

**Board Policy Manual**  
**Jackson County School District**

**Policy GGBB: Salary Scale: Supplement Scale**

**Status:** DRAFT

**Original Adopted Date:** 09/15/2008 | **Last Revised Date:** 08/11/2025 | **Last Reviewed Date:** 08/11/2025

| Position        | Athletic Director           | Strength & Conditioning | Head Coach | Head Coach | Director | Asst. Director | Technical Asst. | Director | Asst. Director |
|-----------------|-----------------------------|-------------------------|------------|------------|----------|----------------|-----------------|----------|----------------|
| Sport/ Activity | Athletic Director           | All                     | Archery    | Archery    | Band     | Band           | Band            | Band     | Band           |
| School Level    | High/ Middle                | High                    | High       | Middle     | High     | High           | High            | Middle   | Middle         |
| See Note        | #1                          |                         |            |            | #1       |                | #2              |          |                |
| Days            |                             |                         | 111        | N/A        | 95       | 95             | 95              | N/A      | N/A            |
| 0-2 yrs         | Salary Based on policy GGBA | \$8,650                 | \$1,450    | \$1,000    | \$15,045 | \$3,300        | \$3,080         | \$3,700  | \$2,600        |
| 3-5 yrs         |                             | \$8,800                 | \$1,550    | \$1,100    | \$15,245 | \$3,450        | \$3,180         | \$3,800  | \$2,700        |
| 6-8 yrs         |                             | \$8,950                 | \$1,650    | \$1,200    | \$15,445 | \$3,600        | \$3,280         | \$3,900  | \$2,800        |
| 9-11 yrs        |                             | \$9,100                 | \$1,750    | \$1,300    | \$15,645 | \$3,750        | \$3,380         | \$4,000  | \$2,900        |
| 12-14 yrs       |                             | \$9,250                 | \$1,850    | \$1,400    | \$15,845 | \$3,900        | \$3,480         | \$4,100  | \$3,000        |
| 15-17 yrs       |                             | \$9,400                 | \$1,950    | \$1,500    | \$16,045 | \$4,050        | \$3,580         | \$4,200  | \$3,100        |
| 18-20 yrs       |                             | \$9,550                 | \$2,050    | \$1,600    | \$16,245 | \$4,200        | \$3,680         | \$4,300  | \$3,200        |
| 21-23 yrs       |                             | \$9,700                 | \$2,150    | \$1,700    | \$16,445 | \$4,350        | \$3,780         | \$4,400  | \$3,300        |
| 24-26 yrs       |                             | \$9,850                 | \$2,250    | \$1,800    | \$16,645 | \$4,500        | \$3,880         | \$4,500  | \$3,400        |
| 27-29 yrs       |                             | \$10,000                | \$2,350    | \$1,900    | \$16,845 | \$4,650        | \$3,980         | \$4,600  | \$3,500        |
| 30 yrs & >      |                             | \$10,150                | \$2,450    | \$2,000    | \$17,045 | \$4,800        | \$4,080         | \$4,700  | \$3,600        |

| Position        | Head Coach | Asst. Coach (3) | Head Coach | Asst. Coach | Head Coach      | Asst. Coach     | Head Coach      | Head Coach      | Asst. Coach     |
|-----------------|------------|-----------------|------------|-------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Sport/ Activity | Baseball   | Baseball        | Baseball   | Baseball    | Basketball Boys | Basketball Boys | Basketball Boys | Basketball Boys | Basketball Boys |
| School Level    | High       | High            | Middle     | Middle      | High            | High            | High-9th        | Middle-8th      | Middle-8th      |
| See Note        | #1         |                 |            |             | #1              |                 |                 |                 |                 |
| Days            | 87         | 87              | N/A        | N/A         | 116             | 116             | N/A             | N/A             | N/A             |
| 0-2 yrs         | \$12,100   | \$4,100         | \$2,900    | \$2,150     | \$12,450        | \$3,800         | \$3,000         | \$2,600         | \$1,000         |
| 3-5 yrs         | \$12,300   | \$4,250         | \$3,000    | \$2,250     | \$12,650        | \$3,950         | \$3,100         | \$2,700         | \$1,100         |
| 6-8 yrs         | \$12,500   | \$4,400         | \$3,100    | \$2,350     | \$12,850        | \$4,100         | \$3,200         | \$2,800         | \$1,200         |
| 9-11 yrs        | \$12,700   | \$4,550         | \$3,200    | \$2,450     | \$13,050        | \$4,250         | \$3,300         | \$2,900         | \$1,300         |
| 12-14 yrs       | \$12,900   | \$4,700         | \$3,300    | \$2,550     | \$13,250        | \$4,400         | \$3,400         | \$3,000         | \$1,400         |
| 15-17 yrs       | \$13,100   | \$4,850         | \$3,400    | \$2,650     | \$13,450        | \$4,550         | \$3,500         | \$3,100         | \$1,500         |
| 18-20 yrs       | \$13,300   | \$5,000         | \$3,500    | \$2,750     | \$13,650        | \$4,700         | \$3,600         | \$3,200         | \$1,600         |
| 21-23 yrs       | \$13,500   | \$5,150         | \$3,600    | \$2,850     | \$13,850        | \$4,850         | \$3,700         | \$3,300         | \$1,700         |
| 24-26 yrs       | \$13,700   | \$5,300         | \$3,700    | \$2,950     | \$14,050        | \$5,000         | \$3,800         | \$3,400         | \$1,800         |
| 27-29 yrs       | \$13,900   | \$5,450         | \$3,800    | \$3,050     | \$14,250        | \$5,150         | \$3,900         | \$3,500         | \$1,900         |
| 30 yrs & >      | \$14,100   | \$5,600         | \$3,900    | \$3,150     | \$14,450        | \$5,300         | \$4,000         | \$3,600         | \$2,000         |

| Position        | Head Coach      | Asst. Coach     | Head Coach       | Asst. Coach      | Head Coach       | Head Coach       | Asst. Coach      |
|-----------------|-----------------|-----------------|------------------|------------------|------------------|------------------|------------------|
| Sport/ Activity | Basketball Boys | Basketball Boys | Basketball Girls | Basketball Girls | Basketball Girls | Basketball Girls | Basketball Girls |
| School Level    | Middle-7th      | Middle-7th      | High             | High             | High-9th         | Middle-8th       | Middle-8th       |
| See Note        |                 |                 | #1               |                  |                  |                  |                  |
| Days            | N/A             | N/A             | 116              | 116              | N/A              | N/A              | N/A              |
| 0-2 yrs         | \$2,600         | 1,000           | \$12,450         | \$3,800          | \$3,000          | \$2,600          | \$1,000          |
| 3-5 yrs         | \$2,700         | 1,100           | \$12,650         | \$3,950          | \$3,100          | \$2,700          | \$1,100          |
| 6-8 yrs         | \$2,800         | 1,200           | \$12,850         | \$4,100          | \$3,200          | \$2,800          | \$1,200          |
| 9-11 yrs        | \$2,900         | 1,300           | \$13,050         | \$4,250          | \$3,300          | \$2,900          | \$1,300          |
| 12-14 yrs       | \$3,000         | 1,400           | \$13,250         | \$4,400          | \$3,400          | \$3,000          | \$1,400          |
| 15-17 yrs       | \$3,100         | 1,500           | \$13,450         | \$4,550          | \$3,500          | \$3,100          | \$1,500          |
| 18-20 yrs       | \$3,200         | 1,600           | \$13,650         | \$4,700          | \$3,600          | \$3,200          | \$1,600          |
| 21-23 yrs       | \$3,300         | 1,700           | \$13,850         | \$4,850          | \$3,700          | \$3,300          | \$1,700          |
| 24-26 yrs       | \$3,400         | 1,800           | \$14,050         | \$5,000          | \$3,800          | \$3,400          | \$1,800          |
| 27-29 yrs       | \$3,500         | 1,900           | \$14,250         | \$5,150          | \$3,900          | \$3,500          | \$1,900          |
| 30 yrs & >      | \$3,600         | 2,000           | \$14,450         | \$5,300          | \$4,000          | \$3,600          | \$2,000          |

| Position        | Head Coach       | Asst. Coach      | Head Coach   | Head Coach | Head Coach | Asst. Coach | Head Coach |
|-----------------|------------------|------------------|--------------|------------|------------|-------------|------------|
| Sport/ Activity | Basketball Girls | Basketball Girls | Bass Fishing | Bowling    | Cheer      | Cheer       | Cheer      |
| School Level    | Middle-7th       | Middle-7th       | High         | High       | High       | High        | Middle     |
| See Note        |                  |                  |              |            |            |             |            |
| Days            | N/A              | N/A              | N/A          | 73         | 95         | 95          | N/A        |
| 0-2 yrs         | \$2,600          | \$1,000          | \$2,000      | \$2,000    | \$4,800    | \$2,300     | \$2,950    |
| 3-5 yrs         | \$2,700          | \$1,100          | \$2,100      | \$2,100    | \$4,950    | \$2,400     | \$3,050    |
| 6-8 yrs         | \$2,800          | \$1,200          | \$2,200      | \$2,200    | \$5,100    | \$2,500     | \$3,150    |
| 9-11 yrs        | \$2,900          | \$1,300          | \$2,300      | \$2,300    | \$5,250    | \$2,600     | \$3,250    |
| 12-14 yrs       | \$3,000          | \$1,400          | \$2,400      | \$2,400    | \$5,400    | \$2,700     | \$3,350    |
| 15-17 yrs       | \$3,100          | \$1,500          | \$2,500      | \$2,500    | \$5,550    | \$2,800     | \$3,450    |
| 18-20 yrs       | \$3,200          | \$1,600          | \$2,600      | \$2,600    | \$5,700    | \$2,900     | \$3,550    |
| 21-23 yrs       | \$3,300          | \$1,700          | \$2,700      | \$2,700    | \$5,850    | \$3,000     | \$3,650    |
| 24-26 yrs       | \$3,400          | \$1,800          | \$2,800      | \$2,800    | \$6,000    | \$3,100     | \$3,750    |
| 27-29 yrs       | \$3,500          | \$1,900          | \$2,900      | \$2,900    | \$6,150    | \$3,200     | \$3,850    |
| 30 yrs & >      | \$3,600          | \$2,000          | \$3,000      | \$3,000    | \$6,300    | \$3,300     | \$3,950    |

| Position        | Director | Director | Head Coach         | Asst. Coach        | Head Coach          | Asst. Coach         | Head Coach | Asst. Coach | Head Coach |
|-----------------|----------|----------|--------------------|--------------------|---------------------|---------------------|------------|-------------|------------|
| Sport/ Activity | Choral   | Choral   | Cross Country Boys | Cross Country Boys | Cross Country Girls | Cross Country Girls | Dance      | Dance       | Dance      |
| School Level    | High     | Middle   | High               | High               | High                | High                | High       | High        | Middle     |
| See Note        |          |          |                    |                    |                     |                     |            |             |            |
| Days            | N/A      | N/A      | N/A                | N/A                | N/A                 | MA                  | 95         | 95          | N/A        |
| 0-2 yrs         | \$3,000  | \$2,000  | \$2,200            | \$1,000            | \$2,200             | \$1,000             | \$3,550    | \$1,000     | \$2,050    |
| 3-5 yrs         | \$3,100  | \$2,100  | \$2,350            | \$1,100            | \$2,350             | \$1,100             | \$3,700    | \$1,100     | \$2,150    |
| 6-8 yrs         | \$3,200  | \$2,200  | \$2,500            | \$1,200            | \$2,500             | \$1,200             | \$3,850    | \$1,200     | \$2,250    |
| 9-11 yrs        | \$3,300  | \$2,300  | \$2,650            | \$1,300            | \$2,650             | \$1,300             | \$4,000    | \$1,300     | \$2,350    |
| 12-14 yrs       | \$3,400  | \$2,400  | \$2,800            | \$1,400            | \$2,800             | \$1,400             | \$4,150    | \$1,400     | \$2,450    |
| 15-17 yrs       | \$3,500  | \$2,500  | \$2,950            | \$1,500            | \$2,950             | \$1,500             | \$4,300    | \$1,500     | \$2,550    |
| 18-20 yrs       | \$3,600  | \$2,600  | \$3,100            | \$1,600            | \$3,100             | \$1,600             | \$4,450    | \$1,600     | \$2,650    |
| 21-23 yrs       | \$3,700  | \$2,700  | \$3,250            | \$1,700            | \$3,250             | \$1,700             | \$4,600    | \$1,700     | \$2,750    |
| 24-26 yrs       | \$3,800  | \$2,800  | \$3,400            | \$1,800            | \$3,400             | \$1,800             | \$4,750    | \$1,800     | \$2,850    |
| 27-29 yrs       | \$3,900  | \$2,900  | \$3,550            | \$1,900            | \$3,550             | \$1,900             | \$4,900    | \$1,900     | \$2,950    |
| 30 yrs & >      | \$4,000  | \$3,000  | \$3,700            | \$2,000            | \$3,700             | \$2,000             | \$5,050    | \$2,000     | \$3,050    |

| Position        | Head Coach | Head Coach | Asst. Coach (3) | Head Coach | Asst. Coach | Head Coach                    | Offensive Coordinator | Defensive Coordinator | Asst. Coach (3) (4) 4A |
|-----------------|------------|------------|-----------------|------------|-------------|-------------------------------|-----------------------|-----------------------|------------------------|
| Sport/ Activity | eSports    | Fast Pitch | Fast Pitch      | Fast Pitch | Fast Pitch  | Football                      | Football              | Football              | Football               |
| School Level    | High       | High       | High            | Middle     | Middle      | High                          | High                  | High                  | High                   |
| See Note        |            | #1         |                 |            |             | #1                            | #1                    | #1                    |                        |
| Days            | N/A        | 87         | 87              | N/A        | N/A         | 95                            | 95                    | 95                    | 95                     |
|                 |            |            |                 |            |             | Flat Rate Salary              |                       |                       |                        |
| 0-2 yrs         | \$3,000    | \$12,100   | \$4,100         | \$2,900    | \$2,150     | <del>\$81,000</del><br>83,000 | \$11,200              | \$11,200              | \$8,650                |
| 3-5 yrs         | \$3,100    | \$12,300   | \$4,250         | \$3,000    | \$2,250     | <del>\$81,200</del><br>83,200 | \$11,400              | \$11,400              | \$8,800                |
| 6-8 yrs         | \$3,200    | \$12,500   | \$4,400         | \$3,100    | \$2,350     | <del>\$81,400</del><br>83,400 | \$11,600              | \$11,600              | \$8,950                |
| 9-11 yrs        | \$3,300    | \$12,700   | \$4,550         | \$3,200    | \$2,450     | <del>\$81,600</del><br>83,600 | \$11,800              | \$11,800              | \$9,100                |
| 12-14 yrs       | \$3,400    | \$12,900   | \$4,700         | \$3,300    | \$2,550     | <del>\$81,800</del><br>83,800 | \$12,000              | \$12,000              | \$9,250                |
| 15-17 yrs       | \$3,500    | \$13,100   | \$4,850         | \$3,400    | \$2,650     | <del>\$82,000</del><br>84,000 | \$12,200              | \$12,200              | \$9,400                |
| 18-20 yrs       | \$3,600    | \$13,300   | \$5,000         | \$3,500    | \$2,750     | <del>\$82,200</del><br>84,200 | \$12,400              | \$12,400              | \$9,550                |
| 21-23 yrs       | \$3,700    | \$13,500   | \$5,150         | \$3,600    | \$2,850     | <del>\$82,400</del><br>84,400 | \$12,600              | \$12,600              | \$9,700                |
| 24-26 yrs       | \$3,800    | \$13,700   | \$5,300         | \$3,700    | \$2,950     | <del>\$82,600</del><br>84,600 | \$12,800              | \$12,800              | \$9,850                |
| 27-29 yrs       | \$3,900    | \$13,900   | \$5,450         | \$3,800    | \$3,050     | <del>\$82,800</del><br>84,800 | \$13,000              | \$13,000              | \$10,000               |

|            |         |          |         |         |         |                               |          |          |          |
|------------|---------|----------|---------|---------|---------|-------------------------------|----------|----------|----------|
| 30 yrs & > | \$4,000 | \$14,100 | \$5,600 | \$3,900 | \$3,150 | <del>\$83,000</del><br>85,000 | \$13,200 | \$13,200 | \$10,150 |
|------------|---------|----------|---------|---------|---------|-------------------------------|----------|----------|----------|

| Position       | Head Coach | Asst. Coach | Head Coach | Asst. Coach | Head Coach | Head Coach | Head Coach         | Head Coach          |
|----------------|------------|-------------|------------|-------------|------------|------------|--------------------|---------------------|
| Sport/Activity | Football   | Football    | Football   | Football    | GolfBoys   | Golf Girls | Power Lifting Boys | Power Lifting Girls |
| School Level   | Middle-8th | Middle-8th  | Middle-7th | Middle-7th  | High       | High       | High               | High                |
| See Note       |            |             |            |             |            |            |                    |                     |
| Days           | N/A        | N/A         | N/A        | N/A         | 84         | 84         | 109                | 109                 |
| 0-2 yrs        | \$5,700    | \$2,800     | \$4,300    | \$2,300     | \$2,500    | \$2,500    | \$1,900            | \$1,900             |
| 3-5 yrs        | \$5,800    | \$2,900     | \$4,400    | \$2,400     | \$2,600    | \$2,600    | \$2,000            | \$2,000             |
| 6-8 yrs        | \$5,900    | \$3,000     | \$4,500    | \$2,500     | \$2,700    | \$2,700    | \$2,100            | \$2,100             |
| 9-11 yrs       | \$6,000    | \$3,100     | \$4,600    | \$2,600     | \$2,800    | \$2,800    | \$2,200            | \$2,200             |
| 12-14 yrs      | \$6,100    | \$3,200     | \$4,700    | \$2,700     | \$2,900    | \$2,900    | \$2,300            | \$2,300             |
| 15-17 yrs      | \$6,200    | \$3,300     | \$4,800    | \$2,800     | \$3,000    | \$3,000    | \$2,400            | \$2,400             |
| 18-20 yrs      | \$6,300    | \$3,400     | \$4,900    | \$2,900     | \$3,100    | \$3,100    | \$2,500            | \$2,500             |
| 21-23 yrs      | \$6,400    | \$3,500     | \$5,000    | \$3,000     | \$3,200    | \$3,200    | \$2,600            | \$2,600             |
| 24-26 yrs      | \$6,500    | \$3,600     | \$5,100    | \$3,100     | \$3,300    | \$3,300    | \$2,700            | \$2,700             |
| 27-29 yrs      | \$6,600    | \$3,700     | \$5,200    | \$3,200     | \$3,400    | \$3,400    | \$2,800            | \$2,800             |
| 30 yrs & >     | \$6,700    | \$3,800     | \$5,300    | \$3,300     | \$3,500    | \$3,500    | \$2,900            | \$2,900             |

| Position       | Head Coach  | Asst. Coach | Head Coach   | Asst. Coach  | Head Coach  | Head Coach   | Head Coach | Asst. Coach |
|----------------|-------------|-------------|--------------|--------------|-------------|--------------|------------|-------------|
| Sport/Activity | Soccer-Boys | Soccer-Boys | Soccer-Girls | Soccer-Girls | Soccer-Boys | Soccer-Girls | Swim       | Swim        |
| School Level   | High        | High        | High         | High         | Middle      | Middle       | High       | High        |
| See Note       |             |             |              |              |             |              |            |             |
| Days           | 95          | 95          | 95           | 95           | N/A         | N/A          | 84         | 84          |
| 0-2 yrs        | \$3,950     | \$2,450     | \$3,950      | \$2,450      | \$1,950     | \$1,950      | \$2,900    | \$1,500     |
| 3-5 yrs        | \$4,100     | \$2,550     | \$4,100      | \$2,550      | \$2,050     | \$2,050      | \$3,000    | \$1,600     |
| 6-8 yrs        | \$4,250     | \$2,650     | \$4,250      | \$2,650      | \$2,150     | \$2,150      | \$3,100    | \$1,700     |
| 9-11 yrs       | \$4,400     | \$2,750     | \$4,400      | \$2,750      | \$2,250     | \$2,250      | \$3,200    | \$1,800     |
| 12-14 yrs      | \$4,550     | \$2,850     | \$4,550      | \$2,850      | \$2,350     | \$2,350      | \$3,300    | \$1,900     |
| 15-17 yrs      | \$4,700     | \$2,950     | \$4,700      | \$2,950      | \$2,450     | \$2,450      | \$3,400    | \$2,000     |
| 18-20 yrs      | \$4,850     | \$3,050     | \$4,850      | \$3,050      | \$2,550     | \$2,550      | \$3,500    | \$2,100     |
| 21-23 yrs      | \$5,000     | \$3,150     | \$5,000      | \$3,150      | \$2,650     | \$2,650      | \$3,600    | \$2,200     |
| 24-26 yrs      | \$5,150     | \$3,250     | \$5,150      | \$3,250      | \$2,750     | \$2,750      | \$3,700    | \$2,300     |
| 27-29 yrs      | \$5,300     | \$3,350     | \$5,300      | \$3,350      | \$2,850     | \$2,850      | \$3,800    | \$2,400     |
| 30 yrs & >     | \$5,450     | \$3,450     | \$5,450      | \$3,450      | \$2,950     | \$2,950      | \$3,900    | \$2,500     |

| Position       | Head Coach | Asst. Coach | Head Coach | Asst. Coach | Head Coach  | Asst. Coach | Head Coach | Head Coach  |
|----------------|------------|-------------|------------|-------------|-------------|-------------|------------|-------------|
| Sport/Activity | Tennis     | Tennis      | Track-Boys | Track-Boys  | Track-Girls | Track-Girls | Track-Boys | Track-Girls |
| School Level   | High       | High        | High       | High        | High        | High        | Middle     | Middle      |
| See Note       |            |             |            |             |             |             |            |             |
| Days           | 77         | 77          | 81         | 81          | 81          | 81          | N/A        | N/A         |
| 0-2 yrs        | \$2,500    | \$1,500     | \$2,400    | \$1,500     | \$2,400     | \$1,500     | \$1,900    | \$1,900     |
| 3-5 yrs        | \$2,600    | \$1,600     | \$2,550    | \$1,600     | \$2,550     | \$1,600     | \$2,000    | \$2,000     |
| 6-8 yrs        | \$2,700    | \$1,700     | \$2,700    | \$1,700     | \$2,700     | \$1,700     | \$2,100    | \$2,100     |
| 9-11 yrs       | \$2,800    | \$1,800     | \$2,850    | \$1,800     | \$2,850     | \$1,800     | \$2,200    | \$2,200     |
| 12-14 yrs      | \$2,900    | \$1,900     | \$3,000    | \$1,900     | \$3,000     | \$1,900     | \$2,300    | \$2,300     |
| 15-17 yrs      | \$3,000    | \$2,000     | \$3,150    | \$2,000     | \$3,150     | \$2,000     | \$2,400    | \$2,400     |
| 18-20 yrs      | \$3,100    | \$2,100     | \$3,300    | \$2,100     | \$3,300     | \$2,100     | \$2,500    | \$2,500     |
| 21-23 yrs      | \$3,200    | \$2,200     | \$3,450    | \$2,200     | \$3,450     | \$2,200     | \$2,600    | \$2,600     |
| 24-26 yrs      | \$3,300    | \$2,300     | \$3,600    | \$2,300     | \$3,600     | \$2,300     | \$2,700    | \$2,700     |
| 27-29 yrs      | \$3,400    | \$2,400     | \$3,750    | \$2,400     | \$3,750     | \$2,400     | \$2,800    | \$2,800     |
| 30 yrs & >     | \$3,500    | \$2,500     | \$3,900    | \$2,500     | \$3,900     | \$2,500     | \$2,900    | \$2,900     |

| Position       | Head Coach | Asst. Coach | Head Coach | Asst. Coach | Head Coach | Asst. Coach | Head Coach    | Asst. Coach   |
|----------------|------------|-------------|------------|-------------|------------|-------------|---------------|---------------|
| Sport/Activity | Volleyball | Volleyball  | Volleyball | Volleyball  | Wrestling  | Wrestling   | Flag Football | Flag Football |
| School Level   | High       | High        | Middle     | Middle      | High       | High        | High          | High          |
| See Note       |            |             |            |             |            |             |               |               |
| Days           | 88         | 88          | N/A        | N/A         | N/A        | N/A         | 88            | 88            |
| 0-2 yrs        | \$3,800    | \$2,200     | \$2,050    | \$1,100     | \$2,100    | \$1,100     | \$3,800       | \$2,200       |
| 3-5 yrs        | \$3,950    | \$2,300     | \$2,150    | \$1,200     | \$2,200    | \$1,200     | \$3,950       | \$2,300       |
| 6-8 yrs        | \$4,100    | \$2,400     | \$2,250    | \$1,300     | \$2,300    | \$1,300     | \$4,100       | \$2,400       |
| 9-11 yrs       | \$4,250    | \$2,500     | \$2,350    | \$1,400     | \$2,400    | \$1,400     | \$4,250       | \$2,500       |
| 12-14 yrs      | \$4,400    | \$2,600     | \$2,450    | \$1,500     | \$2,500    | \$1,500     | \$4,400       | \$2,600       |
| 15-17 yrs      | \$4,550    | \$2,700     | \$2,550    | \$1,600     | \$2,600    | \$1,600     | \$4,550       | \$2,700       |
| 18-20 yrs      | \$4,700    | \$2,800     | \$2,650    | \$1,700     | \$2,700    | \$1,700     | \$4,700       | \$2,800       |
| 21-23 yrs      | \$4,850    | \$2,900     | \$2,750    | \$1,800     | \$2,800    | \$1,800     | \$4,850       | \$2,900       |
| 24-26 yrs      | \$5,000    | \$3,000     | \$2,850    | \$1,900     | \$2,900    | \$1,900     | \$5,000       | \$3,000       |
| 27-29 yrs      | \$5,150    | \$3,100     | \$2,950    | \$2,000     | \$3,000    | \$2,000     | \$5,150       | \$3,100       |
| 30 yrs & >     | \$5,300    | \$3,200     | \$3,050    | \$2,100     | \$3,100    | \$2,100     | \$5,300       | \$3,200       |

**SUPPLEMENTS:**

|                                                               |                                                                         |
|---------------------------------------------------------------|-------------------------------------------------------------------------|
| School Technology Leader — PRIMARY ONLY                       | \$1,000 (for ALL schools except SMMS & SMHS)                            |
| School Technology Leader — SMMS & SMHS                        | Split as Primary and Secondary:<br>Primary — \$1,000; Secondary — \$500 |
| Curriculum Development                                        | \$28.00 per hour                                                        |
| Distance Learning Teacher                                     | \$1,000                                                                 |
| Fab Lab Community Outreach                                    | \$5,000                                                                 |
| Lead Psychologist                                             | \$5,000 plus 10 days                                                    |
| Lead SLP                                                      | \$2,500 plus 10 days                                                    |
| LSC Chairperson                                               | \$1,000                                                                 |
| Mock Trial Team Sponsor (1)                                   | \$500                                                                   |
| New Teacher Training                                          | \$100 per day                                                           |
| Professional Development Coordinator (Schools)                | \$500 or 5 days of sick                                                 |
| Professional Development Coordinator (JCTC)                   | \$335 or 3 days of sick                                                 |
| School Test Coordinator (Elementary and Middle)               | \$800                                                                   |
| School Test Coordinator (High and JCTC)                       | \$1,600                                                                 |
| Speech & Debate Sponsor (1 per High School)                   | \$500                                                                   |
| STEM/Extra Curricula Coaches (5 per HS, 4 per MS, 3 per Elem) | \$250                                                                   |
| Title I Facilitator (1 per Title School)                      | \$1,000                                                                 |
| Gifted Coordinator                                            | \$6,000                                                                 |
| Tutoring (Certified Teacher)                                  | \$28.00 per hour                                                        |
| Yearbook (Elementary School)                                  | \$1,000                                                                 |
| Yearbook (High School)                                        | \$2,500                                                                 |
| Yearbook (Middle School)                                      | \$1,000                                                                 |
| EL Coordinator                                                | \$32.00 per hour                                                        |
| CTE Aquaculture & Agriculture Teachers                        | \$1,500                                                                 |

**Note 1:** Duties for select supplemental positions will be included in the employee's yearly teaching contract. Employee performance in these positions will be evaluated under the terms and conditions of the teaching contract. All other employees who fill supplement positions, will be considered "At Will Employees." Positions included in teaching contracts will be:

1. Athletic Director
2. High School Head Football Coach
3. High School Offensive Coordinator
4. High School Defense Coordinator
5. High School Band Director
6. High School Head Baseball Coach
7. High School Head Softball Coach
8. High School Head Boys Basketball Coach
9. High School Head Girls Baseball Coach

\*Beginning with new employees hired for the 2016-2017 school year and after, all other employees not listed above understand that the coaching positions may be contingent upon the employee's teaching position and the

teaching position may be contingent upon the employee's coaching position. In the event that an employee is non-renewed, discharged, or released from either the coaching or teaching position, he/she may also be relieved from all positions in the district. If the employee elects to submit a resignation from either his/her teaching position or the new coaching position, the employee may be released from both positions.

**Note 2:** The Band Director shall be responsible for selecting/hiring Band Technical Assistants to target and improve specific skill sets as determined necessary by the Band Director. Individuals who fill these supplemental positions will be considered "At Will Employees." The number of Band Technical Assistants allowed for each attendance center will be based on the number of band members from the previous year in the following manner:

| Number of Band Members | Band Technical Assistants Per Season |
|------------------------|--------------------------------------|
| Up to 50               | 2                                    |
| Up to 75               | 3                                    |
| Up to 100              | 4                                    |
| 100+                   | 5                                    |

For this policy, the term "Band Member" includes both musicians and color guard members. "Season" is defined as Fall (marching/competition) and Spring (concert/indoor).

An Assistant Band Director at the middle school will be allocated for 150 or more students.

Any supplement that decreases as a result of this policy revision will be frozen at the current rate as long as the current coach remains in that position.

**Athletic Director (AD)** salary will be in accordance with policy GGBA. The AD will NOT receive the per diem playoff compensation.

The AD will be eligible for district academic performance pay.

**NOTE:** Any current athletic director adversely affected by this change will be frozen at the higher salary.

#### **Head Football Coach**

Additionally, the head football coach will receive the per diem playoff performance compensation. The head football coach will be eligible for district academic performance pay.

**NOTE:** Any current head football coach adversely affected by this change will be frozen at the higher salary.

#### **High School Band Director**

The high school band director will receive the per diem playoff performance compensation. The high school band director will be eligible for the district academic performance pay. An Assistant Band Director at the middle school will be allocated for 150 or more students.

| HEAD FOOTBALL COACHES | FOOTBALL OC & DC    | ASSISTANT FOOTBALL COACHES |
|-----------------------|---------------------|----------------------------|
| Round 1: \$1,250.00   | Round 1: \$ 750.00  | Round 1: \$ 500.00         |
| Round 2: \$1,750.00   | Round 2: \$1,250.00 | Round 2: \$ 750.00         |
| Round 3: \$2,250.00   | Round 3: \$1,750.00 | Round 3: \$1,000.00        |
| Round 4: \$2,750.00   | Round 4: \$2,250.00 | Round 4: \$1,250.00        |

| Level 1 Head Coaches | Level 1 Assistant Coaches |
|----------------------|---------------------------|
| Round 1: \$1,000.00  | Round 1: \$ 250.00        |
| Round 2: \$1,250.00  | Round 2: \$ 500.00        |
| Round 3: \$1,500.00  | Round 3: \$ 750.00        |
| Round 4: \$1,750.00  | Round 4: \$1,000.00       |

| Level 2 Head Coaches                                         | Level 2 Assistant Coaches                                   |
|--------------------------------------------------------------|-------------------------------------------------------------|
| ONE-TIME PER DIEM PAYMENT FOR MAKING PLAYOFFS:<br>\$1,000.00 | ONE-TIME PER DIEM PAYMENT FOR MAKING PLAYOFFS:<br>\$ 750.00 |

| Level 3 Head Coaches                                                                      | Level 3 Assistant Coaches                                                                |
|-------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|
| ONE-TIME PER DIEM PAYMENT FOR MAKING PLAYOFFS OR COMPETING IN MHSAA COMPETITION: \$750.00 | ONE-TIME PER DIEM PAYMENT OF MAKING PLAYOFFS OR COMPETING IN MHSAA COMPETITION: \$500.00 |

Level 1 Sports: Baseball, Basketball, Softball

Level 2 Sports: Cross Country, Powerlifting, Golf, Tennis, Soccer, Swim, Track, Volleyball, Wrestling

Level 3 Sports: Archery, Band, Bowling, Cheer, Choral, Dance, eSports

**NOTE:**

- Band, Cheer, Dance **WILL NOT** receive Per Diem for football playoffs, and **MUST** compete in the MHSAA State Competition in order to receive Per Diem.
  - Choral and eSports **MUST** compete in the MHSAA State Competition in order to receive Per Diem.
  - Strength/Conditioning, Bass Fishing and Band Technical Assistants **WILL NOT** receive Per Diem.
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