

## SALARIES

### SECTION I:

The laws of Mississippi require that “in fixing salaries, the Board of Trustees shall take into consideration the character, professional training, experience, executive ability and teaching capacity of the teacher, superintendent or principal.” Also, “...the salary paid to each teacher shall be based upon and determined by the type of certificate held by such teacher in the field in which s/he is teaching.” The Board charges the administration with the implementation of Rules of Salary Administration and applying them fairly and consistently. These Rules approved by the Board of Trustees, contained in the Scale Implementation Rules, the JPS Central Administrative Salary -Range, the Classified Employee Hourly Scale, the JPS Administrative Salary Scale, and the JPS Principal/Assistant Principal Salary Scale, are procedural but are included with this policy for informational purposes.

### SECTION II: CERTIFIED PERSONNEL

The board shall adopt a salary schedule that attracts and holds highly qualified professional personnel. This schedule shall conform to that adopted by the State Department of Education and may include such local supplement as the board deems appropriate.

The adopted salary schedule is a planned method for determining the amount of salary to be paid certified and certain administrative personnel. The salary schedule will ensure that the superintendent is the highest monthly and annually paid school board, employee. Requirements for advancement and placement on the salary schedule are so delineated.

### SECTION III: NON-CERTIFIED PERSONNEL

The job classification system of the Jackson Public School District will be the basis for determining wages for non-certified personnel through the pay scale schedule adopted for each trade and classification.

SOURCE: Jackson Public School District, Jackson, Mississippi

LEGAL REF: Miss. Code Ann. §§ 37-9-33; 37-9-37;

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