



**Hancock County Board of Education
Certified Salary Schedule
2025-2026**



		Experience	Rank I	Rank II	Rank III			
		0	\$49,700	\$44,955	\$43,880			
		1	\$50,024	\$45,225	\$44,017			
		2	\$50,646	\$45,671	\$44,156			
		3	\$51,267	\$46,157	\$44,296			
		4	\$54,732	\$49,943	\$45,818			
		5	\$55,088	\$50,301	\$46,098			
		6	\$55,451	\$50,662	\$46,233			
		7	\$55,805	\$51,021	\$46,599			
		8	\$56,500	\$51,593	\$47,269			
		9	\$57,389	\$52,273	\$47,940			
		10	\$62,415	\$57,633	\$49,453			
		11	\$62,773	\$57,995	\$49,808			
		12	\$63,132	\$58,352	\$50,166			
		13	\$63,486	\$58,712	\$50,521			
		14	\$64,039	\$59,069	\$51,087			
		15	\$67,615	\$62,165	\$51,761			
		16	\$69,612	\$63,944	\$57,068			
		17	\$71,125	\$65,344	\$57,427			
		18	\$71,589	\$65,808	\$57,779			
		19	\$72,052	\$66,271	\$58,136			
		20	\$72,529	\$66,441	\$58,490			
		21	\$73,240	\$67,117	\$61,555			
		22	\$73,534	\$67,416	\$63,316			
		23	\$73,828	\$67,715	\$64,704			
		24	\$74,121	\$68,015	\$65,066			
		25	\$74,415	\$68,314	\$65,427			
		26	\$74,709	\$68,614	\$65,790			
		27	\$75,003	\$68,913	\$66,459			
		28	\$75,297	\$69,212	\$66,818			
		29	\$75,591	\$69,512	\$67,178			
		30	\$75,885	\$69,811	\$67,537			
		31	\$76,179	\$70,110	\$67,897			
		32+	\$76,484	\$70,413	\$68,256			
	Rank IV			\$30,792				
	Rank V			\$28,787				
	National Board Certification				\$2,000			
	Doctoral Increment			\$2,500				
	Home Hospital Instructor			\$30.00/hour + mileage				
	Professional Development Stipend			\$30/hour				
	Speech-Language Pathologists/Audiologists				\$2,000			

**Hancock County Board of Education
Certified Admin Index Table
2025-2026**

Position	Days	Index
Assistant Superintendent	240	1.65
Director of District Programs	240	1.55
Director of Special Education	240	1.50
Director of Finance	240	1.60
Director of Operations	240	1.60
High School Principal	240	1.62
High School Asst. Principal	240	1.40
Middle School Principal	240	1.50
Middle School Asst. Principal	235	1.35
Elementary Principal	240	1.45
Elem Asst. Principal >400	220	1.20
Dean of Students	195	1.14

**Hancock County Board of Education
Certified Substitute Scale
2025-2026**

Retired Certified Teacher (Rank I, II, III)	\$155 Per Day
Certified Teacher (Rank I, II, III)	\$135 Per Day
Rank IV (BA/BS no certificate)	\$120 Per Day
No BA/BS	\$105 Per Day
*Stipend for a classified staff member filling a certified substitute position	\$50 Per Day

2025-2026 Classified Schedule (Years 0 - 1)	Years of Experience																
Job Title	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
FRYSC Coordinator 240/7 hours	\$38,389	\$39,540	\$40,730	\$41,958	\$43,205	\$44,513	\$44,817	\$45,145	\$45,451	\$45,913	\$46,372	\$46,833	\$47,295	\$47,776	\$48,254	\$48,734	\$49,222
District Health Coordinator (1 hour/day) - Per Hour	\$32.77 per hour	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Community Ed Coordinator 260/7 hours	\$35,453	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Benefits Coordinator 260/8 hours	\$19.64	\$20.11	\$20.63	\$21.11	\$21.62	\$22.13	\$22.28	\$22.41	\$22.53	\$22.71	\$22.92	\$23.12	\$23.32	\$23.51	\$23.71	\$23.91	\$24.16
Account Clerk III 260/7 & 8 hours	\$20.06	\$20.62	\$21.20	\$21.78	\$22.43	\$23.03	\$23.19	\$23.34	\$23.51	\$23.72	\$23.92	\$24.14	\$24.35	\$24.56	\$24.82	\$25.33	\$25.59
Account Clerk II 260/7 & 8 Hours (Added)	\$18.23	\$18.67	\$19.11	\$19.56	\$20.09	\$20.61	\$20.81	\$21.00	\$21.24	\$21.50	\$21.76	\$22.02	\$22.29	\$22.57	\$22.96	\$23.45	\$23.67
Administrative Secretary 260/7 hours	\$16.39	\$16.70	\$17.02	\$17.32	\$17.73	\$18.19	\$18.42	\$18.65	\$18.96	\$19.28	\$19.58	\$19.89	\$20.22	\$20.57	\$21.07	\$21.56	\$21.75
High School Bookkeeper	\$16.39	\$16.70	\$17.02	\$17.32	\$17.73	\$18.19	\$18.42	\$18.65	\$18.96	\$19.28	\$19.58	\$19.89	\$20.22	\$20.57	\$21.07	\$21.56	\$21.75
Middle/Elementary Bookkeeper	\$15.30	\$15.67	\$16.10	\$16.34	\$16.56	\$16.72	\$16.88	\$17.00	\$17.11	\$17.22	\$17.48	\$17.59	\$17.70	\$17.97	\$18.19	\$18.41	\$18.57
21st Century Community Learning Center Director 225 Days/6 hours	\$30,554	\$31,465	\$32,406	\$33,378	\$34,379	\$35,414	\$35,660	\$35,906	\$36,169	\$36,524	\$36,893	\$37,264	\$37,633	\$38,005	\$38,391	\$38,775	\$39,164
CIO/ District Tech Coordinator	\$73,034	\$75,132	\$77,295	\$79,522	\$81,816	\$84,178	\$84,750	\$85,320	\$85,893	\$86,720	\$87,561	\$88,403	\$91,936	\$92,824	\$93,720	\$98,083	\$99,065
Assistant Director of Technology	Based on Rank 1 Certified Salary Schedule																
Lead Computer/Maintenance Tech	\$21.22	\$21.78	\$22.33	\$22.95	\$23.56	\$24.20	\$24.34	\$24.52	\$24.67	\$24.87	\$25.09	\$25.30	\$25.53	\$25.77	\$26.01	\$26.22	\$26.48
Assistant Director of Maintenance	Based on Rank 1 Certified Salary Schedule																
Computer/Maintenance Tech	\$19.49	\$20.15	\$20.44	\$20.65	\$20.97	\$21.60	\$21.75	\$21.92	\$22.08	\$22.26	\$22.48	\$22.82	\$23.26	\$23.53	\$23.87	\$24.14	\$24.39
Operations Worker	\$19.49	\$20.15	\$20.44	\$20.65	\$20.97	\$21.60	\$21.75	\$21.92	\$22.08	\$22.26	\$22.48	\$22.82	\$23.26	\$23.53	\$23.87	\$24.14	\$24.39
School Technology Coordinator	\$13.11	\$13.45	\$13.85	\$14.24	\$14.61	\$14.98	\$15.07	\$15.14	\$15.20	\$15.39	\$15.49	\$15.63	\$15.77	\$15.91	\$16.04	\$16.18	\$16.33
School Secretary	\$15.30	\$15.67	\$16.10	\$16.34	\$16.56	\$16.72	\$16.88	\$17.00	\$17.11	\$17.22	\$17.48	\$17.59	\$17.70	\$17.97	\$18.19	\$18.41	\$18.57
Instructional Assistant I	\$13.11	\$13.45	\$13.85	\$14.24	\$14.61	\$14.98	\$15.07	\$15.14	\$15.20	\$15.39	\$15.49	\$15.63	\$15.77	\$15.91	\$16.04	\$16.18	\$16.33
Instructional Assistant II	\$14.71	\$15.33	\$15.50	\$15.71	\$15.91	\$15.99	\$16.10	\$16.22	\$16.33	\$16.43	\$16.53	\$16.61	\$16.70	\$16.91	\$17.14	\$17.36	\$17.49
Instructional Assistant III	\$16.39	\$16.55	\$16.72	\$16.88	\$17.05	\$17.24	\$17.40	\$17.57	\$17.74	\$17.93	\$18.10	\$18.29	\$18.47	\$18.65	\$18.83	\$19.02	\$19.22
HVAC Technician (As Needed) - Per Hour	\$19.48	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Custodian (Add'l \$1.00 for Lead)	\$13.93	\$14.26	\$14.65	\$15.03	\$15.39	\$15.76	\$15.84	\$15.91	\$15.97	\$16.16	\$16.26	\$16.39	\$16.53	\$16.67	\$16.80	\$16.92	\$17.07
Lead Vehicle Mechanic (Add'l \$1.00 for ASE Certified - S1-S7, T1-TB, \$1.00 for ASE Master and \$1.00 for Braun, Cummings, Allison, EPA A/C Certification)	\$23.07	\$23.29	\$23.48	\$24.09	\$24.32	\$24.52	\$24.72	\$24.94	\$25.15	\$25.37	\$25.59	\$25.81	\$26.04	\$26.26	\$26.48	\$26.72	\$26.96
Vehicle Mechanic 1 (Add'l \$1.00 for ASE Certified - S1-S7, T1-TB, \$1.00 for ASE Master and \$1.00 for Braun, Cummings, Allison, EPA A/C Certification)	\$21.86	\$22.06	\$22.26	\$22.87	\$23.07	\$23.29	\$23.49	\$23.71	\$23.93	\$24.13	\$24.36	\$24.58	\$24.80	\$25.03	\$25.26	\$25.49	\$25.73
Temporary Maintenance/Mechanic - Per Hour	\$21.86	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bus Driver	\$18.06	\$18.22	\$18.39	\$18.56	\$18.74	\$18.92	\$19.08	\$19.26	\$19.43	\$19.62	\$19.81	\$19.99	\$20.17	\$20.36	\$20.55	\$20.75	\$20.94
Bus Monitor	\$14.74	\$15.10	\$15.49	\$15.86	\$16.23	\$16.61	\$16.71	\$16.79	\$16.85	\$17.03	\$17.14	\$17.27	\$17.43	\$17.60	\$17.76	\$17.91	\$18.07
Driver Trainer (\$1.00 over Bus Driver)	\$19.09	\$19.25	\$19.42	\$19.59	\$19.77	\$19.95	\$20.11	\$20.29	\$20.46	\$20.65	\$20.84	\$21.02	\$21.20	\$21.39	\$21.58	\$21.78	\$21.97
Food Service Manager >350	\$19.02	\$19.47	\$19.88	\$20.25	\$20.71	\$21.03	\$21.20	\$21.32	\$21.41	\$21.56	\$21.74	\$21.91	\$22.07	\$22.22	\$22.39	\$22.56	\$22.74
Food Service Assistant Manager	\$14.69	\$15.13	\$15.33	\$15.53	\$15.74	\$15.84	\$15.94	\$16.04	\$16.13	\$16.23	\$16.32	\$16.42	\$16.52	\$16.73	\$16.96	\$17.17	\$17.32
Cook/Baker/Monitor/Cashier	\$13.11	\$13.55	\$13.75	\$13.96	\$14.16	\$14.27	\$14.36	\$14.46	\$14.56	\$14.65	\$14.74	\$14.85	\$14.94	\$15.15	\$15.39	\$15.60	\$15.75
Program Assistant I	\$15.75	\$16.19	\$16.61	\$17.00	\$17.47	\$17.79	\$17.96	\$18.08	\$18.19	\$18.33	\$18.51	\$18.70	\$18.86	\$19.00	\$19.17	\$19.35	\$19.54
Instructor I	\$16.26	\$16.42	\$16.59	\$16.76	\$16.94	\$17.10	\$17.28	\$17.45	\$17.62	\$17.80	\$17.99	\$18.17	\$18.35	\$18.53	\$18.71	\$18.92	\$19.10
Speech/Language Pathologist Licensed (No Supervision)	Based on Rank 1 Certified Salary Schedule				-	-	-	-	-	-	-	-	-	-	-	-	-
Speech/Language Pathologist Licensed (With Supervision)	Based on Rank 3 Certified Salary Schedule				-	-	-	-	-	-	-	-	-	-	-	-	-
CPR/First Aid Trainer - Per Hour	\$27.31	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

* Bus Drivers/Monitors are eligible to receive a \$100 attendance incentive per pay period

* Instructional Assistants I,II,III receive an extra \$0.10 for every 32 college hours earned

* Tech Apprenticeship will start at \$10/HR and increase to \$10.50/HR after 200 hours, \$11/HR after 400 hours

2025-2026 Classified Schedule (Years 17-32+)	Years of Experience																
Job Title	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32+	
FRYSC Coordinator 240/7 hours	\$49,714	\$50,211	\$50,714	\$51,222	\$51,733	\$52,250	\$52,772	\$53,300	\$53,833	\$54,371	\$54,915	\$55,464	\$56,019	\$56,579	\$57,145	\$57,716	
District Health Coordinator (1 hour/day) - Per Hour	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Community Ed Coordinator 260/7 hours	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Benefits Coordinator 260/8 hours	\$24.39	\$24.64	\$24.88	\$25.14	\$25.39	\$25.64	\$25.90	\$26.16	\$26.42	\$26.67	\$26.93	\$27.19	\$27.45	\$27.70	\$27.96	\$28.22	
Account Clerk III 260/7 & 8 hours	\$25.85	\$26.11	\$26.36	\$26.63	\$26.90	\$27.16	\$27.41	\$27.67	\$27.93	\$28.19	\$28.44	\$28.70	\$28.96	\$29.22	\$29.47	\$29.73	
Account Clerk II 260/7 & 8 Hours	\$23.91	\$24.13	\$24.37	\$24.61	\$24.84	\$25.10	\$25.36	\$25.61	\$25.87	\$26.13	\$26.39	\$26.64	\$26.90	\$27.16	\$27.42	\$27.67	
Administrative Secretary 260/7 hours	\$21.96	\$22.15	\$22.36	\$22.57	\$22.78	\$23.04	\$23.30	\$23.56	\$23.81	\$24.07	\$24.33	\$24.59	\$24.84	\$25.10	\$25.36	\$25.62	
High School Bookkeeper	\$21.96	\$22.15	\$22.36	\$22.57	\$22.78	\$23.04	\$23.30	\$23.56	\$23.81	\$24.07	\$24.33	\$24.59	\$24.84	\$25.10	\$25.36	\$25.62	
Middle/Elementary Bookkeeper	\$18.74	\$18.91	\$19.07	\$19.23	\$19.40	\$19.66	\$19.91	\$20.17	\$20.43	\$20.69	\$20.94	\$21.20	\$21.46	\$21.72	\$21.97	\$22.23	
21st Century Community Learning Center Director 225 Days/6 hours	\$39,555	\$39,950	\$40,351	\$40,754	\$41,161	\$41,572	\$41,988	\$42,408	\$42,832	\$43,260	\$43,693	\$44,130	\$44,571	\$45,017	\$45,467	\$45,922	
CIO/ District Tech Coordinator	\$100,055	\$101,057	\$102,067	\$103,087	\$104,117	\$105,159	\$106,210	\$107,272	\$108,345	\$109,428	\$110,523	\$111,628	\$112,744	\$113,872	\$115,010	\$116,161	
Assistant Director of Technology	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Lead Computer/Maintenance Tech	\$26.75	\$27.00	\$27.28	\$27.55	\$27.83	\$28.09	\$28.34	\$28.60	\$28.86	\$29.12	\$29.37	\$29.63	\$29.89	\$30.15	\$30.40	\$30.66	
Assistant Director of Maintenance	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Computer/Maintenance Tech	\$24.64	\$24.88	\$25.13	\$25.13	\$25.88	\$26.14	\$26.40	\$26.65	\$26.91	\$27.17	\$27.43	\$27.68	\$27.94	\$28.20	\$28.46	\$28.71	
Operations Worker	\$24.64	\$24.88	\$25.13	\$25.13	\$25.88	\$26.14	\$26.40	\$26.65	\$26.91	\$27.17	\$27.43	\$27.68	\$27.94	\$28.20	\$28.46	\$28.71	
School Technology Coordinator	\$16.49	\$16.65	\$16.82	\$16.98	\$17.15	\$17.41	\$17.66	\$17.92	\$18.18	\$18.44	\$18.69	\$18.95	\$19.21	\$19.47	\$19.72	\$19.98	
School Secretary	\$18.74	\$18.91	\$19.07	\$19.23	\$19.40	\$19.66	\$19.91	\$20.17	\$20.43	\$20.69	\$20.94	\$21.20	\$21.46	\$21.72	\$21.97	\$22.23	
Instructional Assistant I	\$16.49	\$16.65	\$16.82	\$16.98	\$17.15	\$17.41	\$17.66	\$17.92	\$18.18	\$18.44	\$18.69	\$18.95	\$19.21	\$19.47	\$19.72	\$19.98	
Instructional Assistant II	\$17.64	\$17.79	\$17.93	\$18.07	\$18.22	\$18.48	\$18.74	\$18.99	\$19.25	\$19.51	\$19.77	\$20.02	\$20.28	\$20.54	\$20.80	\$21.05	
Instructional Assistant III	\$19.41	\$19.60	\$19.80	\$20.00	\$20.20	\$20.46	\$20.72	\$20.98	\$21.23	\$21.49	\$21.75	\$22.01	\$22.26	\$22.52	\$22.78	\$23.04	
HVAC Technician (As Needed) - Per Hour	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Custodian (Add'l \$1.00 for Lead)	\$17.24	\$17.40	\$17.56	\$17.72	\$17.89	\$18.15	\$18.40	\$18.66	\$18.92	\$19.18	\$19.43	\$19.69	\$19.95	\$20.21	\$20.46	\$20.72	
Lead Vehicle Mechanic (Add'l \$1.00 for ASE Certified - S1-S7, T1-TB, \$1.00 for ASE Master and \$1.00 for Braun, Cummings, Allison, EPA A/C Certification)	\$27.21	\$27.45	\$27.71	\$27.97	\$28.23	\$28.48	\$28.74	\$29.00	\$29.26	\$29.51	\$29.77	\$30.03	\$30.29	\$30.54	\$30.80	\$31.06	
Vehicle Mechanic 1 (Add'l \$1.00 for ASE Certified - S1-S7, T1-TB, \$1.00 for ASE Master and \$1.00 for Braun, Cummings, Allison, EPA A/C Certification)	\$25.97	\$26.20	\$26.44	\$26.68	\$26.92	\$27.18	\$27.43	\$27.69	\$27.95	\$28.21	\$28.46	\$28.72	\$28.98	\$29.24	\$29.49	\$29.75	
Temporary Maintenance/Mechanic - Per Hour	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Bus Driver	\$21.13	\$21.34	\$21.53	\$21.73	\$21.95	\$22.21	\$22.46	\$22.72	\$22.98	\$23.24	\$23.49	\$23.75	\$24.01	\$24.27	\$24.52	\$24.78	
Bus Monitor	\$18.23	\$18.40	\$18.57	\$18.75	\$18.92	\$19.17	\$19.43	\$19.69	\$19.95	\$20.20	\$20.46	\$20.72	\$20.98	\$21.23	\$21.49	\$21.75	
Driver Trainer (\$1.00 over Bus Driver)	\$22.16	\$22.37	\$22.56	\$22.76	\$22.98	\$23.24	\$23.49	\$23.75	\$24.01	\$24.27	\$24.52	\$24.78	\$25.04	\$25.30	\$25.55	\$25.81	
Food Service Manager >350	\$22.94	\$23.14	\$23.32	\$23.53	\$23.73	\$23.99	\$24.25	\$24.50	\$24.76	\$25.02	\$25.28	\$25.53	\$25.79	\$26.05	\$26.31	\$26.56	
Food Service Assistant Manager	\$17.45	\$17.59	\$17.74	\$17.88	\$18.03	\$18.28	\$18.54	\$18.80	\$19.06	\$19.31	\$19.57	\$19.83	\$20.09	\$20.34	\$20.60	\$20.86	
Cook/Baker/Monitor/Cashier	\$15.88	\$16.01	\$16.16	\$16.30	\$16.45	\$16.71	\$16.97	\$17.23	\$17.48	\$17.74	\$18.00	\$18.26	\$18.51	\$18.77	\$19.03	\$19.29	
Program Assistant I	\$19.73	\$19.95	\$20.13	\$20.34	\$20.55	\$20.80	\$21.06	\$21.32	\$21.58	\$21.83	\$22.09	\$22.35	\$22.61	\$22.86	\$23.12	\$23.38	
Instructor I	\$19.10	\$19.28	\$19.29	\$19.49	\$19.50	\$19.75	\$20.01	\$20.27	\$20.53	\$20.78	\$21.04	\$21.30	\$21.56	\$21.81	\$22.07	\$22.33	
Speech/Language Pathologist Licensed (No Supervision)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Speech/Language Pathologist Licensed (With Supervision)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
CPR/First Aid Trainer - Per Hour	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

* Bus Drivers/Monitors are eligible to receive a \$100 attendance incentive per pay period

* Instructional Assistants I,II,III receive an extra \$0.10 for every 32 college hours earned

* Tech Apprenticeship will start at \$10/HR and increase to \$10.50/HR after 200 hours, \$11/HR after 400 hours

Hancock County Board of Education
Classified Substitute Scale
2025-2026

Substitute Bus Monitor	\$14.74
Substitute Secretary	\$15.30
Substitute Instructional Asst I	\$13.11
Substitute Instructional Asst II	\$14.71
Substitute Instructional Asst III	\$16.39
Substitute Program Asst.	\$15.75
Substitute Instructor I	\$16.26
Substitute Custodian	\$13.93
Substitute Bus Driver	\$18.06
Substitute Cook/Baker/Monitor/Cashier	\$13.11

* Based on classified schedule with zero years experience

**Hancock County Board of Education
High School Supplemental Salaries
2025-2026
Reference Base – Rank II, 9 Years
\$52,273**

Category 1	22%
	\$11,500
Head Girls Basketball Coach (1)	
Head Boys Basketball Coach (1)	
Head Football Coach (1)	
Head Band Director (1)	
Athletic Director (1) (7%)	\$3,659
Fall Sports Game Manager (1) (5%)	\$2,614
Winter Sports Game Manager (1) (5%)	\$2,614
Spring Sports Game Manager (1) (5%)	\$2,614

Category 2	12.2%
	\$6,377
Head Baseball Coach (1)	
Head Track Coach (1)	
Academic Team Coach (1)	
Head Softball Coach (1)	
Head Volleyball Coach (1)	
Head Cheerleading Sponsor (1)	
Head Cross Country (1)	
Band-Colorguard Coach (1)	
Assistant MS/HS Band Director (1)	
Assistant Football Coaches (3)*	\$19,132
Assistant Boys Basketball Coaches (3)	\$12,755
Assistant Girls Basketball Coaches (3)	\$12,755

School Paid Positions	
Prom Sponsor (1)	\$624

Category 3	7.2%
	\$3,764
Chorus (1)	
Tennis Coach (1)	
Asst. Volleyball Coach (1)	
Golf Coach - Boys and Girls (2)*	\$7,527

Category 4	5.10%
	\$2,667
Yearbook Sponsor (1)	
Assistant Cheerleading Sponsor (1)	
Assistant Tennis Coach (1)	
Archery Sponsor (1)	
Fishing Coach (1)	
Assistant Cross Country Coaches (2)*	\$5,334
Assistant Softball Coaches (2)*	\$5,334
Assistant Track Coaches (2)*	\$5,334
Assistant Baseball Coaches (2)*	\$5,334

Other Miscellaneous Positions	
Special Ed Dept. Head (1 per school)	\$536
Dance Team Sponsor (1)	\$938
Department Heads (7)	\$938
District Communication Coordinator	\$949
ESports Coach (1)	\$938
Future Problem Solving Team Coach	\$1,189
Program Review Leader (3)	\$248
Speech & Debate Team Coach (1)	\$1,189
Sports Trainer (1)	\$938
New Teacher Mentor	\$536

* The dollar amount shown for assistant positions is based upon minimum number of assistant coaches shown in parentheses. The amount can be split up among more than the minimum number of assistant coaches at the head coach's discretion.

Hancock County Board of Education
Middle & Elementary Supplement Salaries
2025-2026
Reference Base – Rank II, 9 Years
\$52,273

Category 1	10.5%
	\$5,489
MS Head Girls Basketball Coach (1)	
MS Head Boys Basketball Coach (1)	
MS Head Football Coach (1)	
MS Academic Coach (1)	
MS Head Volleyball Coach (1)	
MS Athletic Director/Asst. HS Athletic Director (1)	\$6,273

Category 2	5.1%
	\$2,667
MS Assistant Football Coach (1)	
MS Assistant Boys Basketball Coach (1)	
MS Assistant Girls Basketball Coach (1)	
MS Softball Coach (1)	
MS Baseball Coach (1)	
MS Head Track Coach (1)	
MS Archery Coach (1)	
MS Head Cheerleading Sponsor (1)	

Category 3	2.4%
	\$1,255
6th Grade Girls Basketball (1)	
6th Grade Boys Basketball (1)	
MS Yearbook Sponsor (1)	
MS Assistant Softball Coach (1)	
MS Assistant Baseball Coach (1)	
MS Assistant Volleyball Coach (1)	

Other Miscellaneous Positions	
Team Leaders (4) - Middle School	\$938
Program Review Leader (9) - Middle/Elementary	\$248
Elementary Academic Team (2 per school)	\$750
Elementary Future Problem Solving (1 per school)	\$744
Middle School Future Problem Solving (1)	\$980
Elementary Assistant Track Coach	\$750
Elementary Yearbook Sponsor (1 per school)	\$546