JACKSON PUBLIC SCHOOLS
Fiscal Year 2025-2026

# SALARY SCALE
## CLASSIFIED EXEMPT ADMINISTRATIVE AND EXECUTIVE STAFF

Board Approved | June 5, 2025
Exempt Status

| STEPS | BANDS | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | A | B | C | D | E | F | G | H |
| 1 | $58,656 | $60,656 | $62,656 | $64,656 | $66,656 | $68,656 | $70,656 | $72,656 |
| 2 | $59,056 | $61,071 | $63,086 | $65,101 | $67,116 | $69,131 | $71,146 | $73,171 |
| 3 | $59,456 | $61,486 | $63,516 | $65,546 | $67,576 | $69,606 | $71,636 | $73,686 |
| 4 | $59,856 | $61,901 | $63,946 | $65,991 | $68,036 | $70,081 | $72,126 | $74,201 |
| 5 | $60,256 | $62,316 | $64,376 | $66,436 | $68,496 | $70,556 | $72,616 | $74,716 |
| 6 | $60,656 | $62,731 | $64,806 | $66,881 | $68,956 | $71,031 | $73,106 | $75,231 |
| 7 | $61,056 | $63,146 | $65,236 | $67,326 | $69,416 | $71,506 | $73,596 | $75,746 |
| 8 | $61,456 | $63,561 | $65,666 | $67,771 | $69,876 | $71,981 | $74,086 | $76,261 |
| 9 | $61,856 | $63,976 | $66,096 | $68,216 | $70,336 | $72,456 | $74,576 | $76,776 |
| 10 | $62,256 | $64,391 | $66,526 | $68,661 | $70,796 | $72,931 | $75,066 | $77,291 |
| 11 | $62,656 | $64,806 | $66,956 | $69,106 | $71,256 | $73,406 | $75,556 | $77,806 |
| 12 | $63,056 | $65,221 | $67,386 | $69,551 | $71,716 | $73,881 | $76,046 | $78,321 |
| 13 | $63,456 | $65,636 | $67,816 | $69,996 | $72,176 | $74,356 | $76,536 | $78,836 |
| 14 | $63,856 | $66,051 | $68,246 | $70,441 | $72,636 | $74,831 | $77,026 | $79,351 |
| 15 | $64,256 | $66,466 | $68,676 | $70,886 | $73,096 | $75,306 | $77,516 | $79,866 |
| 16 | $64,656 | $66,881 | $69,106 | $71,331 | $73,556 | $75,781 | $78,006 | $80,381 |
| 17 | $65,056 | $67,296 | $69,536 | $71,776 | $74,016 | $76,256 | $78,496 | $80,896 |
| 18 | $65,456 | $67,711 | $69,966 | $72,221 | $74,476 | $76,731 | $78,986 | $81,411 |
| 19 | $65,856 | $68,126 | $70,396 | $72,666 | $74,936 | $77,206 | $79,476 | $81,926 |
| 20 | $66,256 | $68,541 | $70,826 | $73,111 | $75,396 | $77,681 | $79,966 | $82,441 |
| 21 | $66,656 | $68,956 | $71,256 | $73,556 | $75,856 | $78,156 | $80,456 | $82,956 |
| 22 | $67,056 | $69,371 | $71,686 | $74,001 | $76,316 | $78,631 | $80,946 | $83,471 |
| 23 | $67,456 | $69,786 | $72,116 | $74,446 | $76,776 | $79,106 | $81,436 | $83,986 |
| 24 | $67,856 | $70,201 | $72,546 | $74,891 | $77,236 | $79,581 | $81,926 | $84,501 |
| 25 | $68,256 | $70,616 | $72,976 | $75,336 | $77,696 | $80,056 | $82,416 | $85,016 |
| 26 | $68,656 | $71,031 | $73,406 | $75,781 | $78,156 | $80,531 | $82,906 | $85,531 |
| 27 | $69,056 | $71,446 | $73,836 | $76,226 | $78,616 | $81,006 | $83,396 | $86,046 |
| 28 | $69,456 | $71,861 | $74,266 | $76,671 | $79,076 | $81,481 | $83,886 | $86,561 |
| 29 | $69,856 | $72,276 | $74,696 | $77,116 | $79,536 | $81,956 | $84,376 | $87,076 |
| 30 | $70,256 | $72,691 | $75,126 | $77,561 | $79,996 | $82,431 | $84,866 | $87,591 |

**POSITION REFERENCE**

| A | # of Days | B | # of Days | C | # of Days | D | # of Days | E | # of Days | F | # of Days | G | # of Days | H | # of Days |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Nurse (RN Only) | 187 | Facilitator, Instr. Tech. (Certified) | 230 | Supervisor, Central Level | 230 \| 241 | Administrator (ITS) | 230 | Asst. Director | 230 | Grant Writer | 230 | Attorney - Staff | 230 | Deputy General Counsel | 230 |
| Social Worker (Master Level) | 189 | Nurse, Lead | 204 | Manager, Central Level | 230 \| 241 | Systems Analyst, Senior | 231 | | | | | | | Director, Central Level | 230 \| 241 |
| Asst, Supervisors (Trans) | 241 | | | | | | | | | | | | | | |
| Therapist, Occupation | 187 | | | | | | | | | | | | | | |
| Therapist, Physical | 187 | | | | | | | | | | | | | | |

| EXECUTIVE STAFF | Range | | |
|---|---|---|---|
| Executive Director | $ 87,750 | to | $ 110,000 |
| Assistant Superintendent | $ 120,000 | to | $ 140,000 |
| Cabinet Team - Deputy & Chiefs Deputy | $ 140,000 | to | $ 185,000 |

| 2024 Exempt Status Salary Threshold | | | | | |
|---|---|---|---|---|---|
| Annual | | Weekly | | Daily | |
| $ 58,656 | | $ 1,128 | | $ 225.60 | |

What is the FLSA's EAP exemption?

Salary amounts highlighted do not meet the minimum pay requirements for Administrative Exemption