

# GEORGE COUNTY SCHOOL DISTRICT

# SALARY SCALES

# FOR 2023-2024

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SECTION I

# BOARD POLICIES

PROFESSIONAL PERSONNEL
COMPENSATION
GUIDES AND CONTRACTS
(Board policy GBA – revised 08/04/2020

**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 therefore. 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.

**SPEECH-LANGUAGE PATHOLOGISTS AND AUDIOLOGISTS**

In determining the experience of speech-language pathologists and audiologists, each complete year of continuous full-time post master's degree employment in an educational setting in this or some other state shall be considered a year of teaching experience. 37-151-5 (m)

The Board is hereby prohibited from denying employment of any employee or re-employment of any employee, as defined in section 37-19-1, for the single reason that any eligible child of each person does not attend the George County School District in which such employee is employed. § 37-9-59

**LEVEL OF PAY**

This school district shall not pay any teacher less than the state minimum salary. 37-151-87. 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 adequate education program 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. 37-9-17

**CONTRACT REQUIRED**

The superintendent shall enter into a contract with each licensed employee in the manner prescribed by law and the State Board of Education. Contracts will be executed in duplicate with one (1) copy to be retained by the Superintendent and one (1) copy to be retained by the employee. The contract will contain the name of the George County District, the length of the school term, the title/position held, the scholastic years that it covers, the total amount of the annual salary and same is payable. The amount of salary to be paid any employee will be recommended by the Superintendent and approved by the Board. The amount of salary to be shown in such contract will be the amount which will have been approved by the Board through the adoption of a non-administrative salary schedule. If the employee who has been elected and approved does not execute and return the contract with ten (10) days after same has been tendered to him/her for execution, then, at the option of the Board, the election of the employee and the contract tendered to him/her will be null and void and of no effect. § 37-9-23

**SALARY PAY SCHEDULE**

The salaries of the employees will be paid monthly in one-twelfth (1/12) increments by pay certificates issued by the Superintendent. 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 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 herin provided, the said warrants will be governed in all respects by the same laws regulating the issuance of other warrants for other purposes. All pay certificates and warrants issued will show the gross amount of the salary and all authorized deductions there from for income taxes, social security, retirement contributions and other lawful purposes. § 37-9-41

Any employee failing to complete the contractual obligation of service, and who receives payment in excess of the monthly 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 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. 37-9-3

**EXECUTION OF WRITTEN CONTRACT**

It will be unlawful for any employee to be paid for any services as such until written contract has been executed as is provided and required by this section. If the Superintendent makes any such payment prior to the execution of the contract, the Superintendent will be civilly liable for the amount thereof, and, in addition, will be liable upon bond. If any employee willfully and without just cause breaches his/her contract and abandons employment, the employee will not be entitled to any further salary payments either for series rendered prior to such breach or for series which were thereafter to have been rendered. Additionally, 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 (§37-9-57)

**RELEASE FROM CONTRACT**

All contracted licensed employees desiring to be released from contract shall submit a written request to the school board for release. The request shall clearly state reasons for the release. If the board acts favorably upon the request for release, the licensed employee shall be released from his contract, and said contract shall be null and void on the date specified in the school board's order. §37-9-55

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.

It will be unlawful for the Superintendent to deduct or permit to be deducted from the salary of any employee any dues, fines or penalties payable because of the membership of such employee in any organization or association;however, dues or premiums in health associations or corporations and tax sheltered annuity deductions authorized by the United States Internal Revenue Code may be deducted upon written authorization from the employee involved. The Superintendent who makes any such deduction or permits any such deduction to be made, except those herein provided, will be guilty of a misdemeanor and upon conviction will be punished by a fine of not more than Twenty-five Dollars ($25.00) for each such deduction. §37-9-49

**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.§37-9-23 (1998)

## TEACHER SALARY SCALE
(Board policy GBA-E – revised 10/05/2021)

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 – revised 04/04/2017)

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. 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
## FULLY FUNDED BY IDEA PART B
(Board policy GBAAAH – Adopted 04/04/2017)

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 – Revised 09/10/2022)

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 – Revised 01/04/2022)

**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 time sheet. 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, with no exceptions. 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, 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.

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

## 2023-2024 TEACHER SALARY SCALE

### A-BACHELOR'S DEGREE

| STEP | STATE OF MS SALARY | LOCAL SUPPLEMENT | 187 GCSD ANNUAL SALARY | 187 MONTHLY AMOUNT | SALARY/187 PER DIEM |
|---|---|---|---|---|---|
| 0 | $ 41,500 | $ 775 | $ 42,275 | $3,522.92 | $226.07 |
| 1 | $ 41,900 | $ 775 | $ 42,675 | $3,556.25 | $228.21 |
| 2 | $ 42,300 | $ 775 | $ 43,075 | $3,589.58 | $230.35 |
| 3 | $ 42,700 | $ 775 | $ 43,475 | $3,622.92 | $232.49 |
| 4 | $ 43,100 | $ 775 | $ 43,875 | $3,656.25 | $234.63 |
| 5 | $ 44,300 | $ 775 | $ 45,075 | $3,756.25 | $241.04 |
| 6 | $ 44,700 | $ 775 | $ 45,475 | $3,789.58 | $243.18 |
| 7 | $ 45,100 | $ 775 | $ 45,875 | $3,822.92 | $245.32 |
| 8 | $ 45,500 | $ 775 | $ 46,275 | $3,856.25 | $247.46 |
| 9 | $ 45,900 | $ 775 | $ 46,675 | $3,889.58 | $249.60 |
| 10 | $ 47,100 | $ 775 | $ 47,875 | $3,989.58 | $256.02 |
| 11 | $ 47,500 | $ 775 | $ 48,275 | $4,022.92 | $258.16 |
| 12 | $ 47,900 | $ 775 | $ 48,675 | $4,056.25 | $260.29 |
| 13 | $ 48,300 | $ 775 | $ 49,075 | $4,089.58 | $262.43 |
| 14 | $ 48,700 | $ 775 | $ 49,475 | $4,122.92 | $264.57 |
| 15 | $ 49,900 | $ 775 | $ 50,675 | $4,222.92 | $270.99 |
| 16 | $ 50,300 | $ 775 | $ 51,075 | $4,256.25 | $273.13 |
| 17 | $ 50,700 | $ 775 | $ 51,475 | $4,289.58 | $275.27 |
| 18 | $ 51,100 | $ 775 | $ 51,875 | $4,322.92 | $277.41 |
| 19 | $ 51,500 | $ 775 | $ 52,275 | $4,356.25 | $279.55 |
| 20 | $ 52,700 | $ 775 | $ 53,475 | $4,456.25 | $285.96 |
| 21 | $ 53,100 | $ 775 | $ 53,875 | $4,489.58 | $288.10 |
| 22 | $ 53,500 | $ 775 | $ 54,275 | $4,522.92 | $290.24 |
| 23 | $ 53,900 | $ 775 | $ 54,675 | $4,556.25 | $292.38 |
| 24 | $ 54,300 | $ 775 | $ 55,075 | $4,589.58 | $294.52 |
| 25 | $ 56,800 | $ 775 | $ 57,575 | $4,797.92 | $307.89 |
| 26 | $ 57,200 | $ 775 | $ 57,975 | $4,831.25 | $310.03 |
| 27 | $ 57,600 | $ 775 | $ 58,375 | $4,864.58 | $312.17 |
| 28 | $ 58,000 | $ 775 | $ 58,775 | $4,897.92 | $314.30 |
| 29 | $ 58,400 | $ 775 | $ 59,175 | $4,931.25 | $316.44 |
| 30 | $ 58,800 | $ 775 | $ 59,575 | $4,964.58 | $318.58 |
| 31 | $ 59,200 | $ 775 | $ 59,975 | $4,997.92 | $320.72 |
| 32 | $ 59,600 | $ 775 | $ 60,375 | $5,031.25 | $322.86 |
| 33 | $ 60,000 | $ 775 | $ 60,775 | $5,064.58 | $325.00 |
| 34 | $ 60,400 | $ 775 | $ 61,175 | $5,097.92 | $327.14 |
| 35 & UP | $ 60,800 | $ 775 | $ 61,575 | $5,131.25 | $329.28 |

### AA-MASTER'S DEGREE

| STEP | STATE OF MS SALARY | LOCAL SUPPLEMENT | 187 GCSD ANNUAL SALARY | 187 MONTHLY AMOUNT | SALARY/187 PER DIEM |
|---|---|---|---|---|---|
| 0 | $ 43,000 | $ 875 | $ 43,875 | $3,656.25 | $234.63 |
| 1 | $ 43,525 | $ 875 | $ 44,400 | $3,700.00 | $237.43 |
| 2 | $ 44,050 | $ 875 | $ 44,925 | $3,743.75 | $240.24 |
| 3 | $ 44,575 | $ 875 | $ 45,450 | $3,787.50 | $243.05 |
| 4 | $ 45,100 | $ 875 | $ 45,975 | $3,831.25 | $245.86 |
| 5 | $ 46,350 | $ 875 | $ 47,225 | $3,935.42 | $252.54 |
| 6 | $ 46,875 | $ 875 | $ 47,750 | $3,979.17 | $255.35 |
| 7 | $ 47,400 | $ 875 | $ 48,275 | $4,022.92 | $258.16 |
| 8 | $ 47,925 | $ 875 | $ 48,800 | $4,066.67 | $260.96 |
| 9 | $ 48,450 | $ 875 | $ 49,325 | $4,110.42 | $263.77 |
| 10 | $ 49,700 | $ 875 | $ 50,575 | $4,214.58 | $270.45 |
| 11 | $ 50,225 | $ 875 | $ 51,100 | $4,258.33 | $273.26 |
| 12 | $ 50,750 | $ 875 | $ 51,625 | $4,302.08 | $276.07 |
| 13 | $ 51,275 | $ 875 | $ 52,150 | $4,345.83 | $278.88 |
| 14 | $ 51,800 | $ 875 | $ 52,675 | $4,389.58 | $281.68 |
| 15 | $ 53,050 | $ 875 | $ 53,925 | $4,493.75 | $288.37 |
| 16 | $ 53,575 | $ 875 | $ 54,450 | $4,537.50 | $291.18 |
| 17 | $ 54,100 | $ 875 | $ 54,975 | $4,581.25 | $293.98 |
| 18 | $ 54,625 | $ 875 | $ 55,500 | $4,625.00 | $296.79 |
| 19 | $ 55,150 | $ 875 | $ 56,025 | $4,668.75 | $299.60 |
| 20 | $ 56,400 | $ 875 | $ 57,275 | $4,772.92 | $306.28 |
| 21 | $ 56,925 | $ 875 | $ 57,800 | $4,816.67 | $309.09 |
| 22 | $ 57,450 | $ 875 | $ 58,325 | $4,860.42 | $311.90 |
| 23 | $ 57,975 | $ 875 | $ 58,850 | $4,904.17 | $314.71 |
| 24 | $ 58,500 | $ 875 | $ 59,375 | $4,947.92 | $317.51 |
| 25 | $ 61,000 | $ 875 | $ 61,875 | $5,156.25 | $330.88 |
| 26 | $ 61,525 | $ 875 | $ 62,400 | $5,200.00 | $333.69 |
| 27 | $ 62,050 | $ 875 | $ 62,925 | $5,243.75 | $336.50 |
| 28 | $ 62,575 | $ 875 | $ 63,450 | $5,287.50 | $339.30 |
| 29 | $ 63,100 | $ 875 | $ 63,975 | $5,331.25 | $342.11 |
| 30 | $ 63,625 | $ 875 | $ 64,500 | $5,375.00 | $344.92 |
| 31 | $ 64,150 | $ 875 | $ 65,025 | $5,418.75 | $347.73 |
| 32 | $ 64,675 | $ 875 | $ 65,550 | $5,462.50 | $350.53 |
| 33 | $ 65,200 | $ 875 | $ 66,075 | $5,506.25 | $353.34 |
| 34 | $ 65,725 | $ 875 | $ 66,600 | $5,550.00 | $356.15 |
| 35 & UP | $ 66,250 | $ 875 | $ 67,125 | $5,593.75 | $358.96 |

## GEORGE COUNTY SCHOOL DISTRICT

## 2023-2024 TEACHER SALARY SCALE

### AAA-SPECIALIST'S DEGREE

| STEP | STATE OF MS SALARY | LOCAL SUPPLEMENT | 187 GCSD ANNUAL SALARY | 187 MONTHLY AMOUNT | SALARY/187 PER DIEM |
|---|---|---|---|---|---|
| 0 | $ 44,000 | $ 925 | $ 44,925 | $3,743.75 | $240.24 |
| 1 | $ 44,550 | $ 925 | $ 45,475 | $3,789.58 | $243.18 |
| 2 | $ 45,100 | $ 925 | $ 46,025 | $3,835.42 | $246.12 |
| 3 | $ 45,650 | $ 925 | $ 46,575 | $3,881.25 | $249.06 |
| 4 | $ 46,200 | $ 925 | $ 47,125 | $3,927.08 | $252.01 |
| 5 | $ 47,500 | $ 925 | $ 48,425 | $4,035.42 | $258.96 |
| 6 | $ 48,050 | $ 925 | $ 48,975 | $4,081.25 | $261.90 |
| 7 | $ 48,600 | $ 925 | $ 49,525 | $4,127.08 | $264.84 |
| 8 | $ 49,150 | $ 925 | $ 50,075 | $4,172.92 | $267.78 |
| 9 | $ 49,700 | $ 925 | $ 50,625 | $4,218.75 | $270.72 |
| 10 | $ 51,000 | $ 925 | $ 51,925 | $4,327.08 | $277.67 |
| 11 | $ 51,550 | $ 925 | $ 52,475 | $4,372.92 | $280.61 |
| 12 | $ 52,100 | $ 925 | $ 53,025 | $4,418.75 | $283.56 |
| 13 | $ 52,650 | $ 925 | $ 53,575 | $4,464.58 | $286.50 |
| 14 | $ 53,200 | $ 925 | $ 54,125 | $4,510.42 | $289.44 |
| 15 | $ 54,500 | $ 925 | $ 55,425 | $4,618.75 | $296.39 |
| 16 | $ 55,050 | $ 925 | $ 55,975 | $4,664.58 | $299.33 |
| 17 | $ 55,600 | $ 925 | $ 56,525 | $4,710.42 | $302.27 |
| 18 | $ 56,150 | $ 925 | $ 57,075 | $4,756.25 | $305.21 |
| 19 | $ 56,700 | $ 925 | $ 57,625 | $4,802.08 | $308.16 |
| 20 | $ 58,000 | $ 925 | $ 58,925 | $4,910.42 | $315.11 |
| 21 | $ 58,550 | $ 925 | $ 59,475 | $4,956.25 | $318.05 |
| 22 | $ 59,100 | $ 925 | $ 60,025 | $5,002.08 | $320.99 |
| 23 | $ 59,650 | $ 925 | $ 60,575 | $5,047.92 | $323.93 |
| 24 | $ 60,200 | $ 925 | $ 61,125 | $5,093.75 | $326.87 |
| 25 | $ 62,700 | $ 925 | $ 63,625 | $5,302.08 | $340.24 |
| 26 | $ 63,250 | $ 925 | $ 64,175 | $5,347.92 | $343.18 |
| 27 | $ 63,800 | $ 925 | $ 64,725 | $5,393.75 | $346.12 |
| 28 | $ 64,350 | $ 925 | $ 65,275 | $5,439.58 | $349.06 |
| 29 | $ 64,900 | $ 925 | $ 65,825 | $5,485.42 | $352.01 |
| 30 | $ 65,450 | $ 925 | $ 66,375 | $5,531.25 | $354.95 |
| 31 | $ 66,000 | $ 925 | $ 66,925 | $5,577.08 | $357.89 |
| 32 | $ 66,550 | $ 925 | $ 67,475 | $5,622.92 | $360.83 |
| 33 | $ 67,100 | $ 925 | $ 68,025 | $5,668.75 | $363.77 |
| 34 | $ 67,650 | $ 925 | $ 68,575 | $5,714.58 | $366.71 |
| 35 & UP | $ 68,200 | $ 925 | $ 69,125 | $5,760.42 | $369.65 |

### AAAA-DOCTORATE DEGREE

| STEP | STATE OF MS SALARY | LOCAL SUPPLEMENT | 187 GCSD ANNUAL SALARY | 187 MONTHLY AMOUNT | SALARY/187 PER DIEM |
|---|---|---|---|---|---|
| 0 | $ 45,500 | $ 975 | $ 46,475 | $3,872.92 | $248.53 |
| 1 | $ 46,100 | $ 975 | $ 47,075 | $3,922.92 | $251.74 |
| 2 | $ 46,700 | $ 975 | $ 47,675 | $3,972.92 | $254.95 |
| 3 | $ 47,300 | $ 975 | $ 48,275 | $4,022.92 | $258.16 |
| 4 | $ 47,900 | $ 975 | $ 48,875 | $4,072.92 | $261.36 |
| 5 | $ 49,250 | $ 975 | $ 50,225 | $4,185.42 | $268.58 |
| 6 | $ 49,850 | $ 975 | $ 50,825 | $4,235.42 | $271.79 |
| 7 | $ 50,450 | $ 975 | $ 51,425 | $4,285.42 | $275.00 |
| 8 | $ 51,050 | $ 975 | $ 52,025 | $4,335.42 | $278.21 |
| 9 | $ 51,650 | $ 975 | $ 52,625 | $4,385.42 | $281.42 |
| 10 | $ 53,000 | $ 975 | $ 53,975 | $4,497.92 | $288.64 |
| 11 | $ 53,600 | $ 975 | $ 54,575 | $4,547.92 | $291.84 |
| 12 | $ 54,200 | $ 975 | $ 55,175 | $4,597.92 | $295.05 |
| 13 | $ 54,800 | $ 975 | $ 55,775 | $4,647.92 | $298.26 |
| 14 | $ 55,400 | $ 975 | $ 56,375 | $4,697.92 | $301.47 |
| 15 | $ 56,750 | $ 975 | $ 57,725 | $4,810.42 | $308.69 |
| 16 | $ 57,350 | $ 975 | $ 58,325 | $4,860.42 | $311.90 |
| 17 | $ 57,950 | $ 975 | $ 58,925 | $4,910.42 | $315.11 |
| 18 | $ 58,550 | $ 975 | $ 59,525 | $4,960.42 | $318.32 |
| 19 | $ 59,150 | $ 975 | $ 60,125 | $5,010.42 | $321.52 |
| 20 | $ 60,500 | $ 975 | $ 61,475 | $5,122.92 | $328.74 |
| 21 | $ 61,100 | $ 975 | $ 62,075 | $5,172.92 | $331.95 |
| 22 | $ 61,700 | $ 975 | $ 62,675 | $5,222.92 | $335.16 |
| 23 | $ 62,300 | $ 975 | $ 63,275 | $5,272.92 | $338.37 |
| 24 | $ 62,900 | $ 975 | $ 63,875 | $5,322.92 | $341.58 |
| 25 | $ 65,400 | $ 975 | $ 66,375 | $5,531.25 | $354.95 |
| 26 | $ 66,000 | $ 975 | $ 66,975 | $5,581.25 | $358.16 |
| 27 | $ 66,600 | $ 975 | $ 67,575 | $5,631.25 | $361.36 |
| 28 | $ 67,200 | $ 975 | $ 68,175 | $5,681.25 | $364.57 |
| 29 | $ 67,800 | $ 975 | $ 68,775 | $5,731.25 | $367.78 |
| 30 | $ 68,400 | $ 975 | $ 69,375 | $5,781.25 | $370.99 |
| 31 | $ 69,000 | $ 975 | $ 69,975 | $5,831.25 | $374.20 |
| 32 | $ 69,600 | $ 975 | $ 70,575 | $5,881.25 | $377.41 |
| 33 | $ 70,200 | $ 975 | $ 71,175 | $5,931.25 | $380.61 |
| 34 | $ 70,800 | $ 975 | $ 71,775 | $5,981.25 | $383.82 |
| 35 & UP | $ 71,400 | $ 975 | $ 72,375 | $6,031.25 | $387.03 |

## GEORGE COUNTY SCHOOL DISTRICT

## 2023-2024 CERTIFIED EXTENDED DAY

### A-BACHELOR'S DEGREE

| STEP | 187 Days | 200 Days | 210 Days | 220 Days |
|---|---|---|---|---|
| 0 | $ 42,275 | $ 45,214 | $ 47,475 | $ 49,735 |
| 1 | $ 42,675 | $ 45,642 | $ 47,924 | $ 50,206 |
| 2 | $ 43,075 | $ 46,070 | $ 48,373 | $ 50,676 |
| 3 | $ 43,475 | $ 46,497 | $ 48,822 | $ 51,147 |
| 4 | $ 43,875 | $ 46,925 | $ 49,271 | $ 51,618 |
| 5 | $ 45,075 | $ 48,209 | $ 50,619 | $ 53,029 |
| 6 | $ 45,475 | $ 48,636 | $ 51,068 | $ 53,500 |
| 7 | $ 45,875 | $ 49,064 | $ 51,517 | $ 53,971 |
| 8 | $ 46,275 | $ 49,492 | $ 51,967 | $ 54,441 |
| 9 | $ 46,675 | $ 49,920 | $ 52,416 | $ 54,912 |
| 10 | $ 47,875 | $ 51,203 | $ 53,763 | $ 56,324 |
| 11 | $ 48,275 | $ 51,631 | $ 54,213 | $ 56,794 |
| 12 | $ 48,675 | $ 52,059 | $ 54,662 | $ 57,265 |
| 13 | $ 49,075 | $ 52,487 | $ 55,111 | $ 57,735 |
| 14 | $ 49,475 | $ 52,914 | $ 55,560 | $ 58,206 |
| 15 | $ 50,675 | $ 54,198 | $ 56,908 | $ 59,618 |
| 16 | $ 51,075 | $ 54,626 | $ 57,357 | $ 60,088 |
| 17 | $ 51,475 | $ 55,053 | $ 57,806 | $ 60,559 |
| 18 | $ 51,875 | $ 55,481 | $ 58,255 | $ 61,029 |
| 19 | $ 52,275 | $ 55,909 | $ 58,705 | $ 61,500 |
| 20 | $ 53,475 | $ 57,193 | $ 60,052 | $ 62,912 |
| 21 | $ 53,875 | $ 57,620 | $ 60,501 | $ 63,382 |
| 22 | $ 54,275 | $ 58,048 | $ 60,951 | $ 63,853 |
| 23 | $ 54,675 | $ 58,476 | $ 61,400 | $ 64,324 |
| 24 | $ 55,075 | $ 58,904 | $ 61,849 | $ 64,794 |
| 25 | $ 57,575 | $ 61,578 | $ 64,656 | $ 67,735 |
| 26 | $ 57,975 | $ 62,005 | $ 65,106 | $ 68,206 |
| 27 | $ 58,375 | $ 62,433 | $ 65,555 | $ 68,676 |
| 28 | $ 58,775 | $ 62,861 | $ 66,004 | $ 69,147 |
| 29 | $ 59,175 | $ 63,289 | $ 66,453 | $ 69,618 |
| 30 | $ 59,575 | $ 63,717 | $ 66,902 | $ 70,088 |
| 31 | $ 59,975 | $ 64,144 | $ 67,352 | $ 70,559 |
| 32 | $ 60,375 | $ 64,572 | $ 67,801 | $ 71,029 |
| 33 | $ 60,775 | $ 65,000 | $ 68,250 | $ 71,500 |
| 34 | $ 61,175 | $ 65,428 | $ 68,699 | $ 71,971 |
| 35 & UP | $ 61,575 | $ 65,856 | $ 69,148 | $ 72,441 |

### AA-MASTER'S DEGREE

| STEP | 187 Days | 200 Days | 210 Days | 220 Days |
|---|---|---|---|---|
| 0 | $ 43,875 | $ 46,925 | $ 49,271 | $ 51,618 |
| 1 | $ 44,400 | $ 47,487 | $ 49,861 | $ 52,235 |
| 2 | $ 44,925 | $ 48,048 | $ 50,451 | $ 52,853 |
| 3 | $ 45,450 | $ 48,610 | $ 51,040 | $ 53,471 |
| 4 | $ 45,975 | $ 49,171 | $ 51,630 | $ 54,088 |
| 5 | $ 47,225 | $ 50,508 | $ 53,033 | $ 55,559 |
| 6 | $ 47,750 | $ 51,070 | $ 53,623 | $ 56,176 |
| 7 | $ 48,275 | $ 51,631 | $ 54,213 | $ 56,794 |
| 8 | $ 48,800 | $ 52,193 | $ 54,802 | $ 57,412 |
| 9 | $ 49,325 | $ 52,754 | $ 55,392 | $ 58,029 |
| 10 | $ 50,575 | $ 54,091 | $ 56,795 | $ 59,500 |
| 11 | $ 51,100 | $ 54,652 | $ 57,385 | $ 60,118 |
| 12 | $ 51,625 | $ 55,214 | $ 57,975 | $ 60,735 |
| 13 | $ 52,150 | $ 55,775 | $ 58,564 | $ 61,353 |
| 14 | $ 52,675 | $ 56,337 | $ 59,154 | $ 61,971 |
| 15 | $ 53,925 | $ 57,674 | $ 60,557 | $ 63,441 |
| 16 | $ 54,450 | $ 58,235 | $ 61,147 | $ 64,059 |
| 17 | $ 54,975 | $ 58,797 | $ 61,737 | $ 64,676 |
| 18 | $ 55,500 | $ 59,358 | $ 62,326 | $ 65,294 |
| 19 | $ 56,025 | $ 59,920 | $ 62,916 | $ 65,912 |
| 20 | $ 57,275 | $ 61,257 | $ 64,320 | $ 67,382 |
| 21 | $ 57,800 | $ 61,818 | $ 64,909 | $ 68,000 |
| 22 | $ 58,325 | $ 62,380 | $ 65,499 | $ 68,618 |
| 23 | $ 58,850 | $ 62,941 | $ 66,088 | $ 69,235 |
| 24 | $ 59,375 | $ 63,503 | $ 66,678 | $ 69,853 |
| 25 | $ 61,875 | $ 66,176 | $ 69,485 | $ 72,794 |
| 26 | $ 62,400 | $ 66,738 | $ 70,075 | $ 73,412 |
| 27 | $ 62,925 | $ 67,299 | $ 70,664 | $ 74,029 |
| 28 | $ 63,450 | $ 67,861 | $ 71,254 | $ 74,647 |
| 29 | $ 63,975 | $ 68,422 | $ 71,844 | $ 75,265 |
| 30 | $ 64,500 | $ 68,984 | $ 72,433 | $ 75,882 |
| 31 | $ 65,025 | $ 69,545 | $ 73,023 | $ 76,500 |
| 32 | $ 65,550 | $ 70,107 | $ 73,612 | $ 77,118 |
| 33 | $ 66,075 | $ 70,668 | $ 74,202 | $ 77,735 |
| 34 | $ 66,600 | $ 71,230 | $ 74,791 | $ 78,353 |
| 35 & UP | $ 67,125 | $ 71,791 | $ 75,381 | $ 78,971 |

| Job Title | Days |
|---|---|
| Behavior Specialist | 187 |
| Behavior Specialist | 200 |
| Case Manager | 187 |
| Case Manager/Department Chairman (504) | 210 |
| Counselor: Elementary | 187 |
| Counselor: Career & Technical Education | 220 |

| Job Title | Days |
|---|---|
| Counselor: High School | 210 |
| Counselor: Middle School | 210 |
| Dyslexia Coordinator | 200 |
| Early Learning Coordinator | 200 |
| Early Learning Interventionist | 187 |
| PBS/Psychometrist | 200 |

## GEORGE COUNTY SCHOOL DISTRICT

## 2023-2024 CERTIFIED EXTENDED DAY

### AAA-SPECIALIST'S DEGREE

| STEP | 187 Days | 200 Days | 210 Days | 220 Days |
|---|---|---|---|---|
| 0 | $ 44,925 | $ 48,048 | $ 50,451 | $ 52,853 |
| 1 | $ 45,475 | $ 48,636 | $ 51,068 | $ 53,500 |
| 2 | $ 46,025 | $ 49,225 | $ 51,686 | $ 54,147 |
| 3 | $ 46,575 | $ 49,813 | $ 52,303 | $ 54,794 |
| 4 | $ 47,125 | $ 50,401 | $ 52,921 | $ 55,441 |
| 5 | $ 48,425 | $ 51,791 | $ 54,381 | $ 56,971 |
| 6 | $ 48,975 | $ 52,380 | $ 54,999 | $ 57,618 |
| 7 | $ 49,525 | $ 52,968 | $ 55,616 | $ 58,265 |
| 8 | $ 50,075 | $ 53,556 | $ 56,234 | $ 58,912 |
| 9 | $ 50,625 | $ 54,144 | $ 56,852 | $ 59,559 |
| 10 | $ 51,925 | $ 55,535 | $ 58,311 | $ 61,088 |
| 11 | $ 52,475 | $ 56,123 | $ 58,929 | $ 61,735 |
| 12 | $ 53,025 | $ 56,711 | $ 59,547 | $ 62,382 |
| 13 | $ 53,575 | $ 57,299 | $ 60,164 | $ 63,029 |
| 14 | $ 54,125 | $ 57,888 | $ 60,782 | $ 63,676 |
| 15 | $ 55,425 | $ 59,278 | $ 62,242 | $ 65,206 |
| 16 | $ 55,975 | $ 59,866 | $ 62,860 | $ 65,853 |
| 17 | $ 56,525 | $ 60,455 | $ 63,477 | $ 66,500 |
| 18 | $ 57,075 | $ 61,043 | $ 64,095 | $ 67,147 |
| 19 | $ 57,625 | $ 61,631 | $ 64,713 | $ 67,794 |
| 20 | $ 58,925 | $ 63,021 | $ 66,172 | $ 69,324 |
| 21 | $ 59,475 | $ 63,610 | $ 66,790 | $ 69,971 |
| 22 | $ 60,025 | $ 64,198 | $ 67,408 | $ 70,618 |
| 23 | $ 60,575 | $ 64,786 | $ 68,025 | $ 71,265 |
| 24 | $ 61,125 | $ 65,374 | $ 68,643 | $ 71,912 |
| 25 | $ 63,625 | $ 68,048 | $ 71,451 | $ 74,853 |
| 26 | $ 64,175 | $ 68,636 | $ 72,068 | $ 75,500 |
| 27 | $ 64,725 | $ 69,225 | $ 72,686 | $ 76,147 |
| 28 | $ 65,275 | $ 69,813 | $ 73,303 | $ 76,794 |
| 29 | $ 65,825 | $ 70,401 | $ 73,921 | $ 77,441 |
| 30 | $ 66,375 | $ 70,989 | $ 74,539 | $ 78,088 |
| 31 | $ 66,925 | $ 71,578 | $ 75,156 | $ 78,735 |
| 32 | $ 67,475 | $ 72,166 | $ 75,774 | $ 79,382 |
| 33 | $ 68,025 | $ 72,754 | $ 76,392 | $ 80,029 |
| 34 | $ 68,575 | $ 73,342 | $ 77,009 | $ 80,676 |
| 35 & UP | $ 69,125 | $ 73,930 | $ 77,627 | $ 81,324 |

### AAAA-DOCTORATE DEGREE

| STEP | 187 Days | 200 Days | 210 Days | 220 Days |
|---|---|---|---|---|
| 0 | $ 46,475 | $ 49,706 | $ 52,191 | $ 54,676 |
| 1 | $ 47,075 | $ 50,348 | $ 52,865 | $ 55,382 |
| 2 | $ 47,675 | $ 50,989 | $ 53,539 | $ 56,088 |
| 3 | $ 48,275 | $ 51,631 | $ 54,213 | $ 56,794 |
| 4 | $ 48,875 | $ 52,273 | $ 54,886 | $ 57,500 |
| 5 | $ 50,225 | $ 53,717 | $ 56,402 | $ 59,088 |
| 6 | $ 50,825 | $ 54,358 | $ 57,076 | $ 59,794 |
| 7 | $ 51,425 | $ 55,000 | $ 57,750 | $ 60,500 |
| 8 | $ 52,025 | $ 55,642 | $ 58,424 | $ 61,206 |
| 9 | $ 52,625 | $ 56,283 | $ 59,098 | $ 61,912 |
| 10 | $ 53,975 | $ 57,727 | $ 60,614 | $ 63,500 |
| 11 | $ 54,575 | $ 58,369 | $ 61,287 | $ 64,206 |
| 12 | $ 55,175 | $ 59,011 | $ 61,961 | $ 64,912 |
| 13 | $ 55,775 | $ 59,652 | $ 62,635 | $ 65,618 |
| 14 | $ 56,375 | $ 60,294 | $ 63,309 | $ 66,324 |
| 15 | $ 57,725 | $ 61,738 | $ 64,825 | $ 67,912 |
| 16 | $ 58,325 | $ 62,380 | $ 65,499 | $ 68,618 |
| 17 | $ 58,925 | $ 63,021 | $ 66,172 | $ 69,324 |
| 18 | $ 59,525 | $ 63,663 | $ 66,846 | $ 70,029 |
| 19 | $ 60,125 | $ 64,305 | $ 67,520 | $ 70,735 |
| 20 | $ 61,475 | $ 65,749 | $ 69,036 | $ 72,324 |
| 21 | $ 62,075 | $ 66,390 | $ 69,710 | $ 73,029 |
| 22 | $ 62,675 | $ 67,032 | $ 70,384 | $ 73,735 |
| 23 | $ 63,275 | $ 67,674 | $ 71,057 | $ 74,441 |
| 24 | $ 63,875 | $ 68,316 | $ 71,731 | $ 75,147 |
| 25 | $ 66,375 | $ 70,989 | $ 74,539 | $ 78,088 |
| 26 | $ 66,975 | $ 71,631 | $ 75,213 | $ 78,794 |
| 27 | $ 67,575 | $ 72,273 | $ 75,886 | $ 79,500 |
| 28 | $ 68,175 | $ 72,914 | $ 76,560 | $ 80,206 |
| 29 | $ 68,775 | $ 73,556 | $ 77,234 | $ 80,912 |
| 30 | $ 69,375 | $ 74,198 | $ 77,908 | $ 81,618 |
| 31 | $ 69,975 | $ 74,840 | $ 78,582 | $ 82,324 |
| 32 | $ 70,575 | $ 75,481 | $ 79,255 | $ 83,029 |
| 33 | $ 71,175 | $ 76,123 | $ 79,929 | $ 83,735 |
| 34 | $ 71,775 | $ 76,765 | $ 80,603 | $ 84,441 |
| 35 & UP | $ 72,375 | $ 77,406 | $ 81,277 | $ 85,147 |

| Job Title | Days |
|---|---|
| Behavior Specialist | 187 |
| Behavior Specialist | 200 |
| Case Manager | 187 |
| Case Manager/Department Chairman (504) | 210 |
| Counselor: Elementary | 187 |
| Counselor: Career & Technical Education | 220 |

| Job Title | Days |
|---|---|
| Counselor: High School | 210 |
| Counselor: Middle School | 210 |
| Dyslexia Coordinator | 200 |
| Early Learning Coordinator | 200 |
| Early Learning Interventionist | 187 |
| PBS/Psychometrist | 200 |

# GEORGE COUNTY SCHOOL DISTRICT

## 2023-2024 PRINCIPAL SALARY SCALE

| | AA-MASTER'S DEGREE | | | | | AAA-SPECIALIST'S DEGREE | | | | | AAAA-DOCTORATE DEGREE | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| STEP | Director of Alternative School 230 Days | Elementary ADM 499 or less 230 Days | Elementary ADM 500 or above 230 Days | Middle School 230 Days | High School 240 Days | Director of Alternative School 230 Days | Elementary ADM 499 or less 230 Days | Elementary ADM 500 or abov 230 Days | Middle School 230 Days | High School 240 Days | Director of Alternative School 230 Days | Elementary ADM 499 or less 230 Days | Elementary ADM 500 or above 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 | $ 79,331 | $ 82,952 | $ 85,616 | $ 87,518 | $92,912 | $ 82,923 | $ 85,298 | $ 88,037 | $ 89,994 | $95,540 | $ 86,515 | $ 88,985 | $ 91,842 | $ 93,883 | $99,669 |
| 26 | $ 80,192 | $ 83,656 | $ 86,342 | $ 88,261 | $93,700 | $ 83,871 | $ 86,036 | $ 88,798 | $ 90,772 | $96,365 | $ 87,550 | $ 89,789 | $ 92,673 | $ 94,732 | $100,570 |
| 27 | $ 81,052 | $ 84,360 | $ 87,069 | $ 89,004 | $94,488 | $ 84,819 | $ 86,773 | $ 89,559 | $ 91,550 | $97,191 | $ 88,585 | $ 90,594 | $ 93,503 | $ 95,581 | $101,471 |
| 28 | $ 81,913 | $ 85,064 | $ 87,795 | $ 89,746 | $95,277 | $ 85,767 | $ 87,510 | $ 90,320 | $ 92,327 | $98,017 | $ 89,620 | $ 91,398 | $ 94,333 | $ 96,429 | $102,372 |
| 29 | $ 82,773 | $ 85,768 | $ 88,522 | $ 90,489 | $96,065 | $ 86,714 | $ 88,248 | $ 91,081 | $ 93,105 | $98,843 | $ 90,656 | $ 92,203 | $ 95,163 | $ 97,278 | $103,273 |
| 30 | $ 83,634 | $ 86,471 | $ 89,248 | $ 91,231 | $96,853 | $ 87,662 | $ 88,985 | $ 91,842 | $ 93,883 | $99,669 | $ 91,691 | $ 93,007 | $ 95,993 | $ 98,127 | $104,174 |
| 31 | $ 84,494 | $ 87,175 | $ 89,974 | $ 91,974 | $97,642 | $ 88,610 | $ 89,722 | $ 92,603 | $ 94,661 | $100,495 | $ 92,726 | $ 93,811 | $ 96,824 | $ 98,975 | $105,075 |
| 32 | $ 85,355 | $ 87,879 | $ 90,701 | $ 92,716 | $98,430 | $ 89,558 | $ 90,460 | $ 93,364 | $ 95,439 | $101,321 | $ 93,761 | $ 94,616 | $ 97,654 | $ 99,824 | $105,976 |
| 33 | $ 86,215 | $ 88,583 | $ 91,427 | $ 93,459 | $99,219 | $ 90,506 | $ 91,197 | $ 94,126 | $ 96,217 | $102,147 | $ 94,796 | $ 95,420 | $ 98,484 | $ 100,673 | $106,877 |
| 34 | $ 87,076 | $ 89,287 | $ 92,154 | $ 94,202 | $100,007 | $ 91,454 | $ 91,935 | $ 94,887 | $ 96,995 | $102,973 | $ 95,832 | $ 96,225 | $ 99,314 | $ 101,521 | $107,778 |
| 35 & UP | $ 87,936 | $ 89,991 | $ 92,880 | $ 94,944 | $100,795 | $ 92,401 | $ 92,672 | $ 95,648 | $ 97,773 | $103,798 | $ 96,867 | $ 97,029 | $ 100,145 | $ 102,370 | $108,679 |

# GEORGE COUNTY SCHOOL DISTRICT

## 2023-2024 SALARY SCALE

## ASSISTANT PRINCIPAL

## ASSISTANT DIRECTOR OF CTE

## LEAD TEACHER

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

# GEORGE COUNTY SCHOOL DISTRICT

## 2023-2024 SALARY SCALE

## ADMINISTRATION

| STEP | A | B | C | D |
|---|---|---|---|---|
| 0 | $ 54,466 | $ 57,227 | $ 57,915 | $ 71,257 |
| 1 | $ 55,101 | $ 58,161 | $ 58,837 | $ 72,190 |
| 2 | $ 55,736 | $ 59,095 | $ 59,758 | $ 73,123 |
| 3 | $ 56,371 | $ 60,029 | $ 60,680 | $ 74,056 |
| 4 | $ 57,007 | $ 60,963 | $ 62,524 | $ 74,989 |
| 5 | $ 57,642 | $ 61,897 | $ 63,447 | $ 75,922 |
| 6 | $ 58,277 | $ 62,831 | $ 64,370 | $ 76,855 |
| 7 | $ 58,912 | $ 63,765 | $ 65,294 | $ 77,788 |
| 8 | $ 59,548 | $ 64,699 | $ 66,217 | $ 78,721 |
| 9 | $ 60,183 | $ 65,634 | $ 67,140 | $ 79,654 |
| 10 | $ 60,818 | $ 66,568 | $ 68,063 | $ 80,587 |
| 11 | $ 61,454 | $ 67,502 | $ 68,987 | $ 81,520 |
| 12 | $ 62,089 | $ 68,436 | $ 69,910 | $ 82,453 |
| 13 | $ 62,724 | $ 69,400 | $ 70,833 | $ 83,386 |
| 14 | $ 63,360 | $ 70,304 | $ 71,757 | $ 84,319 |
| 15 | $ 63,995 | $ 71,238 | $ 72,680 | $ 85,252 |
| 16 | $ 64,630 | $ 72,172 | $ 73,603 | $ 86,185 |
| 17 | $ 65,265 | $ 73,107 | $ 74,526 | $ 87,118 |
| 18 | $ 65,901 | $ 74,041 | $ 75,450 | $ 88,051 |
| 19 | $ 66,536 | $ 74,975 | $ 76,373 | $ 88,984 |
| 20 | $ 69,815 | $ 78,332 | $ 77,296 | $ 89,917 |
| 21 | $ 70,450 | $ 79,267 | $ 78,220 | $ 90,850 |
| 22 | $ 71,086 | $ 80,201 | $ 79,143 | $ 91,783 |
| 23 | $ 71,721 | $ 81,135 | $ 80,066 | $ 92,716 |
| 24 | $ 72,356 | $ 82,069 | $ 80,990 | $ 93,649 |
| 25 | $ 72,992 | $ 83,003 | $ 84,795 | $ 94,583 |
| 26 | $ 73,627 | $ 83,937 | $ 85,718 | $ 95,516 |
| 27 | $ 74,262 | $ 84,871 | $ 86,641 | $ 96,449 |
| 28 | $ 74,898 | $ 85,805 | $ 87,564 | $ 97,382 |
| 29 | $ 75,533 | $ 86,739 | $ 88,488 | $ 98,315 |
| 30 | $ 76,168 | $ 87,674 | $ 89,411 | $ 99,248 |
| 31 | $ 76,803 | $ 88,609 | $ 90,334 | $ 100,181 |
| 32 | $ 77,438 | $ 89,544 | $ 91,258 | $ 101,114 |
| 33 | $ 78,073 | $ 90,479 | $ 92,181 | $ 102,047 |
| 34 | $ 78,708 | $ 91,414 | $ 93,104 | $ 102,980 |
| 35 and above | $ 79,343 | $ 92,349 | $ 94,028 | $ 103,913 |

| Job Title | Days | Salary Scale |
|---|---|---|
| Assistant Curriculum Coordinator | 220 | C |
| Chief of Campus Police | 240 | A |
| Chief Financial Officer | 240 | D |
| Child Nutrition Coordinator | 240 | C |
| Data/MSIS Coordinator | 240 | C |
| Director of Athletics & Operations | 240 | D |
| Director of Career & Technical Education & Logistics | 240 | D |
| Director of Federal Programs & Elementary Curriculum | 240 | D |
| Director of Human Resources | 240 | D |
| Director of Maintenance | 240 | C |
| Director of Secondary Curriculum and Academics | 240 | D |
| Director of Student Assessment | 220 | B |
| Director of Special Education | 240 | D |
| Technology Coordinator | 240 | C |
| Transportation Coordinator | 240 | C |

## ATHLETIC SALARY SCALE

| HIGH SCHOOL ATHLETICS | | | | YEARS OF EXPERIENCE | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | TOS | Days | 0-2 | 3-4 | 5-6 | 7-8 | 9-10 | 11-12 | 13-14 | 15-16 | 17-18 | 19+ |
| **HEAD FOOTBALL - AAD-HIGH SCHO** | | | 89 | 10,000 | 11,000 | 12,000 | 13,000 | 14,000 | 15,000 | 16,000 | 17,000 | 18,000 | 19,000 |
| ASST FOOTBALL - OFF COORD | | | 89 | 6,500 | 6,750 | 7,000 | 7,250 | 7,500 | 8,000 | 8,250 | 8,500 | 8,750 | 9,000 |
| ASST FOOTBALL - DEF COORD | | | 89 | 6,500 | 6,750 | 7,000 | 7,250 | 7,500 | 8,000 | 8,250 | 8,500 | 8,750 | 9,000 |
| ASST FOOTBALL - STR & CON COOR | | | 89 | 6,000 | 6,100 | 6,200 | 6,300 | 6,400 | 6,500 | 6,600 | 6,700 | 6,800 | 7,000 |
| ASST. FOOTBALL | | | 89 | 5,500 | 5,600 | 5,700 | 5,800 | 5,900 | 6,000 | 6,100 | 6,200 | 6,300 | 6,500 |
| ASST. FOOTBALL | | | 89 | 5,500 | 5,600 | 5,700 | 5,800 | 5,900 | 6,000 | 6,100 | 6,200 | 6,300 | 6,500 |
| ASST. FOOTBALL | | | 89 | 5,500 | 5,600 | 5,700 | 5,800 | 5,900 | 6,000 | 6,100 | 6,200 | 6,300 | 6,500 |
| ASST. FOOTBALL | | | 89 | 5,500 | 5,600 | 5,700 | 5,800 | 5,900 | 6,000 | 6,100 | 6,200 | 6,300 | 6,500 |
| ASST. FOOTBALL | | | 89 | 5,500 | 5,600 | 5,700 | 5,800 | 5,900 | 6,000 | 6,100 | 6,200 | 6,300 | 6,500 |
| **ASST. FOOTBALL** | | | 89 | 5,500 | 5,600 | 5,700 | 5,800 | 5,900 | 6,000 | 6,100 | 6,200 | 6,300 | 6,500 |
| HEAD BASKETBALL - BOYS | | | 118 | 7,500 | 7,750 | 8,000 | 8,300 | 8,600 | 8,900 | 9,200 | 9,500 | 9,800 | 10,000 |
| HEAD BASKETBALL - GIRLS | | | 118 | 7,500 | 7,750 | 8,000 | 8,300 | 8,600 | 8,900 | 9,200 | 9,500 | 9,800 | 10,000 |
| ASST. BASKETBALL - BOYS | | | 118 | 2,500 | 2,650 | 2,800 | 2,950 | 3,100 | 3,250 | 3,400 | 3,550 | 3,700 | 4,000 |
| ASST. BASKETBALL - GIRLS | | | 118 | 2,500 | 2,650 | 2,800 | 2,950 | 3,100 | 3,250 | 3,400 | 3,550 | 3,700 | 4,000 |
| HEAD BASEBALL | | | 85 | 7,500 | 7,750 | 8,000 | 8,300 | 8,600 | 8,900 | 9,200 | 9,500 | 9,800 | 10,000 |
| ASST. BASEBALL | | | 85 | 2,500 | 2,650 | 2,800 | 2,950 | 3,100 | 3,250 | 3,400 | 3,550 | 3,700 | 4,000 |
| ASST. BASEBALL | | | 85 | 2,500 | 2,650 | 2,800 | 2,950 | 3,100 | 3,250 | 3,400 | 3,550 | 3,700 | 4,000 |
| HEAD SOFTBALL - FASTPITCH | | | 85 | 7,500 | 7,750 | 8,000 | 8,300 | 8,600 | 8,900 | 9,200 | 9,500 | 9,800 | 10,000 |
| ASST. SOFTBALL - FASTPITCH | | | 85 | 2,500 | 2,650 | 2,800 | 2,950 | 3,100 | 3,250 | 3,400 | 3,550 | 3,700 | 4,000 |
| ASST. SOFTBALL - FASTPITCH | | | 85 | 2,500 | 2,650 | 2,800 | 2,950 | 3,100 | 3,250 | 3,400 | 3,550 | 3,700 | 4,000 |
| HEAD SOCCER - BOYS | | | 104 | 3,750 | 3,850 | 3,950 | 4,100 | 4,200 | 4,350 | 4,500 | 4,650 | 4,800 | 5,000 |
| HEAD SOCCER - GIRLS | | | 104 | 3,750 | 3,850 | 3,950 | 4,100 | 4,200 | 4,350 | 4,500 | 4,650 | 4,800 | 5,000 |
| ASST SOCCER | | | 104 | 1,500 | 1,600 | 1,700 | 1,800 | 1,900 | 2,000 | 2,100 | 2,200 | 2,300 | 2,500 |
| HEAD TRACK - BOYS | | | 69 | 2,000 | 2,100 | 2,200 | 2,300 | 2,400 | 2,500 | 2,600 | 2,700 | 2,800 | 3,000 |
| HEAD TRACK - GIRLS | | | 69 | 2,000 | 2,100 | 2,200 | 2,300 | 2,400 | 2,500 | 2,600 | 2,700 | 2,800 | 3,000 |
| ASST. TRACK | | | 69 | 1,000 | 1,050 | 1,100 | 1,150 | 1,200 | 1,250 | 1,300 | 1,350 | 1,400 | 1,500 |
| HEAD VOLLEYBALL | | | 75 | 3,750 | 3,850 | 3,950 | 4,100 | 4,200 | 4,350 | 4,500 | 4,650 | 4,800 | 5,000 |
| ASST. VOLLEYBALL | | | 75 | 1,500 | 1,600 | 1,700 | 1,800 | 1,900 | 2,000 | 2,100 | 2,200 | 2,300 | 2,500 |
| CROSS COUNTRY | | | | 2,000 | 2,100 | 2,200 | 2,300 | 2,400 | 2,500 | 2,600 | 2,700 | 2,800 | 3,000 |
| | | | | | | | | | | | | | |
| TENNIS | | | 69 | 2,000 | 2,100 | 2,200 | 2,300 | 2,400 | 2,500 | 2,600 | 2,700 | 2,800 | 3,000 |
| **GOLF (Boys)** | | | 77 | 2,000 | 2,100 | 2,200 | 2,300 | 2,400 | 2,500 | 2,600 | 2,700 | 2,800 | 3,000 |
| **GOLF (Girls)** | | | 77 | 2,000 | 2,100 | 2,200 | 2,300 | 2,400 | 2,500 | 2,600 | 2,700 | 2,800 | 3,000 |
| POWERLIFTING | | | | 2,000 | 2,100 | 2,200 | 2,300 | 2,400 | 2,500 | 2,600 | 2,700 | 2,800 | 3,000 |
| | | | | | | | | | | | | | |
| FIELD MAINTENANCE | | | | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 | 1,000 |
| GYM FLOOR REFINISHING | | | | 750 | 750 | 750 | 750 | 750 | 750 | 750 | 750 | 750 | 750 |

| 9TH GRADE ATHLETICS | YEARS OF EXPERIENCE | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | 0-2 | 3-4 | 5-6 | 7-8 | 9-10 | 11-12 | 13-14 | 15-16 | 17-18 | 19+ |
| FOOTBALL/9th Grade | 2,150 | 2,300 | 2,400 | 2,550 | 2,700 | 2,750 | 2,850 | 3,000 | 3,150 | 3,300 |
| FOOTBALL/9th Grade | 2,150 | 2,300 | 2,400 | 2,550 | 2,700 | 2,750 | 2,850 | 3,000 | 3,150 | 3,300 |
| FOOTBALL/9th Grade | 2,150 | 2,300 | 2,400 | 2,550 | 2,700 | 2,750 | 2,850 | 3,000 | 3,150 | 3,300 |
| BASKETBALL - BOYS | 2,000 | 2,100 | 2,200 | 2,300 | 2,400 | 2,500 | 2,600 | 2,700 | 2,800 | 3,000 |
| BASEBALL | 2,000 | 2,100 | 2,200 | 2,300 | 2,400 | 2,500 | 2,600 | 2,700 | 2,800 | 3,000 |

| MIDDLE SCHOOL ATHLETICS | YEARS OF EXPERIENCE | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | 0-2 | 3-4 | 5-6 | 7-8 | 9-10 | 11-12 | 13-14 | 15-16 | 17-18 | 19+ |
| AAD - MIDDLE SCHOOL | 3,250 | 3,500 | 3,750 | 4,000 | 4,250 | 4,500 | 4,750 | 5,000 | 5,250 | 5,500 |
| HEAD FOOTBALL | 5,000 | 5,100 | 5,200 | 5,300 | 5,400 | 5,500 | 5,600 | 5,700 | 5,800 | 6,000 |
| ASST. FOOTBALL | 2,500 | 2,600 | 2,700 | 2,800 | 2,900 | 3,000 | 3,100 | 3,200 | 3,300 | 3,500 |
| ASST. FOOTBALL | 2,500 | 2,600 | 2,700 | 2,800 | 2,900 | 3,000 | 3,100 | 3,200 | 3,300 | 3,500 |
| ASST. FOOTBALL | 2,500 | 2,600 | 2,700 | 2,800 | 2,900 | 3,000 | 3,100 | 3,200 | 3,300 | 3,500 |
| ASST. FOOTBALL | 1,500 | 1,600 | 1,700 | 1,850 | 2,000 | 2,150 | 2,300 | 2,450 | 2,600 | 2,800 |
| ASST. FOOTBALL | 1,500 | 1,600 | 1,700 | 1,850 | 2,000 | 2,150 | 2,300 | 2,450 | 2,600 | 2,800 |
| HEAD BASKETBALL BOYS | 2,500 | 2,600 | 2,700 | 2,800 | 2,900 | 3,000 | 3,100 | 3,200 | 3,300 | 3,500 |
| ASST BASKETBALL BOYS | 1,000 | 1,050 | 1,100 | 1,150 | 1,200 | 1,250 | 1,300 | 1,350 | 1,400 | 1,500 |
| HEAD BASKETBALL GIRLS | 2,500 | 2,600 | 2,700 | 2,800 | 2,900 | 3,000 | 3,100 | 3,200 | 3,300 | 3,500 |
| ASST BASKETBALL GIRLS | 1,000 | 1,050 | 1,100 | 1,150 | 1,200 | 1,250 | 1,300 | 1,350 | 1,400 | 1,500 |
| HEAD BASEBALL | 2,500 | 2,600 | 2,700 | 2,800 | 2,900 | 3,000 | 3,100 | 3,200 | 3,300 | 3,500 |
| ASST. BASEBALL | 1,000 | 1,100 | 1,200 | 1,300 | 1,400 | 1,500 | 1,600 | 1,700 | 1,800 | 2,000 |
| HEAD SOFTBALL | 2,500 | 2,600 | 2,700 | 2,800 | 2,900 | 3,000 | 3,100 | 3,200 | 3,300 | 3,500 |
| ASST. SOFTBALL | 1,000 | 1,100 | 1,200 | 1,300 | 1,400 | 1,500 | 1,600 | 1,700 | 1,800 | 2,000 |
| HEAD BOYS & GIRLS SOCCER | 3,000 | 3,100 | 3,200 | 3,300 | 3,400 | 3,500 | 3,600 | 3,700 | 3,800 | 4,000 |
| ASST. BOYS & GIRLS SOCCER | 1,000 | 1,100 | 1,200 | 1,300 | 1,400 | 1,500 | 1,600 | 1,700 | 1,800 | 2,000 |
| TRACK - BOYS | 1,500 | 1,600 | 1,700 | 1,800 | 1,900 | 2,000 | 2,100 | 2,200 | 2,300 | 2,500 |
| TRACK - GIRLS | 1,500 | 1,600 | 1,700 | 1,800 | 1,900 | 2,000 | 2,100 | 2,200 | 2,300 | 2,500 |
| VOLLEYBALL | 1,500 | 1,600 | 1,700 | 1,800 | 1,900 | 2,000 | 2,100 | 2,200 | 2,300 | 2,500 |
| ASST VOLLEYBALL | 1,000 | 1,100 | 1,200 | 1,300 | 1,400 | 1,500 | 1,600 | 1,700 | 1,800 | 2,000 |

| CHEER & DANCE | YEARS OF EXPERIENCE | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | 0-2 | 3-4 | 5-6 | 7-8 | 9-10 | 11-12 | 13-14 | 15-16 | 17-18 | 19+ |
| HS CHEER | 2,500 | 2,600 | 2,700 | 2,800 | 2,900 | 3,000 | 3,100 | 3,200 | 3,300 | 3,500 |
| ASST HS CHEER | 1,500 | 1,550 | 1,600 | 1,650 | 1,700 | 1,750 | 1,800 | 1,850 | 1,900 | 2,000 |
| HS DANCE | 2,500 | 2,600 | 2,700 | 2,800 | 2,900 | 3,000 | 3,100 | 3,200 | 3,300 | 3,500 |
| ASST HS DANCE | 1,500 | 1,550 | 1,600 | 1,650 | 1,700 | 1,750 | 1,800 | 1,850 | 1,900 | 2,000 |
| MS CHEER | 1,500 | 1,550 | 1,600 | 1,650 | 1,700 | 1,750 | 1,800 | 1,850 | 1,900 | 2,000 |
| ASST MS CHEER | 1,000 | 1,050 | 1,100 | 1,200 | 1,250 | 1,300 | 1,350 | 1,400 | 1,450 | 1,500 |
| MS DANCE | 1,500 | 1,550 | 1,600 | 1,650 | 1,700 | 1,750 | 1,800 | 1,850 | 1,900 | 2,000 |

| BAND | YEARS OF EXPERIENCE | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | 0-2 | 3-4 | 5-6 | 7-8 | 9-10 | 11-12 | 13-14 | 15-16 | 17-18 | 19+ |
| HS BAND DIRECTOR | 10,000 | 10,500 | 11,000 | 11,500 | 12,000 | 12,500 | 13,000 | 13,500 | 14,000 | 15,000 |
| ASST. HS BAND DIRECTOR | 3,000 | 3,250 | 3,500 | 3,750 | 4,000 | 4,000 | 4,250 | 4,500 | 4,750 | 5,000 |
| ASST. BAND (NEW SUPPLEMENT) | 1,500 | 1,550 | 1,600 | 1,650 | 1,700 | 1,750 | 1,800 | 1,850 | 1,900 | 2,000 |
| | 17 | 17 | 18 | 19 | 19 | 20 | 20 | 21 | 21 | 22 |
| COLOR GAURD | 1,500 | 1,550 | 1,600 | 1,650 | 1,700 | 1,750 | 1,800 | 1,850 | 1,900 | 2,000 |
| MS BAND DIRECTOR | 2,500 | 2,600 | 2,700 | 2,800 | 2,900 | 3,000 | 3,100 | 3,200 | 3,300 | 3,500 |

| ELEMENTART BASKETBALL | YEARS OF EXPERIENCE | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | 0-2 | 3-4 | 5-6 | 7-8 | 9-10 | 11-12 | 13-14 | 15-16 | 17-18 | 19+ |
| AGRICOLA | 500 | 500 | 500 | 500 | 500 | 500 | 500 | 500 | 500 | 500 |
| BENNDALE | 500 | 500 | 500 | 500 | 500 | 500 | 500 | 500 | 500 | 500 |
| CENTRAL | 500 | 500 | 500 | 500 | 500 | 500 | 500 | 500 | 500 | 500 |
| L.T. TAYLOR | 500 | 500 | 500 | 500 | 500 | 500 | 500 | 500 | 500 | 500 |
| ROCKY CREEK | 500 | 500 | 500 | 500 | 500 | 500 | 500 | 500 | 500 | 500 |

TWO PERSONS MAY SHARE AN ASSIGNED SUPPLEMENT

NO COACH CAN BE THE HEAD COACH FOR MORE THAN TWO SPORTS.

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

# Athletic Per Diem for Playoffs

**How per diem is determined:**

Coaching Supplement ÷ Season Practice Days = 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 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.
12. Salary steps do not reflect years of service.

# GEORGE COUNTY SCHOOL DISTRICT

## 2023-2024 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 |
|---|---|---|---|---|---|---|
| Accounts Payable | 240 | G | | Janitor | 190 | A |
| Administrative Secretary | 240 | F | | Maintenance Secretary | 200 | E |
| Board of Education Secretary | 240 | H | | Payroll Specialist | 240 | G |
| Business Coordinator | 240 | H | | Purchasing | 240 | G |
| Bus Monitors | 183 | C | | Receptionist | 240 | D |
| Certified Purchasing Agent | 240 | G | | School Registrar | 200 | D |
| Child Nutrition Secretary/Warehouse Coordinator | 240 | F | | School Secretary | 200 | D |
| Custodian | 240 | B | | Secretary: High School | 240 | E |
| Federal Programs Secretary | 240 | F | | Sped Data Coordinator | 240 | F |
| Fixed Assets | 240 | G | | System Analyst | 240 | G |
| Fuelman | 240 | D | | Teacher Assistant | 187 | C |
| General Maintenance | 240 | F | | Technology Assistant | 240 | F |
| Greenhouse Manager | p/t | D | | Transportation Assistant Coordinator | 240 | F |
| Groundskeeper | 240 | D | | Transportation Mechanic | 240 | F |
| Head Mechanic | 240 | G | | Transportation Secretary | 240 | E |

GEORGE COUNTY SCHOOL DISTRICT

2023-2024 SALARY SCALE

BUS DRIVER - 183 DAYS

| STEP | HOURLY | 2 Hr. Annual Salary | 2.5 Hr. Annual Salary | 3 Hr. Annual Salary | 3.5 Hr. Annual Salary | 4 Hr. Annual Salary |
|---|---|---|---|---|---|---|
| **0** | $16.90 | $ 6,186 | $ 7,732 | $ 9,278 | $ 10,825 | $ 12,371 |
| **1** | $17.12 | $ 6,263 | $ 7,830 | $ 9,396 | $ 10,962 | $ 12,528 |
| **2** | $17.33 | $ 6,342 | $ 7,928 | $ 9,514 | $ 11,099 | $ 12,685 |
| **3** | $17.53 | $ 6,417 | $ 8,021 | $ 9,625 | $ 11,230 | $ 12,834 |
| **4** | $17.75 | $ 6,495 | $ 8,120 | $ 9,744 | $ 11,367 | $ 12,991 |
| **5** | $17.95 | $ 6,570 | $ 8,213 | $ 9,855 | $ 11,498 | $ 13,140 |
| **6** | $18.17 | $ 6,648 | $ 8,310 | $ 9,973 | $ 11,635 | $ 13,297 |
| **7** | $18.38 | $ 6,726 | $ 8,408 | $ 10,090 | $ 11,772 | $ 13,454 |
| **8** | $18.58 | $ 6,802 | $ 8,502 | $ 10,203 | $ 11,903 | $ 13,603 |
| **9** | $18.80 | $ 6,879 | $ 8,600 | $ 10,320 | $ 12,040 | $ 13,760 |
| **10** | $19.00 | $ 6,955 | $ 8,693 | $ 10,432 | $ 12,171 | $ 13,909 |
| **11** | $19.22 | $ 7,032 | $ 8,791 | $ 10,549 | $ 12,308 | $ 14,066 |
| **12** | $19.43 | $ 7,111 | $ 8,889 | $ 10,667 | $ 12,446 | $ 14,223 |
| **13** | $19.64 | $ 7,186 | $ 8,983 | $ 10,779 | $ 12,576 | $ 14,372 |
| **14** | $19.85 | $ 7,264 | $ 9,081 | $ 10,897 | $ 12,713 | $ 14,529 |
| **15** | $20.05 | $ 7,339 | $ 9,173 | $ 11,008 | $ 12,843 | $ 14,678 |
| **16** | $20.27 | $ 7,417 | $ 9,272 | $ 11,127 | $ 12,981 | $ 14,835 |
| **17** | $20.48 | $ 7,495 | $ 9,370 | $ 11,244 | $ 13,118 | $ 14,992 |
| **18** | $20.69 | $ 7,570 | $ 9,463 | $ 11,356 | $ 13,248 | $ 15,141 |
| **19** | $20.90 | $ 7,648 | $ 9,561 | $ 11,473 | $ 13,386 | $ 15,298 |
| **20** | $21.10 | $ 7,724 | $ 9,655 | $ 11,586 | $ 13,517 | $ 15,447 |
| **21** | $21.32 | $ 7,801 | $ 9,753 | $ 11,703 | $ 13,653 | $ 15,604 |
| **22** | $21.53 | $ 7,880 | $ 9,851 | $ 11,820 | $ 13,791 | $ 15,762 |
| **23** | $21.74 | $ 7,954 | $ 9,943 | $ 11,932 | $ 13,921 | $ 15,910 |
| **24** | $21.95 | $ 8,033 | $ 10,041 | $ 12,050 | $ 14,059 | $ 16,068 |
| **25** | $22.15 | $ 8,109 | $ 10,135 | $ 12,162 | $ 14,190 | $ 16,216 |
| **26** | $22.37 | $ 8,186 | $ 10,233 | $ 12,280 | $ 14,326 | $ 16,374 |
| **27** | $22.58 | $ 8,265 | $ 10,331 | $ 12,398 | $ 14,464 | $ 16,530 |
| **28** | $22.79 | $ 8,339 | $ 10,425 | $ 12,510 | $ 14,595 | $ 16,680 |
| **29** | $23.00 | $ 8,418 | $ 10,523 | $ 12,627 | $ 14,731 | $ 16,837 |
| **30** | $23.21 | $ 8,493 | $ 10,616 | $ 12,739 | $ 14,862 | $ 16,986 |
| **31** | $23.42 | $ 8,571 | $ 10,714 | $ 12,857 | $ 15,000 | $ 17,143 |
| **32** | $23.63 | $ 8,649 | $ 10,812 | $ 12,974 | $ 15,136 | $ 17,299 |
| **33** | $23.84 | $ 8,724 | $ 10,905 | $ 13,086 | $ 15,267 | $ 17,449 |
| **34** | $24.05 | $ 8,802 | $ 11,003 | $ 13,203 | $ 15,405 | $ 17,606 |
| **35** | $24.26 | $ 8,877 | $ 11,096 | $ 13,316 | $ 15,535 | $ 17,555 |

| **Bus Driver Extra Duties** | | | |
|---|---|---|---|
| Substitute Bus Drivers (a.m./ or p.m) | $ 30.00 | per trip | |
| Field Trip/Spirit Trips | $ 7.50 | per hour | |
| Bus Monitor Certified Personnel | $ 22.00 | per trip | |
| Shadow Driver for in-service training | $ 14.50 | per trip | |
| Transportation Safety Training Meeting | $ 30.00 | | |

GEORGE COUNTY SCHOOL DISTRICT

2023-2024 SALARY SCALE

CAFETERIA NUTRITION MANAGER - 186 DAYS

| Step Increase | Salary | 7.5 Hr. Annual Salary |
|---|---|---|
| **0** | $11.29 | $ 15,751 |
| **1** | $11.51 | $ 16,050 |
| **2** | $11.71 | $ 16,335 |
| **3** | $11.92 | $ 16,634 |
| **4** | $12.14 | $ 16,933 |
| **5** | $12.34 | $ 17,217 |
| **6** | $12.55 | $ 17,514 |
| **7** | $12.76 | $ 17,800 |
| **8** | $12.97 | $ 18,098 |
| **9** | $13.19 | $ 18,397 |
| **10** | $13.39 | $ 18,682 |
| **11** | $13.61 | $ 18,981 |
| **12** | $13.81 | $ 19,265 |
| **13** | $14.02 | $ 19,564 |
| **14** | $14.24 | $ 19,863 |
| **15** | $14.44 | $ 20,148 |
| **16** | $14.66 | $ 20,446 |
| **17** | $14.86 | $ 20,731 |
| **18** | $15.08 | $ 21,030 |
| **19** | $15.29 | $ 21,329 |
| **20** | $15.49 | $ 21,613 |
| **21** | $15.71 | $ 21,912 |
| **22** | $15.91 | $ 22,197 |
| **23** | $16.13 | $ 22,496 |
| **24** | $16.34 | $ 22,794 |
| **25** | $16.54 | $ 23,079 |
| **26** | $16.76 | $ 23,378 |
| **27** | $16.96 | $ 23,662 |
| **28** | $17.18 | $ 23,961 |
| **29** | $17.39 | $ 24,260 |
| **30** | $17.59 | $ 24,545 |
| **31** | $17.81 | $ 24,844 |
| **32** | $18.01 | $ 25,128 |
| **33** | $18.23 | $ 25,427 |
| **34** | $18.44 | $ 25,726 |
| **35** | $18.65 | $ 26,011 |

| GEORGE COUNTY SCHOOL DISTRICT | | | |
|---|---|---|---|
| 2023-2024 SALARY SCALE | | | |
| SPECIAL ASSIGNMENT | | | |
| **STEP** | **DAILY RATE** | **180 DAYS** | **220 DAYS** |
| **0** | **$200.43** | $ 36,077 | $ 44,094 |
| **1** | **$203.21** | $ 36,577 | $ 44,704 |
| **2** | **$205.99** | $ 37,078 | $ 45,317 |
| **3** | **$208.77** | $ 37,578 | $ 45,930 |
| **4** | **$211.55** | $ 38,079 | $ 46,540 |
| **5** | **$214.33** | $ 38,579 | $ 47,153 |
| **6** | **$217.12** | $ 39,081 | $ 47,765 |
| **7** | **$219.89** | $ 39,580 | $ 48,376 |
| **8** | **$222.67** | $ 40,081 | $ 48,988 |
| **9** | **$225.46** | $ 40,582 | $ 49,601 |
| **10** | **$228.23** | $ 41,082 | $ 50,211 |
| **11** | **$231.02** | $ 41,583 | $ 50,825 |
| **12** | **$233.81** | $ 42,085 | $ 51,436 |
| **13** | **$236.57** | $ 42,583 | $ 52,047 |
| **14** | **$239.36** | $ 43,085 | $ 52,659 |
| **15** | **$242.14** | $ 43,586 | $ 53,272 |
| **16** | **$244.92** | $ 44,086 | $ 53,882 |
| **17** | **$247.71** | $ 44,587 | $ 54,495 |
| **18** | **$250.49** | $ 45,088 | $ 55,108 |
| **19** | **$253.26** | $ 45,587 | $ 55,718 |
| **20** | **$256.04** | $ 46,088 | $ 56,331 |
| **21** | **$258.82** | $ 46,588 | $ 56,941 |
| **22** | **$261.61** | $ 47,089 | $ 57,554 |
| **23** | **$264.39** | $ 47,591 | $ 58,166 |
| **24** | **$267.16** | $ 48,089 | $ 58,777 |
| **25** | **$281.53** | $ 50,675 | $ 61,936 |
| **26** | **$284.30** | $ 51,174 | $ 62,547 |
| **27** | **$287.09** | $ 51,676 | $ 63,159 |
| **28** | **$289.87** | $ 52,177 | $ 63,772 |
| **29** | **$292.64** | $ 52,676 | $ 64,382 |
| **30** | **$295.43** | $ 53,177 | $ 64,995 |
| **31** | **$298.22** | $ 53,679 | $ 65,607 |
| **32** | **$300.99** | $ 54,178 | $ 66,218 |
| **33** | **$303.78** | $ 54,680 | $ 66,830 |
| **34** | **$306.56** | $ 55,180 | $ 67,443 |
| **35** | **$309.33** | $ 55,680 | $ 68,053 |

| **Job Title** | **Days** |
|---|---|
| Educational Interpreter | 180 |
| School Nurse | 180 |
| School Resource Officer | 220 |

## SUBSTITUTE TEACHER SALARY SCALE

| DAYS | NON-DEGREED | BACHELORS/NURSE | CERTIFIED |
|---|---|---|---|
| 1-6 | $65.00 | $73.00 | $ 78.00 |
| 7 & UP | $65.00 | $80.00 | $113.00 |

## PART TIME AND EXTRA DUTY SALARY SCALE

| | |
|---|---|
| JANITOR | $ 8.15 |
| SUMMER WORKER | $ 8.15 |
| NON-CERTIFIED PART TIME | $ 8.15 |

## YEARBOOK SUPPLEMENTS

| | |
|---|---|
| GEORGE COUNTY MIDDLE SCHOOL | $1,000 |
| GEORGE COUNTY HIGH SCHOOL | $1,500 |