



Oxford School District

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To: Oxford School District Board of Trustees
Brian Harvey, Superintendent

From: Bradley Roberson, Assistant Superintendent and Director of Curriculum

Subject: Increase in Local Supplement for Certified Staff Members on Teacher Pay Scale

Date: May 24, 2021

While the past 15 months have been difficult on us all, some members of society have had to deal with greater challenges than others. Educators across the country were asked to conduct major shifts in their practices at a moment's notice. I would contend our teachers in the Oxford School District did it better than most. While the majority of educators across the United States began the school year working from home, Oxford School District teachers have been serving students both in person and virtual since August and serving them quite well.

Based on data from the Mississippi Department of Education, Oxford School District average teacher salary ranked 11th in the state in 2019-2020 while year in and year out we are one of the top 5 districts in the state of Mississippi. As a result, I am making a recommendation to you, the board of trustees, to increase the local supplement for staff members paid on the teacher salary scale by \$1,000 beginning with the 2021-22 school year. According to the data released by the Mississippi Department of Education in 2019-20, the increase will move the average teacher salary of Oxford School District teachers to the fourth highest in the state.

As the incoming superintendent, I certainly believe our teachers deserve this and so much more. They have been the backbone that held our school system together while we navigated the educational journey of young people through a global pandemic.

Oxford School District
Teacher Salary Scale

2021-2022
Board Approved 5/24/2021

A Certificate				AA Certificate				AAA Certificate				AAAA Certificate			
Step	Start	Loca	Total	Step	Start	Loca	Total	Step	Start	Loca	Total	Step	Start	Loca	Total
0	37,000	5,190	42,190	0	39,280	5,475	44,755	0	40,444	5,785	46,229	0	41,608	6,095	47,703
1	37,000	5,200	42,200	1	39,280	5,485	44,765	1	40,444	5,800	46,244	1	41,608	6,110	47,718
2	37,000	5,210	42,210	2	39,280	5,495	44,775	2	40,444	5,815	46,259	2	41,608	6,125	47,733
3	37,385	5,220	42,605	3	39,940	5,505	45,445	3	41,171	5,830	47,001	3	42,402	6,140	48,542
4	37,880	5,230	43,110	4	40,600	5,515	46,115	4	41,898	5,845	47,743	4	43,196	6,155	49,351
5	38,375	5,240	43,615	5	41,260	5,525	46,785	5	42,625	5,860	48,485	5	43,990	6,170	50,160
6	38,870	5,250	44,120	6	41,920	5,535	47,455	6	43,352	5,875	49,227	6	44,784	6,185	50,969
7	39,365	5,260	44,625	7	42,580	5,545	48,125	7	44,079	5,890	49,969	7	45,578	6,200	51,778
8	39,860	5,270	45,130	8	43,240	5,555	48,795	8	44,806	5,905	50,711	8	46,372	6,215	52,587
9	40,355	5,280	45,635	9	43,900	5,565	49,465	9	45,533	5,920	51,453	9	47,166	6,230	53,396
10	40,850	5,290	46,140	10	44,560	5,575	50,135	10	46,260	5,935	52,195	10	47,960	6,245	54,205
11	41,345	5,300	46,645	11	45,220	5,585	50,805	11	46,987	5,950	52,937	11	48,754	6,260	55,014
12	41,840	5,310	47,150	12	45,880	5,595	51,475	12	47,714	5,965	53,679	12	49,548	6,275	55,823
13	42,335	5,320	47,655	13	46,540	5,605	52,145	13	48,441	5,980	54,421	13	50,342	6,290	56,632
14	42,830	5,330	48,160	14	47,200	5,615	52,815	14	49,168	5,995	55,163	14	51,136	6,305	57,441
15	43,325	5,340	48,665	15	47,860	5,625	53,485	15	49,895	6,010	55,905	15	51,930	6,320	58,250
16	43,820	5,350	49,170	16	48,520	5,635	54,155	16	50,622	6,025	56,647	16	52,724	6,335	59,059
17	44,315	5,360	49,675	17	49,180	5,645	54,825	17	51,349	6,040	57,389	17	53,518	6,350	59,868
18	44,810	5,370	50,180	18	49,840	5,655	55,495	18	52,076	6,055	58,131	18	54,312	6,365	60,677
19	45,305	5,380	50,685	19	50,500	5,665	56,165	19	52,803	6,070	58,873	19	55,106	6,380	61,486
20	45,800	5,390	51,190	20	51,160	5,675	56,835	20	53,530	6,085	59,615	20	55,900	6,395	62,295
21	46,295	5,400	51,695	21	51,820	5,685	57,505	21	54,257	6,100	60,357	21	56,694	6,410	63,104
22	46,790	5,410	52,200	22	52,480	5,695	58,175	22	54,984	6,115	61,099	22	57,488	6,425	63,913
23	47,285	5,420	52,705	23	53,140	5,705	58,845	23	55,711	6,130	61,841	23	58,282	6,440	64,722
24	47,780	5,430	53,210	24	53,800	5,715	59,515	24	56,438	6,145	62,583	24	59,076	6,455	65,531
25	50,335	5,440	55,775	25	56,520	5,725	62,245	25	59,225	6,160	65,385	25	61,930	6,470	68,400
26	50,830	5,450	56,280	26	57,180	5,735	62,915	26	59,952	6,175	66,127	26	62,724	6,485	69,209
27	51,325	5,460	56,785	27	57,840	5,745	63,585	27	60,679	6,190	66,869	27	63,518	6,500	70,018
28	51,820	5,470	57,290	28	58,500	5,755	64,255	28	61,406	6,205	67,611	28	64,312	6,515	70,827
29	52,315	5,480	57,795	29	59,160	5,765	64,925	29	62,133	6,220	68,353	29	65,106	6,530	71,636
30	52,810	5,490	58,300	30	59,820	5,775	65,595	30	62,860	6,235	69,095	30	65,900	6,545	72,445
31	53,305	5,500	58,805	31	60,480	5,785	66,265	31	63,587	6,250	69,837	31	66,694	6,560	73,254
32	53,800	5,510	59,310	32	61,140	5,795	66,935	32	64,314	6,265	70,579	32	67,488	6,575	74,063
33	54,295	5,520	59,815	33	61,800	5,805	67,605	33	65,041	6,280	71,321	33	68,282	6,590	74,872
34	54,790	5,530	60,320	34	62,460	5,815	68,275	34	65,768	6,295	72,063	34	69,076	6,605	75,681
35	55,285	5,540	60,825	35	63,120	5,825	68,945	35	66,495	6,310	72,805	35	69,870	6,620	76,490
36	55,285	5,550	60,835	36	63,120	5,835	68,955	36	66,495	6,325	72,820	36	69,870	6,635	76,505
37	55,285	5,560	60,845	37	63,120	5,845	68,965	37	66,495	6,340	72,835	37	69,870	6,650	76,520
38	55,285	5,570	60,855	38	63,120	5,855	68,975	38	66,495	6,355	72,850	38	69,870	6,665	76,535
39	55,285	5,580	60,865	39	63,120	5,865	68,985	39	66,495	6,370	72,865	39	69,870	6,680	76,550
40	55,285	5,590	60,875	40	63,120	5,875	68,995	40	66,495	6,385	72,880	40	69,870	6,695	76,565
41	55,285	5,600	60,885	41	63,120	5,885	69,005	41	66,495	6,400	72,895	41	69,870	6,710	76,580
42	55,285	5,610	60,895	42	63,120	5,895	69,015	42	66,495	6,415	72,910	42	69,870	6,725	76,595

Educational Data Analyst (238) Case Manager SPED (238) Instructional Technology Coord (238) Instructional Technology Coach (218)
Academic Coach (218) Guidance Counselor (207) Pathways Instr (200), Student Services (200), Culinary Arts (200), Health Sciences/Sports Medicine (200),
Information Technology (200), Horticulture (200), Law & Public Safety (200), Engr STEM (200), Nurse-RN Lead (197) Nurse-RN (187) Intervention Coord
(187) Occupational Therapist (187) Librarians (187) Psychometrist (187) Certified Teacher (187) Hearing Impaired (187), **CCR Counselor (238)**