

SECTION I
TEACHER AND ADMINISTRATOR
SALARY SCALES
2021-2022

AMENDED 4.13.2021

**PROCEDURE FOR IMPLEMENTING SALARY
SCALES, SUPPLEMENTS AND
REMUNERATIONS FOR
TEACHERS AND ADMINISTRATORS**

All classroom Teachers and administrators will be paid according to the salary scales for teachers and administrators. Teacher contracts will be based on 187 days of service. Administrator salaries and number of days employed will reflect degrees of responsibility and time factors required for job performance.

Remuneration for services of certified or classified staff will be paid for designated assignments not considered a routine responsibility. All staff members receiving remuneration will be paid without regard to the salary scale for teachers and administrators or number of days employed. The amount of the remuneration will reflect degrees of responsibility and time factors required for job performance.

Moss Point School District
 Teachers Salary Scale Fiscal Year
 2022
 "A" Certification

Years of Experience	State Scale (37-19-7)	Local Supplement	Total
0	37,000	3,225	40,225
1	37,000	3,245	40,245
2	37,000	3,265	40,265
3	37,385	3,285	40,670
4	37,880	3,305	41,185
5	38,375	3,325	41,700
6	38,870	3,345	42,215
7	39,365	3,365	42,730
8	39,860	3,385	43,245
9	40,355	3,405	43,760
10	40,850	3,425	44,275
11	41,345	3,445	44,790
12	41,840	3,465	45,305
13	42,335	3,485	45,820
14	42,830	3,505	46,335
15	43,325	3,525	46,850
16	43,820	3,545	47,365
17	44,315	3,565	47,880
18	44,810	3,585	48,395
19	45,305	3,605	48,910
20	45,800	3,605	49,405
21	46,295	3,605	49,900
22	46,790	3,605	50,395
23	47,285	3,605	50,890
24	47,780	3,605	51,385
25	50,335	3,625	53,960
26	50,830	3,625	54,455
27	51,325	3,625	54,950
28	51,820	3,625	55,445
29	52,315	3,625	55,940
30	52,810	3,625	56,435
31	53,305	3,625	56,930
32	53,800	3,625	57,425
33	54,295	3,625	57,920
34	54,790	3,625	58,415
35	55,285	3,625	58,910

Per MS Code Section 37-19-7, all out-of-state retirees hired on or after July 1, 2011 shall begin with a maximum of ten (10) years of teaching experience on the teacher SALARY SCALE.

Moss Point School District
 Teachers Salary Scale Fiscal Year
 2022
 "AA" Certification

Years of Experience	State Scale (37-19-7)	Local Supplement	Total
0	39,280	3,425	42,705
1	39,280	3,445	42,725
2	39,280	3,465	42,745
3	39,940	3,485	43,425
4	40,600	3,505	44,105
5	41,260	3,525	44,785
6	41,920	3,545	45,465
7	42,580	3,565	46,145
8	43,240	3,585	46,825
9	43,900	3,605	47,505
10	44,560	3,625	48,185
11	45,220	3,645	48,865
12	45,880	3,665	49,545
13	46,540	3,685	50,225
14	47,200	3,705	50,905
15	47,860	3,725	51,585
16	48,520	3,745	52,265
17	49,180	3,765	52,945
18	49,840	3,785	53,625
19	50,500	3,805	54,305
20	51,160	3,825	54,985
21	51,820	3,845	55,665
22	52,480	3,865	56,345
23	53,140	3,885	57,025
24	53,800	3,885	57,685
25	56,520	3,905	60,425
26	57,180	3,905	61,085
27	57,840	3,905	61,745
28	58,500	3,905	62,405
29	59,160	3,905	63,065
30	59,820	3,905	63,725
31	60,480	3,905	64,385
32	61,140	3,905	65,045
33	61,800	3,905	65,705
34	62,460	3,905	66,365
35	63,120	3,905	67,025

Per MS Code Section 37-19-7, all out-of-state retirees hired on or after July 1, 2011 shall begin with a maximum of ten (10) years of teaching experience on the teacher SALARY SCALE.

Moss Point School District
 Teachers Salary Scale Fiscal Year
 2022
 "AAA" Certification

Years of Experience	State Scale (37-19-7)	Local Supplement	Total
0	40,444	3,625	44,069
1	40,444	3,645	44,089
2	40,444	3,665	44,109
3	41,171	3,685	44,856
4	41,898	3,705	45,603
5	42,625	3,725	46,350
6	43,352	3,745	47,097
7	44,079	3,765	47,844
8	44,806	3,785	48,591
9	45,533	3,805	49,338
10	46,260	3,825	50,085
11	46,987	3,845	50,832
12	47,714	3,865	51,579
13	48,441	3,885	52,326
14	49,168	3,905	53,073
15	49,895	3,925	53,820
16	50,622	3,945	54,567
17	51,349	3,965	55,314
18	52,076	3,985	56,061
19	52,803	4,005	56,808
20	53,530	4,025	57,555
21	54,257	4,045	58,302
22	54,984	4,065	59,049
23	55,711	4,085	59,796
24	56,438	4,085	60,523
25	59,225	4,105	63,330
26	59,952	4,105	64,057
27	60,679	4,105	64,784
28	61,406	4,105	65,511
29	62,133	4,105	66,238
30	62,860	4,105	66,965
31	63,587	4,105	67,692
32	64,314	4,105	68,419
33	65,041	4,105	69,146
34	65,768	4,105	69,873
35	66,495	4,105	70,600

Per MS Code Section 37-19-7, all out-of-state retirees hired on or after July 1, 2011 shall begin with a maximum of ten (10) years of teaching experience on the teacher SALARY SCALE.

Moss Point School District
 Teachers Salary Scale Fiscal Year
 2022
 "AAAA" Certification

Years of Experience	State Scale (37-19-7)	Local Supplement	Total
0	41,608	3,825	45,433
1	41,608	3,845	45,453
2	41,608	3,865	45,473
3	42,402	3,885	46,287
4	43,196	3,905	47,101
5	43,990	3,925	47,915
6	44,784	3,945	48,729
7	45,578	3,965	49,543
8	46,372	3,985	50,357
9	47,166	4,005	51,171
10	47,960	4,025	51,985
11	48,754	4,045	52,799
12	49,548	4,065	53,613
13	50,342	4,085	54,427
14	51,136	4,105	55,241
15	51,930	4,125	56,055
16	52,724	4,145	56,869
17	53,518	4,165	57,683
18	54,312	4,185	58,497
19	55,106	4,205	59,311
20	55,900	4,225	60,125
21	56,694	4,245	60,939
22	57,488	4,265	61,753
23	58,282	4,285	62,567
24	59,076	4,285	63,361
25	61,930	4,305	66,235
26	62,724	4,305	67,029
27	63,518	4,305	67,823
28	64,312	4,305	68,617
29	65,106	4,305	69,411
30	65,900	4,305	70,205
31	66,694	4,305	70,999
32	67,488	4,305	71,793
33	68,282	4,305	72,587
34	69,076	4,305	73,381
35	69,870	4,305	74,175

Per MS Code Section 37-19-7, all out-of-state retirees hired on or after July 1, 2011 shall begin with a maximum of ten (10) years of teaching experience on the teacher SALARY SCALE.

Administrative Pay Scale Licensed Personnel 2021-2022

Positions	Contracted Days	Base Salary	Salary with Contracted Days	Additional Factors	
Building Leaders		Base Salary is calculated at the teacher 22 AA rate.	Base Salary x number of contracted days	Add Responsibility Factor	Add Additional Credential Factors:
Principal - Elementary	235	\$56,345	\$70,808	\$5,000	<ul style="list-style-type: none"> • Degree Level: Specialist \$500 Doctorate \$1,000 • NBCT : \$1,000 • Administrative Experience 0 – 3 years \$0 4 – 9 years \$1,500 10 – 14 years \$3,000 15 + years \$4,500
Principal - Middle School	235	\$56,345	\$70,808	\$15,000	
Principal - High School	235	\$56,345	\$70,808	\$25,000	
Principal – CTE	235	\$56,345	\$70,808		
Principal – ALC/Virtual School	235	\$56,345	\$70,808		
AD / Head Football Coach	235	\$56,345	\$70,808	\$3,000	
Other Administrative Positions		Base Salary is calculated at the teacher 20 AA rate.	Base Salary x number of contracted days	Add Responsibility Factor	
Assistant Principal – Elementary	220	\$54,995	\$64,688	\$1,500	
Assistant Principal – Middle School	220	\$54,995	\$64,688	\$5,000	
Assistant Principal – High School	220	\$54,995	\$64,688	\$10,000	
Department Leaders		Base Salary is calculated at the teacher 30 AA rate.	Base Salary x Number of Contracted days	Add Responsibility Factor	Add Additional Credential Factors:
Directors – Certified Administrators	240	\$63,725	\$81,786	\$1200	<ul style="list-style-type: none"> • Degree Level: Specialist \$1,500 Doctorate \$3,000 • NBCT \$1,500 • Administrative Experience 0 – 3 years \$0 4 – 9 years \$1,500 10 – 14 years \$3,000 15 + years \$4,500
Assistant Superintendent Chief Financial Officer (CFO)	240	Salary Range: \$86,725 TO \$112,725		\$1200	
<p>Notes:</p> <ul style="list-style-type: none"> • Instructional Coaches / Lead teachers / MTSS Specialists Salaries are based on Teacher Pay Scale and credentials times the number of work days. • Assistant Superintendent and Chief Financial Officer base salaries are based on AAAA 35 years scale and is represented as a salary range. • The salary scale is effective July 1, 2021 for new hires and changes in positions for current personnel. All experience verifications are reviewed and approved by the Human Resources Department and/or the Superintendent's designee. • Changes for current personnel may be based on any of the following reasons: Budget, • restructuring, reduction in days, decline in student enrollment and decline in personnel 					