,998	\$ 75,342	\$ 77,016	\$ 81,762	\$ 71,707	\$ 75,042	\$ 77,452	\$ 79,173	\$ 84,052	\$ 74,513	\$ 78,193	\$ 80,704	\$ 82,497	\$ 87,581
17	\$ 69,762	\$ 73,702	\$ 76,068	\$ 77,759	\$ 82,551	\$ 72,655	\$ 75,780	\$ 78,213	\$ 79,951	\$ 84,878	\$ 75,548	\$ 78,997	\$ 81,534	\$ 83,346	\$ 88,482
18	\$ 70,622	\$ 74,406	\$ 76,795	\$ 78,501	\$ 83,339	\$ 73,603	\$ 76,517	\$ 78,974	\$ 80,729	\$ 85,704	\$ 76,583	\$ 79,802	\$ 82,364	\$ 84,194	\$ 89,383
19	\$ 71,483	\$ 75,109	\$ 77,521	\$ 79,244	\$ 84,127	\$ 74,551	\$ 77,254	\$ 79,735	\$ 81,507	\$ 86,530	\$ 77,618	\$ 80,606	\$ 83,194	\$ 85,043	\$ 90,284
20	\$ 72,343	\$ 76,785	\$ 79,251	\$ 81,012	\$ 86,004	\$ 75,498	\$ 78,997	\$ 81,534	\$ 83,346	\$ 88,482	\$ 78,653	\$ 82,416	\$ 85,062	\$ 86,953	\$ 92,311
21	\$ 73,204	\$ 77,489	\$ 79,977	\$ 81,755	\$ 86,793	\$ 76,446	\$ 79,735	\$ 82,295	\$ 84,124	\$ 89,308	\$ 79,689	\$ 83,220	\$ 85,893	\$ 87,801	\$ 93,212
22	\$ 74,064	\$ 78,193	\$ 80,704	\$ 82,497	\$ 87,581	\$ 77,394	\$ 80,472	\$ 83,056	\$ 84,902	\$ 90,134	\$ 80,724	\$ 84,025	\$ 86,723	\$ 88,650	\$ 94,113
23	\$ 74,925	\$ 78,897	\$ 81,430	\$ 83,240	\$ 88,369	\$ 78,342	\$ 81,209	\$ 83,817	\$ 85,680	\$ 90,960	\$ 81,759	\$ 84,829	\$ 87,553	\$ 89,499	\$ 95,014
24	\$ 75,785	\$ 79,601	\$ 82,157	\$ 83,982	\$ 89,158	\$ 79,290	\$ 81,947	\$ 84,578	\$ 86,458	\$ 91,786	\$ 82,794	\$ 85,633	\$ 88,383	\$ 90,347	\$ 95,915
25	\$ 76,646	\$ 80,466	\$ 83,042	\$ 84,877	\$ 90,000	\$ 80,150	\$ 82,646	\$ 85,292	\$ 87,191	\$ 92,519	\$ 83,645	\$ 86,384	\$ 89,134	\$ 91,098	\$ 96,986
26	\$ 77,507	\$ 81,327	\$ 83,923	\$ 85,768	\$ 91,000	\$ 81,011	\$ 83,436	\$ 86,092	\$ 87,991	\$ 93,419	\$ 84,506	\$ 87,245	\$ 89,995	\$ 91,959	\$ 97,847
27	\$ 78,368	\$ 82,188	\$ 84,803	\$ 86,648	\$ 92,000	\$ 81,872	\$ 84,227	\$ 86,903	\$ 88,802	\$ 94,230	\$ 85,367	\$ 88,106	\$ 90,856	\$ 92,820	\$ 98,718
28	\$ 79,229	\$ 83,049	\$ 85,684	\$ 87,529	\$ 93,000	\$ 82,733	\$ 85,018	\$ 87,714	\$ 89,613	\$ 95,021	\$ 86,228	\$ 88,967	\$ 91,717	\$ 93,681	\$ 99,586
29	\$ 80,090	\$ 83,910	\$ 86,565	\$ 88,410	\$ 94,000	\$ 83,594	\$ 85,819	\$ 88,535	\$ 90,434	\$ 95,842	\$ 87,099	\$ 89,838	\$ 92,588	\$ 94,552	\$ 100,464
30	\$ 80,951	\$ 84,771	\$ 87,446	\$ 89,296	\$ 95,000	\$ 84,455	\$ 86,610	\$ 89,356	\$ 91,255	\$ 96,663	\$ 87,956	\$ 90,695	\$ 93,445	\$ 95,409	\$ 101,325
31	\$ 81,812	\$ 85,632	\$ 88,327	\$ 90,177	\$ 96,000	\$ 85,316	\$ 87,415	\$ 90,181	\$ 92,080	\$ 97,488	\$ 88,817	\$ 91,556	\$ 94,306	\$ 96,270	\$ 102,186
32	\$ 82,673	\$ 86,493	\$ 89,208	\$ 91,058	\$ 97,000	\$ 86,177	\$ 88,216	\$ 90,992	\$ 92,891	\$ 98,299	\$ 89,678	\$ 92,417	\$ 95,167	\$ 97,131	\$ 103,047
33	\$ 83,534	\$ 87,354	\$ 90,089	\$ 91,939	\$ 98,000	\$ 87,038	\$ 89,117	\$ 91,913	\$ 93,812	\$ 99,220	\$ 90,539	\$ 93,257	\$ 96,007	\$ 97,971	\$ 103,908
34	\$ 84,395	\$ 88,215	\$ 90,970	\$ 92,789	\$ 99,000	\$ 87,899	\$ 89,998	\$ 92,814	\$ 94,713	\$ 100,021	\$ 91,399	\$ 94,117	\$ 96,867	\$ 98,831	\$ 104,769
35+	\$ 85,256	\$ 89,076	\$ 91,851	\$ 93,701	\$ 100,000	\$ 88,760	\$ 90,879	\$ 93,715	\$ 95,614	\$ 100,922	\$ 92,260	\$ 95,000	\$ 97,749	\$ 99,713	\$ 105,630

GEORGE COUNTY SCHOOL DISTRICT

2025-2026 SALARY SCALE

ASSISTANT PRINCIPAL

ASSISTANT DIRECTOR OF CTE

LEAD TEACHER

AA-MASTER'S DEGREE					AAA-SPECIALIST'S DEGREE					AAAA-DOCTORATE DEGREE				
STEP	Lead Elem. Teacher 200 Days	AP Elem. ADM 500+ 220 Days	AP Middle School 220 Days	AP High School Asst. Director of CTE 220 Days	Lead Elem. Teacher 200 Days	AP Elem. ADM 500+ 220 Days	AP Middle School 220 Days	AP High School Asst. Director of CTE 220 Days	Lead Elem. Teacher 200 Days	AP Elem. ADM 500+ 220 Days	AP Middle School 220 Days	AP High School Asst. Director of CTE 220 Days		
0	\$ 48,802	\$ 54,199	\$ 54,973	\$56,005	\$ 49,970	\$ 55,496	\$56,288	\$59,914	\$ 49,706	\$ 57,410	\$ 58,230	\$61,981		
1	\$ 49,386	\$ 54,847	\$ 55,631	\$56,675	\$ 50,582	\$ 56,175	\$56,978	\$60,648	\$ 50,348	\$ 58,151	\$ 58,982	\$62,781		
2	\$ 49,970	\$ 55,496	\$ 56,288	\$57,345	\$ 51,194	\$ 56,854	\$57,667	\$61,381	\$ 50,989	\$ 58,893	\$ 59,734	\$63,582		
3	\$ 50,554	\$ 56,144	\$ 56,946	\$58,016	\$ 51,805	\$ 57,534	\$58,356	\$62,115	\$ 51,631	\$ 59,634	\$ 60,486	\$64,382		
4	\$ 51,138	\$ 56,793	\$ 57,604	\$58,686	\$ 52,417	\$ 58,213	\$59,045	\$62,848	\$ 52,273	\$ 60,375	\$ 61,238	\$65,182		
5	\$ 52,528	\$ 58,337	\$ 59,170	\$60,281	\$ 53,863	\$ 59,819	\$60,674	\$64,582	\$ 53,717	\$ 62,043	\$ 62,929	\$66,982		
6	\$ 53,112	\$ 58,985	\$ 59,828	\$60,951	\$ 54,475	\$ 60,499	\$61,363	\$65,315	\$ 54,358	\$ 62,784	\$ 63,681	\$67,783		
7	\$ 53,696	\$ 59,634	\$ 60,486	\$61,622	\$ 55,087	\$ 61,178	\$62,052	\$66,049	\$ 55,000	\$ 63,525	\$ 64,433	\$68,583		
8	\$ 54,280	\$ 60,282	\$ 61,144	\$62,292	\$ 55,698	\$ 61,857	\$62,741	\$66,782	\$ 55,642	\$ 64,266	\$ 65,184	\$69,383		
9	\$ 54,864	\$ 60,931	\$ 61,801	\$62,962	\$ 56,310	\$ 62,537	\$63,430	\$67,516	\$ 56,283	\$ 65,007	\$ 65,936	\$70,183		
10	\$ 56,255	\$ 62,475	\$ 63,368	\$64,558	\$ 57,756	\$ 64,143	\$65,059	\$69,250	\$ 57,727	\$ 66,675	\$ 67,628	\$71,984		
11	\$ 56,839	\$ 63,124	\$ 64,025	\$65,228	\$ 58,368	\$ 64,822	\$65,748	\$69,983	\$ 58,369	\$ 67,416	\$ 68,379	\$72,784		
12	\$ 57,422	\$ 63,772	\$ 64,683	\$65,898	\$ 58,980	\$ 65,501	\$66,437	\$70,717	\$ 59,011	\$ 68,157	\$ 69,131	\$73,584		
13	\$ 58,006	\$ 64,421	\$ 65,341	\$66,568	\$ 59,591	\$ 66,181	\$67,126	\$71,450	\$ 59,652	\$ 68,899	\$ 69,883	\$74,384		
14	\$ 58,590	\$ 65,069	\$ 65,999	\$67,238	\$ 60,203	\$ 66,860	\$67,815	\$72,184	\$ 60,294	\$ 69,640	\$ 70,635	\$75,184		
15	\$ 59,981	\$ 66,613	\$ 67,565	\$68,834	\$ 61,649	\$ 68,466	\$69,444	\$73,917	\$ 61,738	\$ 71,307	\$ 72,326	\$76,985		
16	\$ 60,565	\$ 67,262	\$ 68,223	\$69,504	\$ 62,261	\$ 69,146	\$70,133	\$74,651	\$ 62,380	\$ 72,049	\$ 73,078	\$77,785		
17	\$ 61,149	\$ 67,910	\$ 68,880	\$70,174	\$ 62,873	\$ 69,825	\$70,823	\$75,384	\$ 63,021	\$ 72,790	\$ 73,830	\$78,585		
18	\$ 61,733	\$ 68,559	\$ 69,538	\$70,844	\$ 63,484	\$ 70,504	\$71,512	\$76,118	\$ 63,663	\$ 73,531	\$ 74,581	\$79,385		
19	\$ 62,317	\$ 69,207	\$ 70,196	\$71,514	\$ 64,096	\$ 71,184	\$72,201	\$76,851	\$ 64,305	\$ 74,272	\$ 75,333	\$80,186		
20	\$ 63,707	\$ 70,751	\$ 71,762	\$73,110	\$ 65,542	\$ 72,790	\$73,830	\$78,585	\$ 65,749	\$ 75,940	\$ 77,025	\$81,986		
21	\$ 64,291	\$ 71,400	\$ 72,420	\$73,780	\$ 66,154	\$ 73,469	\$74,519	\$79,319	\$ 66,390	\$ 76,681	\$ 77,776	\$82,786		
22	\$ 64,875	\$ 72,049	\$ 73,078	\$74,450	\$ 66,766	\$ 74,149	\$75,208	\$80,052	\$ 67,032	\$ 77,422	\$ 78,528	\$83,586		
23	\$ 65,459	\$ 72,697	\$ 73,736	\$75,120	\$ 67,378	\$ 74,828	\$75,897	\$80,786	\$ 67,674	\$ 78,163	\$ 79,280	\$84,387		
24	\$ 66,043	\$ 73,346	\$ 74,393	\$75,790	\$ 67,989	\$ 75,507	\$76,586	\$81,519	\$ 68,316	\$ 78,904	\$ 80,032	\$85,187		
25	\$ 68,824	\$ 76,434	\$ 77,526	\$78,982	\$ 70,770	\$ 78,596	\$79,718	\$84,853	\$ 70,989	\$ 81,993	\$ 83,164	\$88,521		
26	\$ 69,407	\$ 77,082	\$ 78,184	\$79,652	\$ 71,382	\$ 79,275	\$80,408	\$85,587	\$ 71,631	\$ 82,734	\$ 83,916	\$89,321		
27	\$ 69,991	\$ 77,731	\$ 78,841	\$80,322	\$ 71,994	\$ 79,954	\$81,097	\$86,320	\$ 72,273	\$ 83,475	\$ 84,668	\$90,121		
28	\$ 70,575	\$ 78,379	\$ 79,499	\$80,992	\$ 72,605	\$ 80,634	\$81,786	\$87,054	\$ 72,914	\$ 84,216	\$ 85,419	\$90,921		
29	\$ 71,159	\$ 79,028	\$ 80,157	\$81,662	\$ 73,217	\$ 81,313	\$82,475	\$87,787	\$ 73,556	\$ 84,957	\$ 86,171	\$91,722		
30	\$ 71,743	\$ 79,676	\$ 80,815	\$82,332	\$ 73,829	\$ 81,993	\$83,164	\$88,521	\$ 74,198	\$ 85,699	\$ 86,923	\$92,522		
31	\$ 72,327	\$ 80,325	\$ 81,473	\$83,003	\$ 74,441	\$ 82,672	\$83,853	\$89,254	\$ 74,840	\$ 86,440	\$ 87,675	\$93,322		
32	\$ 72,911	\$ 80,974	\$ 82,130	\$83,673	\$ 75,052	\$ 83,351	\$84,542	\$89,988	\$ 75,481	\$ 87,181	\$ 88,426	\$94,122		
33	\$ 73,495	\$ 81,622	\$ 82,788	\$84,343	\$ 75,664	\$ 84,031	\$85,231	\$90,721	\$ 76,123	\$ 87,922	\$ 89,178	\$94,922		
34	\$ 74,079	\$ 82,271	\$ 83,446	\$85,013	\$ 76,276	\$ 84,710	\$85,920	\$91,455	\$ 76,765	\$ 88,663	\$ 89,930	\$95,723		
35+	\$ 74,663	\$ 82,919	\$ 84,104	\$85,683	\$ 76,888	\$ 85,390	\$86,610	\$92,188	\$ 77,406	\$ 89,404	\$ 90,682	\$96,523		

GEORGE COUNTY SCHOOL DISTRICT					
2025-2026 SALARY SCALE					
COORDINATOR					
STEP	C1		C2		
0	\$ 50,676		\$ 57,915		
1	\$ 51,482		\$ 58,837		
2	\$ 52,288		\$ 59,758		
3	\$ 53,095		\$ 60,680		
4	\$ 54,709		\$ 62,524		
5	\$ 55,516		\$ 63,447		
6	\$ 56,324		\$ 64,370		
7	\$ 57,132		\$ 65,294		
8	\$ 57,940		\$ 66,217		
9	\$ 58,748		\$ 67,140		
10	\$ 59,555		\$ 68,063		
11	\$ 60,364		\$ 68,987		
12	\$ 61,171		\$ 69,910		
13	\$ 61,979		\$ 70,833		
14	\$ 62,787		\$ 71,757		
15	\$ 63,595		\$ 72,680		
16	\$ 64,403		\$ 73,603		
17	\$ 65,210		\$ 74,526		
18	\$ 66,019		\$ 75,450		
19	\$ 66,826		\$ 76,373		
20	\$ 67,634		\$ 77,296		
21	\$ 68,443		\$ 78,220		
22	\$ 69,250		\$ 79,143		
23	\$ 70,058		\$ 80,066		
24	\$ 70,866		\$ 80,990		
25	\$ 74,196		\$ 84,795		
26	\$ 75,003		\$ 85,718		
27	\$ 75,811		\$ 86,641		
28	\$ 79,619		\$ 87,564		
29	\$ 77,427		\$ 88,488		
30	\$ 78,235		\$ 89,411		
31	\$ 79,042		\$ 90,334		
32	\$ 79,851		\$ 91,258		
33	\$ 80,658		\$ 92,181		
34	\$ 81,466		\$ 93,104		
35+	\$ 82,275		\$ 94,028		

Job Title	Days	Salary Scale		Job Title	Days	Salary Scale
Chief of Campus Police	240	C2		Early Childhood Lead and Dyslexia Coordinator	210	C1
Child Nutrition Coordinator	240	C2		Technology Coordinator	240	C2
Data/MSIS Coordinator	240	C2		Transportation Coordinator	240	C2
Maintenance Coordinator	240	C2				

GEORGE COUNTY SCHOOL DISTRICT	
2025-2026 SALARY SCALE	
DIRECTOR - 240 Days	
<u>STEP</u>	<u>D</u>
0	\$ 71,257
1	\$ 72,190
2	\$ 73,123
3	\$ 74,056
4	\$ 74,989
5	\$ 75,922
6	\$ 76,855
7	\$ 77,788
8	\$ 78,721
9	\$ 79,654
10	\$ 80,587
11	\$ 81,520
12	\$ 82,453
13	\$ 83,386
14	\$ 84,319
15	\$ 85,252
16	\$ 86,185
17	\$ 87,118
18	\$ 88,051
19	\$ 88,984
20	\$ 89,917
21	\$ 90,850
22	\$ 91,783
23	\$ 92,716
24	\$ 93,649
25	\$ 94,583
26	\$ 95,516
27	\$ 96,449
28	\$ 97,382
29	\$ 98,315
30	\$ 99,248
31	\$ 100,181
32	\$ 101,114
33	\$ 102,047
34	\$ 102,980
35+	\$ 103,913

Assistant Superintendent \$12,000 Supplement	Director of Athletics and Operations	Director of Human Resources	Director of Student Assessment and Elementary Education
Chief Financial Officer	Director of Career & Technical Education and Logistics	Directory of Secondary Curriculum and Academics	
Director of Alternative School and Student Services	Director of Federal Programs	Director of Special Education	

ATHLETIC SALARY SCALE

HIGH SCHOOL ATHLETICS		0-2	3-4	5-6	7-8	9-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	25+
AAC High School		3,250	3,500	3,750	4,000	4,250	4,500	4,750	5,000	5,250	5,500	5,750	6,000	6,250
FOOTBALL		0-2	3-4	5-6	7-8	9-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	25+
HEAD FOOTBALL -		10,000	11,000	12,000	13,000	14,000	15,000	16,000	17,000	18,000	19,000	20,000	21,000	22,000
ASST FOOTBALL - OFF COORD		6,500	6,750	7,000	7,250	7,500	8,000	8,250	8,500	8,750	9,000	9,250	9,500	9,750
ASST FOOTBALL - DEF COORD		6,500	6,100	7,000	7,250	7,500	8,000	8,250	8,500	8,750	9,000	9,250	9,500	9,750
ASST FOOTBALL - STR & CON COOR		6,000	5,600	6,200	6,300	6,400	6,500	6,600	6,700	6,800	7,000	7,200	7,400	7,600
ASST FOOTBALL		5,500	5,600	5,700	5,800	5,900	6,000	6,100	6,200	6,300	6,500	6,700	6,900	7,100
ASST FOOTBALL		5,500	5,600	5,700	5,800	5,900	6,000	6,100	6,200	6,300	6,500	6,700	6,900	7,100
ASST FOOTBALL		5,500	5,600	5,700	5,800	5,900	6,000	6,100	6,200	6,300	6,500	6,700	6,900	7,100
ASST FOOTBALL		5,500	5,600	5,700	5,800	5,900	6,000	6,100	6,200	6,300	6,500	6,700	6,900	7,100
ASST FOOTBALL		5,500	5,600	5,700	5,800	5,900	6,000	6,100	6,200	6,300	6,500	6,700	6,900	7,100
ASST FOOTBALL		5,500	5,600	5,700	5,800	5,900	6,000	6,100	6,200	6,300	6,500	6,700	6,900	7,100
BASKETBALL		0-2	3-4	5-6	7-8	9-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	25+
HEAD BASKETBALL - BOYS		7,500	7,750	8,000	8,300	8,600	8,900	9,200	9,500	9,800	10,000	10,300	10,600	10,900
HEAD BASKETBALL - GIRLS		7,500	7,750	8,000	8,300	8,600	8,900	9,200	9,500	9,800	10,000	10,300	10,600	10,900
ASST BASKETBALL - BOYS		2,500	2,650	2,800	2,950	3,100	3,250	3,400	3,550	3,700	4,000	4,300	4,600	4,900
ASST BASKETBALL - GIRLS		2,500	2,650	2,800	2,950	3,100	3,250	3,400	3,550	3,700	4,000	4,300	4,600	4,900
BASEBALL		0-2	3-4	5-6	7-8	9-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	25+
HEAD BASEBALL		7,500	7,750	8,000	8,300	8,600	8,900	9,200	9,500	9,800	10,000	10,300	10,600	10,900
ASST BASEBALL		2,500	2,650	2,800	2,950	3,100	3,250	3,400	3,550	3,700	4,000	4,300	4,600	4,900
ASST BASEBALL		2,500	2,650	2,800	2,950	3,100	3,250	3,400	3,550	3,700	4,000	4,300	4,600	4,900
SOFTBALL		0-2	3-4	5-6	7-8	9-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	25+
HEAD SOFTBALL - FASTPITCH		7,500	7,750	8,000	8,300	8,600	8,900	9,200	9,500	9,800	10,000	10,300	10,600	10,900
ASST SOFTBALL - FASTPITCH		2,500	2,650	2,800	2,950	3,100	3,250	3,400	3,550	3,700	4,000	4,300	4,600	4,900
ASST SOFTBALL - FASTPITCH		2,500	2,650	2,800	2,950	3,100	3,250	3,400	3,550	3,700	4,000	4,300	4,600	4,900
SOCCER		0-2	3-4	5-6	7-8	9-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	25+
HEAD SOCCER - BOYS		7,500	7,750	8,000	8,300	8,600	8,900	9,200	9,500	9,800	10,000	10,300	10,600	10,900
HEAD SOCCER - GIRLS		7,500	7,750	8,000	8,300	8,600	8,900	9,200	9,500	9,800	10,000	10,300	10,600	10,900
ASST SOCCER		2,500	2,650	2,800	2,950	3,100	3,250	3,400	3,550	3,700	4,000	4,300	4,600	4,900
TRACK		0-2	3-4	5-6	7-8	9-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	25+
HEAD TRACK - BOYS		2,000	2,100	2,200	2,300	2,400	2,500	2,600	2,700	2,800	3,000	3,200	3,400	3,600
HEAD TRACK - GIRLS		2,000	2,100	2,200	2,300	2,400	2,500	2,600	2,700	2,800	3,000	3,200	3,400	3,600
ASST TRACK		1,000	1,050	1,100	1,150	1,200	1,250	1,300	1,350	1,400	1,500	1,600	1,700	1,800
VOLLEYBALL		0-2	3-4	5-6	7-8	9-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	25+
HEAD VOLLEYBALL		3,750	3,850	3,950	4,100	4,200	4,350	4,500	4,650	4,800	5,000	5,200	5,400	5,600
ASST VOLLEYBALL		1,500	1,600	1,700	1,800	1,900	2,000	2,100	2,200	2,300	2,500	2,600	2,700	2,800
FLAG FOOTBALL		0-2	3-4	5-6	7-8	9-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	25+
HEAD COACH		2,000	2,100	2,200	2,300	2,400	2,500	2,600	2,700	2,800	3,000	3,200	3,400	3,600
ASST FLAG FOOTBALL		1,000	1,050	1,100	1,150	1,200	1,250	1,300	1,350	1,400	1,500	1,675	1,850	2,025
WRESTLING		0-2	3-4	5-6	7-8	9-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	25+
WRESTLING		2,000	2,100	2,200	2,300	2,400	2,500	2,600	2,700	2,800	3,000	3,200	3,400	3,600
ASST WRESTLING		1,000	1,050	1,100	1,150	1,200	1,250	1,300	1,350	1,400	1,500	1,675	1,850	2,025
ESPORTS		0-2	3-4	5-6	7-8	9-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	25+
ESPORTS		2,000	2,100	2,200	2,300	2,400	2,500	2,600	2,700	2,800	3,000	3,200	3,400	3,600
ASST ESPORTS		1,000	1,050	1,100	1,150	1,200	1,250	1,300	1,350	1,400	1,500	1,675	1,850	2,025
MINOR SPORTS		0-2	3-4	5-6	7-8	9-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	25+
CROSS COUNTRY		2,000	2,100	2,200	2,300	2,400	2,500	2,600	2,700	2,800	3,000	3,200	3,400	3,600
TENNIS		2,000	2,100	2,200	2,300	2,400	2,500	2,600	2,700	2,800	3,000	3,200	3,400	3,600
GOLF (Boys)		2,000	2,100	2,200	2,300	2,400	2,500	2,600	2,700	2,800	3,000	3,200	3,400	3,600
GOLF (Girls)		2,000	2,100	2,200	2,300	2,400	2,500	2,600	2,700	2,800	3,000	3,200	3,400	3,600
POWERLIFTING		2,000	2,100	2,200	2,300	2,400	2,500	2,600	2,700	2,800	3,000	3,200	3,400	3,600
MIS. SUPPLEMENTS		0-2	3-4	5-6	7-8	9-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	25+
EMT SUPPLEMENT		2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
JROTC Supplement		2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000
JROTC Supplement		2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000	2,000

9TH GRADE ATHLETICS		0-2	3-4	5-6	7-8	9-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	25+
FOOTBALL/9th Grade		2,150	2,300	2,400	2,550	2,700	2,750	2,850	3,000	3,150	3,300	3,450	3,600	3,750
FOOTBALL/9th Grade		2,150	2,300	2,400	2,550	2,700	2,750	2,850	3,000	3,150	3,300	3,450	3,600	3,750
FOOTBALL/9th Grade		2,150	2,300	2,400	2,550	2,700	2,750	2,850	3,000	3,150	3,300	3,450	3,600	3,750
BASKETBALL - BOYS		2,000	2,100	2,200	2,300	2,400	2,500	2,600	2,700	2,800	3,000	3,150	3,300	3,450
BASKETBALL - GIRLS		2,000	2,100	2,200	2,300	2,400	2,500	2,600	2,700	2,800	3,000	3,150	3,300	3,450
BASEBALL		2,000	2,100	2,200	2,300	2,400	2,500	2,600	2,700	2,800	3,000	3,150	3,300	3,450
MIDDLE SCHOOL ATHLETICS		0-2	3-4	5-6	7-8	9-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	25+
AAD - MIDDLE SCHOOL		3,250	3,500	3,750	4,000	4,250	4,500	4,750	5,000	5,250	5,500	5,750	6,000	6,250
HEAD FOOTBALL		5,000	5,100	5,200	5,300	5,400	5,500	5,600	5,700	5,800	6,000	6,200	6,400	6,600
ASST FOOTBALL		2,500	2,600	2,700	2,800	2,900	3,000	3,100	3,200	3,300	3,500	3,675	3,850	4,025
ASST FOOTBALL		2,500	2,600	2,700	2,800	2,900	3,000	3,100	3,200	3,300	3,500	3,675	3,850	4,025
ASST FOOTBALL		2,500	2,600	2,700	2,800	2,900	3,000	3,100	3,200	3,300	3,500	3,675	3,850	4,025
ASST FOOTBALL		1,500	1,600	1,700	1,850	2,000	2,150	2,300	2,450	2,600	2,800	2,875	3,050	3,225
ASST FOOTBALL		1,500	1,600	1,700	1,850	2,000	2,150	2,300	2,450	2,600	2,800	2,875	3,050	3,225
HEAD BASKETBALL BOYS		2,500	2,600	2,700	2,800	2,900	3,000	3,100	3,200	3,300	3,500	3,675	3,850	4,025
ASST BASKETBALL BOYS		1,000	1,050	1,100	1,150	1,200	1,250	1,300	1,350	1,400	1,500	1,675	1,850	2,025
HEAD BASKETBALL GIRLS		2,500	2,600	2,700	2,800	2,900	3,000	3,100	3,200	3,300	3,500	3,675	3,850	4,025
ASST BASKETBALL GIRLS		1,000	1,050	1,100	1,150	1,200	1,250	1,300	1,350	1,400	1,500	1,675	1,850	2,025
HEAD BASEBALL		2,500	2,600	2,700	2,800	2,900	3,000	3,100	3,200	3,300	3,500	3,675	3,850	4,025
ASST BASEBALL		1,000	1,100	1,200	1,300	1,400	1,500	1,600	1,700	1,800	2,000	2,175	2,350	2,525
HEAD SOFTBALL		2,500	2,600	2,700	2,800	2,900	3,000	3,100	3,200	3,300	3,500	3,675	3,850	4,025
ASST SOFTBALL		1,000	1,100	1,200	1,300	1,400	1,500	1,600	1,700	1,800	2,000	2,175	2,350	2,525
HEAD BOYS SOCCER		1,500	1,600	1,700	1,800	1,900	2,000	2,100	2,200	2,300	2,500	2,675	2,850	3,025
HEAD GIRLS SOCCER		1,500	1,600	1,700	1,800	1,900	2,000	2,100	2,200	2,300	2,500	2,675	2,850	3,025
ASST BOYS & GIRLS SOCCER		1,000	1,100	1,200	1,300	1,400	1,500	1,600	1,700	1,800	2,000	2,175	2,350	2,525
TRACK - BOYS		1,500	1,600	1,700	1,800	1,900	2,000	2,100	2,200	2,300	2,500	2,675	2,850	3,025
TRACK - GIRLS		1,500	1,600	1,700	1,800	1,900	2,000	2,100	2,200	2,300	2,500	2,675	2,850	3,025
VOLLEYBALL		1,500	1,600	1,700	1,800	1,900	2,000	2,100	2,200	2,300	2,500	2,675	2,850	3,025
ASST VOLLEYBALL		1,000	1,100	1,200	1,300	1,400	1,500	1,600	1,700	1,800	2,000	2,175	2,350	2,525
CHEER & DANCE		0-2	3-4	5-6	7-8	9-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	25+
HS CHEER		2,500	2,600	2,700	2,800	2,900	3,000	3,100	3,200	3,300	3,500	3,675	3,850	4,025
ASST HS CHEER		1,500	1,550	1,600	1,650	1,700	1,750	1,800	1,850	1,900	2,000	2,175	2,350	2,525
HS DANCE		2,500	2,600	2,700	2,800	2,900	3,000	3,100	3,200	3,300	3,500	3,675	3,850	4,025
ASST HS DANCE		1,500	1,550	1,600	1,650	1,700	1,750	1,800	1,850	1,900	2,000	2,175	2,350	2,525
MS CHEER		1,500	1,550	1,600	1,650	1,700	1,750	1,800	1,850	1,900	2,000	2,175	2,350	2,525
ASST MS CHEER		1,000	1,050	1,100	1,200	1,250	1,300	1,350	1,400	1,450	1,500	1,675	1,850	2,025
MS DANCE		1,500	1,550	1,600	1,650	1,700	1,750	1,800	1,850	1,900	2,000	2,175	2,350	2,525
BAND		0-2	3-4	5-6	7-8	9-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	25+
HS BAND DIRECTOR		10,000	10,500	11,000	11,500	12,000	12,500	13,000	13,500	14,000	15,000	15,500	16,000	16,500
ASST HS BAND DIRECTOR		3,000	3,250	3,500	3,750	4,000	4,000	4,250	4,500	4,750	5,000	5,250	5,500	5,750
ASST BAND		1,500	1,550	1,600	1,650	1,700	1,750	1,800	1,850	1,900	2,000	2,175	2,350	2,525
COLOR GUARD		1,500	1,550	1,600	1,650	1,700	1,750	1,800	1,850	1,900	2,000	2,175	2,350	2,525
MS BAND DIRECTOR		2,500	2,600	2,700	2,800	2,900	3,000	3,100	3,200	3,300	3,500	3,675	3,850	4,025
ELEMENTARY BASKETBALL		0-2	3-4	5-6	7-8	9-10	11-12	13-14	15-16	17-18	19-20	21-22	23-24	25+
AGRICOLA		500	500	500	500	500	500	500	500	500	500	500	500	500
BENNDALE		500	500	500	500	500	500	500	500	500	500	500	500	500
CENTRAL		500	500	500	500	500	500	500	500	500	500	500	500	500
L.T. TAYLOR		500	500	500	500	500	500	500	500	500	500	500	500	500
ROCKY CREEK		500	500	500	500	500	500	500	500	500	500	500	500	500

YEARS OF EXPERIENCE IS BASED ON YEARS COACHING THAT SPORT ONLY.

Para-Pro - Para-Professional Coach paid thru Accounts Payable

Athletic Per Diem for Playoffs

How per diem is determined:

$$\text{Coaching Supplement} \div \text{Season Practice Days} = \text{Daily Per Diem}$$

*Season practice days are determined by the MHSAA

Sports qualified for Daily Per Diem:

High School Football	High School Baseball
High School Basketball	High School Fastpitch
High School Soccer	High School Track
High School Volleyball	High School Tennis
High School Golf	High School Field Maintenance
High School Band	High School Color Guard
High School Dance	High School Cheer

Per Diem pay starts once a team/sport enters a MSHAA playoff and ends once a team/sport is eliminated from the competition/playoffs.

Per Diem pay is paid daily.

Per Diem pay will be issued as a one time payment once the team/sport is eliminated from competition/playoffs.



SECTION III

CLASSIFIED SALARY SCALES

SALARY SCALE PLACEMENT FOR CLASSIFIED STAFF

1. Personnel with no school district experience will receive one (1) step for every two years of work "like" related experience can be applied toward placement on the salary scale for classified staff.
2. Personnel with school district experience will be placed on the scale based on the number of "like" related years of school district experience they possess on the salary scale for classified staff.
3. The classification will be based on the position assignment made by the superintendent.
4. Salaries will be determined according to the salary scale, unless prior approval from the Superintendent. Employees will reach a wage freeze upon reaching the maximum level of the salary scale.
5. Steps are compensation steps, not experience steps.
6. When vacancies occur employees can apply. This will provide an opportunity to serve in a higher paying position.
7. Classified employees' salaries will be paid in equal installments (contract pay) over the number of months employed during the fiscal year. Should the employee leave during the fiscal year, a payout calculation will be performed to compare the amount of salary earned versus the amount that has been paid to date. The difference will be paid in the final check. If more salary has been paid than earned, the final check will be adjusted to pay back any overage.
8. Non-exempt classified staff will be paid at the rate of time and a half of their hourly wages for all time worked over 40 hours per week. All additional and/or overtime must be pre-approved by the employee's supervisor. All overtime over 2 hours must have Superintendent pre-approval.
9. Non-exempt employees are eligible for overtime compensation for all hours worked in excess of forty (40) hours in any workweek. Paid time off is not included in hours worked in any week. Any change in work schedule, as well as any overtime work must be approved in advance by the employee's supervisor, a principal or other administrator. Principals can approve up to two (2) hours of overtime per month for employees under their supervision. Overtime must be approved by the Employee's director/supervisor and the Superintendent. A reasonable advance notice, except in emergencies, is required for any overtime. Overtime hours must be submitted for payment on your regular time sheet. The overtime compensation rate for approved overtime work is one and one-half (1 and ½) times your regular hourly rate.
10. Annual salary can be calculated by the following formula: Rate of pay (x) 8 hours a day (x) number of workable days.
11. Salary scale increases will be determined by the Chief Financial Officer and the Superintendent and be subject to approval by the Board of Trustees.

GEORGE COUNTY SCHOOL DISTRICT								
2025-2026 SALARY SCALE								
CLASSIFIED								
STEP	A	B	C	D	E	F	G	H
0	\$9.14	\$9.50	\$11.92	\$11.22	\$13.74	\$17.16	\$19.18	\$25.74
1	\$9.34	\$9.71	\$12.12	\$11.43	\$13.95	\$17.37	\$19.38	\$25.74
2	\$9.56	\$9.91	\$12.33	\$11.64	\$14.16	\$17.57	\$19.59	\$25.74
3	\$9.77	\$10.13	\$12.53	\$11.85	\$14.37	\$17.79	\$19.81	\$26.09
4	\$9.99	\$10.34	\$12.74	\$12.06	\$14.59	\$17.99	\$20.01	\$26.45
5	\$10.19	\$10.55	\$12.94	\$12.27	\$14.79	\$18.21	\$20.23	\$26.80
6	\$10.40	\$10.76	\$13.14	\$12.48	\$15.00	\$18.42	\$20.43	\$27.14
7	\$10.61	\$10.97	\$13.35	\$12.69	\$15.21	\$18.63	\$20.64	\$27.49
8	\$10.82	\$11.18	\$13.55	\$12.90	\$15.42	\$18.84	\$20.86	\$27.84
9	\$11.04	\$11.39	\$13.76	\$13.11	\$15.64	\$19.04	\$21.06	\$28.18
10	\$11.24	\$11.60	\$13.96	\$13.32	\$15.84	\$19.26	\$21.28	\$28.53
11	\$11.45	\$11.81	\$14.16	\$13.54	\$16.05	\$19.47	\$21.48	\$28.88
12	\$11.66	\$12.02	\$14.37	\$13.74	\$16.26	\$19.68	\$21.70	\$29.22
13	\$11.87	\$12.23	\$14.57	\$13.95	\$16.47	\$19.89	\$21.91	\$29.57
14	\$12.09	\$12.44	\$14.78	\$14.16	\$16.69	\$20.09	\$22.11	\$29.92
15	\$12.29	\$12.65	\$14.98	\$14.37	\$16.89	\$20.31	\$22.33	\$30.26
16	\$12.51	\$12.86	\$15.18	\$14.59	\$17.11	\$20.52	\$22.53	\$30.62
17	\$12.71	\$13.07	\$15.39	\$14.79	\$17.31	\$20.73	\$22.75	\$30.97
18	\$12.92	\$13.28	\$15.59	\$15.00	\$17.52	\$20.94	\$22.96	\$31.31
19	\$13.14	\$13.49	\$15.80	\$15.21	\$17.74	\$21.14	\$23.16	\$31.66
20	\$13.34	\$13.70	\$16.00	\$15.42	\$17.94	\$21.36	\$23.38	\$32.01
21	\$13.56	\$13.91	\$16.20	\$15.64	\$18.16	\$21.57	\$23.58	\$32.35
22	\$13.76	\$14.12	\$16.41	\$15.84	\$18.36	\$21.78	\$23.80	\$32.70
23	\$13.97	\$14.33	\$16.61	\$16.05	\$18.57	\$21.99	\$24.01	\$33.05
24	\$14.19	\$14.55	\$16.82	\$16.26	\$18.79	\$22.20	\$24.21	\$33.39
25	\$14.39	\$14.75	\$17.02	\$16.47	\$18.99	\$22.41	\$24.43	\$35.19
26	\$14.61	\$14.96	\$17.22	\$16.69	\$19.21	\$22.62	\$24.63	\$35.54
27	\$14.81	\$15.17	\$17.43	\$16.89	\$19.41	\$22.83	\$24.85	\$35.88
28	\$15.02	\$15.38	\$17.63	\$17.11	\$19.62	\$23.04	\$25.06	\$36.23
29	\$15.24	\$15.60	\$17.84	\$17.31	\$19.84	\$23.25	\$25.27	\$36.58
30	\$15.44	\$15.80	\$18.04	\$17.52	\$20.04	\$23.46	\$25.48	\$36.93
31	\$15.66	\$16.01	\$18.24	\$17.74	\$20.26	\$23.67	\$25.68	\$37.28
32	\$15.86	\$16.22	\$18.45	\$17.94	\$20.46	\$23.88	\$25.90	\$37.63
33	\$16.08	\$16.43	\$18.65	\$18.16	\$20.68	\$24.09	\$26.11	\$37.97
34	\$16.29	\$16.65	\$18.86	\$18.36	\$20.89	\$24.30	\$26.32	\$38.32
35	\$16.49	\$16.85	\$19.06	\$18.57	\$21.09	\$24.51	\$26.53	\$38.67

Job Title	Days	Salary Scale	Job Title	Days	Salary Scale
Accounting Specialist	240	G	Janitor	190	A
Accounts Payable	240	G	Maintenance Assistant Coord.	240	G
Administrative Secretary	240	F	Maintenance Secretary	200	E
Board of Education Secretary	240	H	Payroll Specialist	240	G
Business Coordinator	240	H	School Registrar	200	D
Bus Monitors	183	C	Receptionist: District Office	240	E
Certified Purchasing Agent	240	G	School Secretary	200	D
Child Nutrition Secretary/Warehouse Coord.	240	F	Secretary: High School	240	E
Custodian	240	B	Sped Data Coordinator	240	F
Federal Programs Secretary	240	F	System Analyst	240	G
Fixed Assets	240	G	Teacher Assistant	187	C
Fixed Assets Secretary: GCHS	187	D	Technology Assistant	240	F
General Maintenance	240	F	Transportation Assistant Coord.	240	F
Greenhouse Manager	p/t	D	Transportation Mechanic	240	F
Groundskeeper	240	D	Transportation Secretary	240	E

GEORGE COUNTY SCHOOL DISTRICT			
2025-2026 SALARY SCALE			
BUS DRIVER - 183 DAYS			
STEP		Route A Annual Salary	Route B Annual Salary
0		\$ 9,278	\$ 12,371
1		\$ 9,396	\$ 12,528
2		\$ 9,514	\$ 12,685
3		\$ 9,625	\$ 12,834
4		\$ 9,744	\$ 12,991
5		\$ 9,855	\$ 13,140
6		\$ 9,973	\$ 13,297
7		\$ 10,090	\$ 13,454
8		\$ 10,203	\$ 13,603
9		\$ 10,320	\$ 13,760
10		\$ 10,432	\$ 13,909
11		\$ 10,549	\$ 14,066
12		\$ 10,667	\$ 14,223
13		\$ 10,779	\$ 14,372
14		\$ 10,897	\$ 14,529
15		\$ 11,008	\$ 14,678
16		\$ 11,127	\$ 14,835
17		\$ 11,244	\$ 14,992
18		\$ 11,356	\$ 15,141
19		\$ 11,473	\$ 15,298
20		\$ 11,586	\$ 15,447
21		\$ 11,703	\$ 15,604
22		\$ 11,820	\$ 15,762
23		\$ 11,932	\$ 15,910
24		\$ 12,050	\$ 16,068
25		\$ 12,162	\$ 16,216
26		\$ 12,280	\$ 16,374
27		\$ 12,398	\$ 16,530
28		\$ 12,510	\$ 16,680
29		\$ 12,627	\$ 16,837
30		\$ 12,739	\$ 16,986
31		\$ 12,857	\$ 17,143
32		\$ 12,974	\$ 17,299
33		\$ 13,086	\$ 17,449
34		\$ 13,203	\$ 17,606
35+		\$ 13,316	\$ 17,555

Bus Driver Extra Duties			
Substitute Bus Drivers (a.m./ or p.m)		\$ 35.00	per trip
Bus Monitor Certified Personnel		\$ 22.00	per trip

GEORGE COUNTY SCHOOL DISTRICT		
2025-2026 SALARY SCALE		
SPECIAL ASSIGNMENT		
<u>STEP</u>	<u>180 DAYS</u>	<u>220 DAYS</u>
0	\$ 36,077	\$ 44,094
1	\$ 36,577	\$ 44,704
2	\$ 37,078	\$ 45,317
3	\$ 37,578	\$ 45,930
4	\$ 38,079	\$ 46,540
5	\$ 38,579	\$ 47,153
6	\$ 39,081	\$ 47,765
7	\$ 39,580	\$ 48,376
8	\$ 40,081	\$ 48,988
9	\$ 40,582	\$ 49,601
10	\$ 41,082	\$ 50,211
11	\$ 41,583	\$ 50,825
12	\$ 42,085	\$ 51,436
13	\$ 42,583	\$ 52,047
14	\$ 43,085	\$ 52,659
15	\$ 43,586	\$ 53,272
16	\$ 44,086	\$ 53,882
17	\$ 44,587	\$ 54,495
18	\$ 45,088	\$ 55,108
19	\$ 45,587	\$ 55,718
20	\$ 46,088	\$ 56,331
21	\$ 46,588	\$ 56,941
22	\$ 47,089	\$ 57,554
23	\$ 47,591	\$ 58,166
24	\$ 48,089	\$ 58,777
25	\$ 50,675	\$ 61,936
26	\$ 51,174	\$ 62,547
27	\$ 51,676	\$ 63,159
28	\$ 52,177	\$ 63,772
29	\$ 52,676	\$ 64,382
30	\$ 53,177	\$ 64,995
31	\$ 53,679	\$ 65,607
32	\$ 54,178	\$ 66,218
33	\$ 54,680	\$ 66,830
34	\$ 55,180	\$ 67,443
35+	\$ 55,680	\$ 68,053

<u>Job Title</u>	<u>Days</u>
Educational Interpreter	180
School Nurse	180
School Resource Officer	220

GEORGE COUNTY SCHOOL DISTRICT	
2025-2026 SALARY SCALE	
SUMMER WORKER	
<u>STEP</u>	<u>Hourly Rate</u>
0	\$8.25
1	\$8.45
2	\$8.65
3	\$8.85
4	\$9.05
5	\$9.25
6	\$9.45
7	\$9.65
8	\$9.85
9	\$10.05
10	\$10.25
11	\$10.45
12	\$10.65
13	\$10.85
14	\$11.05
15	\$11.25
16	\$11.45
17	\$11.65
18	\$11.85
19	\$12.05
20	\$12.25
21	\$12.45
22	\$12.65
23	\$12.85
24	\$13.05
25	\$13.25
26	\$13.45
27	\$13.65
28	\$13.85
29	\$14.05
30	\$14.25
31	\$14.45
32	\$14.65
33	\$14.85
34	\$15.05
35	\$15.25

ALL SUMMER WORKERS WILL BE PLACED ON THE ABOVE SCALE.
 ALL SUMMER WORKER EMPLOYEES WILL GAIN A STEP INCREASE FOR
 EACH CONSECUTIVE SUMMER EMPLOYED WITH GEORGE COUNTY SCHOOL DISTRICT.

SUBSTITUTE TEACHER SALARY SCALE

<u>DAYS</u>	<u>NON-DEGREED</u>	<u>BACHELORS/NURSE</u>	<u>CERTIFIED</u>
1-6	\$65.00	\$73.00	\$ 78.00
7 & UP	\$65.00	\$80.00	\$113.00

SUPPLEMENTS

ROTC	\$1,000
GRANT WRITER	\$5,000
YEARBOOK:	
ELEMENTARY	\$250
GEORGE COUNTY MIDDLE SCHOOL	\$1,000
GEORGE COUNTY HIGH SCHOOL	\$1,500

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