



**HATTIESBURG PUBLIC SCHOOL DISTRICT
SCHOOL SECRETARIES SALARY SCHEDULE
EFFECTIVE JULY 1, 2019**

Estimated Annual Compensation						
STEP	Hourly Rate	202 Days	207 days	212 Days	217 days	237 Days
1	\$9.40	\$15,190	\$15,566	\$15,942	\$16,318	\$17,822
2	\$9.65	\$15,594	\$15,980	\$16,366	\$16,752	\$18,296
3	\$9.80	\$15,837	\$16,229	\$16,621	\$17,013	\$18,581
4	\$10.05	\$16,241	\$16,643	\$17,045	\$17,447	\$19,055
5	\$10.30	\$16,645	\$17,057	\$17,469	\$17,881	\$19,529
6	\$10.55	\$17,049	\$17,471	\$17,893	\$18,315	\$20,003
7	\$10.80	\$17,453	\$17,885	\$18,317	\$18,749	\$20,477
8	\$11.05	\$17,857	\$18,299	\$18,741	\$19,183	\$20,951
9	\$11.30	\$18,261	\$18,713	\$19,165	\$19,617	\$21,425
10	\$11.55	\$18,665	\$19,127	\$19,589	\$20,051	\$21,899
11	\$11.86	\$19,166	\$19,640	\$20,115	\$20,589	\$22,487
12	\$12.00	\$19,392	\$19,872	\$20,352	\$20,832	\$22,752
13	\$12.15	\$19,634	\$20,120	\$20,606	\$21,092	\$23,036
14	\$12.30	\$19,877	\$20,369	\$20,861	\$21,353	\$23,321
15	\$12.45	\$20,119	\$20,617	\$21,115	\$21,613	\$23,605
16	\$13.00	\$21,008	\$21,528	\$22,048	\$22,568	\$24,648
17	\$13.15	\$21,250	\$21,776	\$22,302	\$22,828	\$24,932
18	\$13.30	\$21,493	\$22,025	\$22,557	\$23,089	\$25,217
19	\$13.45	\$21,735	\$22,273	\$22,811	\$23,349	\$25,501
20	\$14.00	\$22,624	\$23,184	\$23,744	\$24,304	\$26,544
21	\$14.15	\$22,866	\$23,432	\$23,998	\$24,564	\$26,828
22	\$14.30	\$23,109	\$23,681	\$24,253	\$24,825	\$27,113
23	\$14.45	\$23,351	\$23,929	\$24,507	\$25,085	\$27,397
24	\$14.60	\$23,594	\$24,178	\$24,762	\$25,346	\$27,682
25	\$14.75	\$23,836	\$24,426	\$25,016	\$25,606	\$27,966

Estimated Annual Compensation based on 8 hours worked per day



**HATTIESBURG PUBLIC SCHOOL DISTRICT
TEACHER ASSISTANT SALARY SCHEDULE (187 DAYS)
EFFECTIVE JULY 1, 2019**

STEP	HIGH SCHOOL (Level 1)	Est. Annual Comp.	1 YEAR COLLEGE (Level 2)	Est. Annual Comp.	2 YEAR COLLEGE (Level 3)	Est. Annual Comp.	3 YEAR COLLEGE (Level 4)	Est. Annual Comp.	4 YEAR COLLEGE (Level 5)	Est. Annual Comp.
1	\$10.48	\$ 15,678	\$10.48	\$ 15,678	\$10.48	\$ 15,678	\$10.48	\$15,678	\$10.48	\$ 15,678
2	\$10.48	\$15,678	\$10.48	\$15,678	\$10.48	\$15,678	\$10.48	\$15,678	\$10.55	\$ 15,783
3	\$10.48	\$15,678	\$10.48	\$15,678	\$10.48	\$15,678	\$10.55	\$15,783	\$10.62	\$ 15,888
4	\$10.48	\$15,678	\$10.48	\$15,678	\$10.55	\$15,783	\$10.62	\$15,888	\$10.69	\$ 15,992
5	\$10.55	\$15,783	\$10.55	\$15,783	\$10.62	\$15,888	\$10.69	\$15,992	\$10.76	\$ 16,097
6	\$10.62	\$15,888	\$10.62	\$15,888	\$10.69	\$15,992	\$10.76	\$16,097	\$10.83	\$ 16,202
7	\$10.69	\$15,992	\$10.69	\$15,992	\$10.76	\$16,097	\$10.83	\$16,202	\$10.91	\$ 16,321
8	\$10.76	\$16,097	\$10.76	\$16,097	\$10.83	\$16,202	\$10.91	\$16,321	\$10.98	\$ 16,426
9	\$10.83	\$16,202	\$10.83	\$16,202	\$10.91	\$16,321	\$10.98	\$16,426	\$11.05	\$ 16,531
10	\$10.91	\$16,321	\$10.91	\$16,321	\$10.98	\$16,426	\$11.05	\$16,531	\$11.12	\$ 16,636
11+	\$11.28	\$16,875	\$11.28	\$16,875	\$11.35	\$16,980	\$11.43	\$17,099	\$11.50	\$ 17,204

- 1 year college = 27 semester hours**
- 2 year college = 54 semester hours**
- 3 year college = 87 semester hours**
- 4 year college = 120 semester hours**

Estimated Annual Compensation based on 8 hours worked per day



HATTIESBURG PUBLIC SCHOOL DISTRICT
CENTRAL OFFICE SECRETARIES/BOOKKEEPERS/CLERKS
SALARY SCHEDULE
EFFECTIVE JULY 1, 2019

STEP	LEVEL 1 (202 days)		LEVEL 2 (237 days)		LEVEL 3 (237 days)	
	Hourly Rate	Est. Annual Comp.	Hourly Rate	Est. Annual Comp.	Hourly Rate	Est. Annual Comp.
1	\$8.14	\$13,154	\$9.40	\$17,822	\$9.40	\$17,822
2	\$8.52	\$13,768	\$9.61	\$18,221	\$9.69	\$18,372
3	\$8.93	\$14,431	\$9.84	\$18,657	\$10.16	\$19,263
4	\$9.35	\$15,110	\$10.20	\$19,339	\$10.65	\$20,192
5	\$9.80	\$15,837	\$10.69	\$20,268	\$11.16	\$21,159
6	\$10.27	\$16,596	\$11.21	\$21,254	\$11.70	\$22,183
7	\$10.76	\$17,388	\$11.75	\$22,278	\$12.27	\$23,264
8	\$11.28	\$18,228	\$12.32	\$23,359	\$12.87	\$24,402
9	\$11.83	\$19,117	\$12.92	\$24,496	\$13.49	\$25,577
10	\$12.07	\$19,505	\$13.77	\$26,108	\$14.01	\$26,563
11	\$12.31	\$19,893	\$13.98	\$26,506	\$14.27	\$27,056
12	\$12.55	\$20,281	\$14.19	\$26,904	\$14.53	\$27,549
13	\$12.79	\$20,669	\$14.40	\$27,302	\$14.79	\$28,042
14	\$13.03	\$21,056	\$14.61	\$27,701	\$15.05	\$28,535
15	\$13.27	\$21,444	\$14.82	\$28,099	\$15.31	\$29,028
16	\$13.54	\$21,881	\$15.03	\$28,497	\$15.57	\$29,521
17	\$13.78	\$22,268	\$15.24	\$28,895	\$15.83	\$30,014
18	\$14.02	\$22,656	\$15.45	\$29,293	\$16.09	\$30,507
19	\$14.26	\$23,044	\$15.66	\$29,691	\$16.35	\$31,000
20	\$14.50	\$23,432	\$15.87	\$30,090	\$16.61	\$31,493
21	\$14.74	\$23,820	\$16.08	\$30,488	\$16.87	\$31,986
22	\$14.98	\$24,208	\$16.29	\$30,886	\$17.13	\$32,478
23	\$15.22	\$24,596	\$16.50	\$31,284	\$17.39	\$32,971
24	\$15.66	\$25,307	\$16.71	\$31,682	\$17.50	\$33,180
25+	\$15.90	\$25,694	\$16.92	\$32,080	\$17.65	\$33,464

Plus \$110 per month responsibility factor for bookkeeper
\$250 per month responsibility factor for business office clerk
\$250 per month responsibility factor for purchasing agent
\$250 per month responsibility factor for a/p clerk
\$250 per month responsibility factor for insurance clerk
\$350 per month responsibility factor for payroll clerk
\$360 per month responsibility factor for Personnel Specialists
Estimated Annual Compensation based on 8 hours worked per day



**HATTIESBURG PUBLIC SCHOOL DISTRICT
CAFETERIA WORKERS SALARY SCHEDULE
EFFECTIVE JULY 1, 2019**

STEP		Number of Days 182				
		3 Hours	4 Hours	5 Hours	6 Hours	7 Hours
1	Hourly Rate	\$9.53	\$9.53	\$9.53	\$9.53	\$9.53
	Est. Annual Comp.	\$5,203	\$6,938	\$8,672	\$10,407	\$12,141
2	Hourly Rate	\$10.03	\$10.03	\$10.03	\$10.03	\$10.03
	Est. Annual Comp.	\$5,476	\$7,302	\$9,127	\$10,953	\$12,778
3	Hourly Rate	\$10.52	\$10.52	\$10.52	\$10.52	\$10.52
	Est. Annual Comp.	\$5,744	\$7,659	\$9,573	\$11,488	\$13,402
4	Hourly Rate	\$11.01	\$11.01	\$11.01	\$11.01	\$11.01
	Est. Annual Comp.	\$6,011	\$8,015	\$10,019	\$12,023	\$14,027
5	Hourly Rate	\$11.50	\$11.50	\$11.50	\$11.50	\$11.50
	Est. Annual Comp.	\$6,279	\$8,372	\$10,465	\$12,558	\$14,651
6	Hourly Rate	\$11.98	\$11.98	\$11.98	\$11.98	\$11.98
	Est. Annual Comp.	\$6,541	\$8,721	\$10,902	\$13,082	\$15,263
7	Hourly Rate	\$12.47	\$12.47	\$12.47	\$12.47	\$12.47
	Est. Annual Comp.	\$6,809	\$9,078	\$11,348	\$13,617	\$15,887
8	Hourly Rate	\$12.96	\$12.96	\$12.96	\$12.96	\$12.96
	Est. Annual Comp.	\$7,076	\$9,435	\$11,794	\$14,152	\$16,511
9	Hourly Rate	\$13.45	\$13.45	\$13.45	\$13.45	\$13.45
	Est. Annual Comp.	\$7,344	\$9,792	\$12,240	\$14,687	\$17,135
10+	Hourly Rate	\$13.94	\$13.94	\$13.94	\$13.94	\$13.94
	Est. Annual Comp.	\$7,611	\$10,148	\$12,685	\$15,222	\$17,760

Substitute Cafeteria Workers will be paid at \$9 per hour



**HATTIESBURG PUBLIC SCHOOL DISTRICT
CUSTODIAL SALARY SCHEDULE
EFFECTIVE JULY 1, 2019**

Step		Number of Days		
		195	237	251
Step 1	Hourly Rate	\$9.53	\$9.53	\$9.53
	Est. Annual Comp.	\$14,867	\$18,069	\$19,136
Step 2	Hourly Rate	\$10.02	\$10.02	\$10.02
	Est. Annual Comp.	\$15,631	\$18,998	\$20,120
Step 3	Hourly Rate	\$10.51	\$10.51	\$10.51
	Est. Annual Comp.	\$16,396	\$19,927	\$21,104
Step 4	Hourly Rate	\$11.00	\$11.00	\$11.00
	Est. Annual Comp.	\$17,160	\$20,856	\$22,088
Step 5	Hourly Rate	\$11.48	\$11.48	\$11.48
	Est. Annual Comp.	\$17,909	\$21,766	\$23,052
Step 6	Hourly Rate	\$11.97	\$11.97	\$11.97
	Est. Annual Comp.	\$18,673	\$22,695	\$24,036
Step 7	Hourly Rate	\$12.46	\$12.46	\$12.46
	Est. Annual Comp.	\$19,438	\$23,624	\$25,020
Step 8	Hourly Rate	\$12.95	\$12.95	\$12.95
	Est. Annual Comp.	\$20,202	\$24,553	\$26,004
Step 9	Hourly Rate	\$13.43	\$13.43	\$13.43
	Est. Annual Comp.	\$20,951	\$25,463	\$26,967
Step 10+	Hourly Rate	\$13.92	\$13.92	\$13.92
	Est. Annual Comp.	\$21,715	\$26,392	\$27,951

Estimated Annual Compensation is based on eight (8) hours worked per day.



HATTIESBURG PUBLIC SCHOOL DISTRICT
CAFETERIA MANAGER SALARY SCHEDULE (189 DAYS)
EFFECTIVE JULY 1, 2019

STEP	Annual Compensation		
	HOURLY RATE	DAILY RATE	Estimated Annual Compensation
1	\$14.62	\$109.65	\$20,722
2	\$15.06	\$112.95	\$21,341
3	\$15.50	\$116.25	\$21,974
4	\$15.97	\$119.78	\$22,637
5	\$16.45	\$123.38	\$23,314
6	\$16.94	\$127.05	\$24,019
7	\$17.46	\$130.95	\$24,754
8	\$17.98	\$134.85	\$25,488
9	\$18.52	\$138.90	\$26,251
10	\$19.07	\$143.03	\$27,029
11	\$19.55	\$146.63	\$27,706
12+	\$20.23	\$151.73	\$28,670

Supplements

Manager with an enrollment greater than 600 students will receive \$1,500 annually
Manager with an enrollment greater than 1000 students will receive \$2,000 annually

Assistant Nutrition Manager - \$13.47 Hourly Rate / \$101.03 Daily Rate/ \$19,094 (189-DAY) Annual Rate

Estimated Annual compensation is based on 7 1/2 hours worked per day.



HATTIESBURG PUBLIC SCHOOL DISTRICT
BUS DRIVER SALARY SCHEDULE (182.5 DAYS)
EFFECTIVE JULY 1, 2019

STEP	Hourly Rate	Estimate Annual Compensation
1	\$13.00	\$10,676
2	\$13.12	\$10,776
3	\$13.30	\$10,922
4	\$13.47	\$11,066
5	\$13.65	\$11,211
6	\$13.83	\$11,354
7	\$14.01	\$11,502
8	\$14.18	\$11,644
9	\$14.35	\$11,789
10	\$14.53	\$11,935
11	\$14.94	\$12,271
12	\$15.14	\$12,432
13	\$15.34	\$12,594
14	\$15.53	\$12,753
15	\$15.80	\$12,973
16	\$16.00	\$13,140
17+	\$16.18	\$13,286

Estimated Annual Compensation is based on 4.5 hours/day (morning and evening route) minimum

Substitute Drivers are paid \$13.00 per hour for 2.25 hour minimum

Bus Aides will be paid based on the Teacher Assistant Salary Schedule

Certified Staff are paid \$15/hr based on morning/evening route



HATTIESBURG PUBLIC SCHOOL DISTRICT
INFORMATION TECHNOLOGY and MSIS DATA MANAGER SALARY SCHEDULE
EFFECTIVE JULY 1, 2019

Step(s)		NO DEGREE	2YR DEGREE	4YR DEGREE
0	Hourly Rate	\$15.61	\$16.77	\$19.51
	Est. Annual Comp.	\$29,597	\$31,796	\$36,991
1	Hourly Rate	\$16.07	\$17.23	\$19.97
	Est. Annual Comp.	\$30,469	\$32,668	\$37,863
2	Hourly Rate	\$16.52	\$17.69	\$20.43
	Est. Annual Comp.	\$31,322	\$33,540	\$38,735
3	Hourly Rate	\$16.98	\$18.15	\$20.89
	Est. Annual Comp.	\$32,194	\$34,412	\$39,607
4	Hourly Rate	\$17.44	\$18.60	\$21.35
	Est. Annual Comp.	\$33,066	\$35,266	\$40,480
5	Hourly Rate	\$17.90	\$19.06	\$21.81
	Est. Annual Comp.	\$33,938	\$36,138	\$41,352
6	Hourly Rate	\$18.36	\$19.52	\$22.27
	Est. Annual Comp.	\$34,811	\$37,010	\$42,224
7	Hourly Rate	\$18.82	\$19.98	\$22.73
	Est. Annual Comp.	\$35,683	\$37,882	\$43,096
8	Hourly Rate	\$19.28	\$20.44	\$23.18
	Est. Annual Comp.	\$36,555	\$38,754	\$43,949
9	Hourly Rate	\$19.74	\$20.90	\$23.64
	Est. Annual Comp.	\$37,427	\$39,626	\$44,821
10+	Hourly Rate	\$20.20	\$21.36	\$24.10
	Est. Annual Comp.	\$38,299	\$40,499	\$45,694

Estimated Annual Compensation is based on 237 Days, eight (8) hours worked per day



**HATTIESBURG PUBLIC SCHOOL DISTRICT
MAINTENANCE SALARY SCHEDULE
EFFECTIVE JULY 1, 2019**

STEP	MAINTENANCE I		MAINTENANCE II		MAINTENANCE III		MAINTENANCE IV	
	HOURLY RATE	ESTIMATED ANNUAL COMP.	HOURLY RATE	ESTIMATED ANNUAL COMP.	HOURLY RATE	ESTIMATED ANNUAL COMP.	HOURLY RATE	ESTIMATED ANNUAL COMP.
1	\$9.60	\$19,277	\$9.87	\$19,819	\$15.37	\$30,863	\$16.32	\$32,771
2	\$10.09	\$20,261	\$10.36	\$20,803	\$15.86	\$31,847	\$16.81	\$33,755
3	\$10.58	\$21,245	\$10.85	\$21,787	\$16.35	\$32,831	\$17.30	\$34,738
4	\$11.07	\$22,229	\$11.34	\$22,771	\$16.84	\$33,815	\$17.79	\$35,722
5	\$11.56	\$23,212	\$11.83	\$23,755	\$17.33	\$34,799	\$18.28	\$36,706
6	\$12.05	\$24,196	\$12.32	\$24,739	\$17.82	\$35,783	\$18.77	\$37,690
7	\$12.54	\$25,180	\$12.81	\$25,722	\$18.31	\$36,766	\$19.26	\$38,674
8	\$13.03	\$26,164	\$13.30	\$26,706	\$18.80	\$37,750	\$19.75	\$39,658
9	\$13.52	\$27,148	\$13.79	\$27,690	\$19.29	\$38,734	\$20.24	\$40,642
10	\$14.01	\$28,132	\$14.28	\$28,674	\$19.78	\$39,718	\$20.73	\$41,626
11	\$14.50	\$29,116	\$14.77	\$29,658	\$20.27	\$40,702	\$21.22	\$42,610
12	\$14.99	\$30,100	\$15.26	\$30,642	\$20.76	\$41,686	\$21.71	\$43,594
13	\$15.48	\$31,084	\$15.75	\$31,626	\$21.25	\$42,670	\$22.20	\$44,578
14	\$15.97	\$32,068	\$16.24	\$32,610	\$21.74	\$43,654	\$22.69	\$45,562
15	\$16.46	\$33,052	\$16.73	\$33,594	\$22.23	\$44,638	\$23.18	\$46,545
16	\$16.95	\$34,036	\$17.22	\$34,578	\$22.72	\$45,622	\$23.67	\$47,529
17+	\$17.44	\$35,020	\$17.71	\$35,562	\$23.21	\$46,606	\$24.16	\$48,513

- MAINTENANCE I (Grounds and General Maintenance)
- MECHANIC/MAINTENANCE II (Skilled, specialized, non-certified)
- MECHANIC/MAINTENANCE III (Certified)
- MECHANIC/MAINTENANCE IV (Multiple Certifications)

Estimated Annual Compensation is based on 251 Days, eight (8) hours worked per day