Jackson State Community College 2022-2023 Compensation Plan Index Effective September 1, 20222

2021-2022 Index % 1.7% *

Faculty F9 & FA

Degree Code:	Degree
1	Bachelor's
2	Master's
3	Master's+45
4	Doctorate

Yrs to MP	Degree Code	Instructor	
6	1	AS	less 5% of BS
6	1	BS	
6	2	M	
6	3	M+45	
6	4	D	
Yrs to MP	Degree Code	Assistant Professor	
9	1	BS	
9	2	M	
9	3	M+45	
9	4	D	
Yrs to MP	Degree Code	Associate Professor	
13	1	BS	
13	2	M	
13	3	M+45	
13	4	D	
Yrs to MP	Degree Code	Professor	
	1	BS	
47	2	M	1
www	3	M+45	

Minimum	Midpoint	Maximum
\$37,288	\$44,745	\$52,203
\$39,250	\$47,100	\$54,950
\$41,000	\$49,200	\$57,400
\$43,400	\$52,800	\$60,760
\$45,470	\$54,560	\$63,650
\$42,500	\$51,000	\$59,500
644 500	¢E2 400	662 200

\$37,288	\$44,745	\$52,203
\$39,250	\$47,100	\$54,950
\$41,000	\$49,200	\$57,400
\$43,400	\$52,800	\$60,760
\$45,470	\$54,560	\$63,650
\$42,500	\$51,000	\$59,500
\$44,500	\$53,400	\$62,300
\$46,990	\$56,385	\$65,780
\$49,230	\$59,070	\$68,920
\$47,820	\$57,380	\$66,940
\$50,420	\$60,500	\$70,580
\$52,850	\$63,420	\$73,990
\$55,370	\$66,440	\$77,510
\$52,950	\$63,545	\$74,140
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September 2022-2023 Comp Plan
EQ Q-Month Eaculty

September	2022-2023	onip rian		September	2022-2023 (onip Fian
F9 9-Month Faculty			L	F9 10-Month Faculty		
Minimum	Midpoint	Maximum		Minimum	Midpoint	Maximum
\$37,921	\$45,506	\$53,090		\$41,069	\$49,283	\$57,496
\$39,917	\$47,901	\$55,884		\$43,230	\$51,876	\$60,523
\$41,697	\$50,036	\$58,376		\$45,158	\$54,189	\$63,221
\$44,138	\$53,698	\$61,793		\$47,801	\$58,155	\$66,922
\$46,243	\$55,488	\$64,732		\$50,081	\$60,093	\$70,105
\$43,223	\$51,867	\$60,512		\$46,810	\$56,172	\$65,534
\$45,257	\$54,308	\$63,359		\$49,013	\$58,815	\$68,618
\$47,789	\$57,344	\$66,898		\$51,755	\$62,103	\$72,451
\$50,067	\$60,074	\$70,092		\$54,222	\$65,060	\$75,909
\$48,633	\$58,355	\$68,078		\$52,669	\$63,199	\$73,728
\$51,277	\$61,529	\$71,780		\$55,533	\$66,635	\$77,738
\$53,748	\$64,498	\$75,248		\$58,210	\$69,851	\$81,493
\$56,311	\$67,569	\$78,828		\$60,985	\$73,178	\$85,370
		,				
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\$53,850	\$64,625	\$75,400	Ī	\$58,320	\$69,989	\$81,659
		NINNY	- 8			
PEO 040	£74 000	600.000	- 1	004457	\$70,000	600.000

September	2022-2023 C	omp Plan
F9 1	0-Month Facu	ılty
Minimum	Midpoint	Maximum
\$41,069	\$49,283	\$57,496
\$43,230	\$51,876	\$60,523
\$45,158	\$54,189	\$63,221
\$47,801	\$58,155	\$66,922
\$50,081	\$60,093	\$70,105
\$46,810	\$56,172	\$65,534
\$49,013	\$58,815	\$68,618

ı	Minimum	Midpoint	Maximum	
ı	\$47,402	\$56,882	\$66,362	
ı	\$49,897	\$59,876	\$69,855	
ı	\$52,121	\$62,546	\$72,970	
ı	\$55,172	\$67,122	\$77,241	
ı	\$57,804	\$69,359	\$80,915	
ı				
ľ	\$54,028	\$64,834	\$75,639	
ı	\$56,571	\$67,885	\$79,199	
ı	\$59,736	\$71,679	\$83,623	
ı	\$62,584	\$75,093	\$87,615	
ı				
ľ	\$60,791	\$72,944	\$85,097	
ı	\$64,096	\$76,911	\$89,725	
ı	\$67,186	\$80,623	\$94,060	
ı	670 200	004.400	600 505	

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	2022-2023 0			122-2023 Com	
F9 9-Mor	nth Faculty N	URSING	FA 12-M	onth Faculty N	IURSING
Vinimum	Midpoint	Maximum	Minimum	Midpoint	Maxim
NA	NA	NA	NA	NA	NA
\$47,901	\$57,481	\$67,061	\$59,876	\$71,851	\$83,
\$50,036	\$60,044	\$70,051	\$62,546	\$75,055	\$87.
\$52,965	\$64,437	\$74,152	\$66,207	\$80,546	\$92.
\$55,492	\$66,585	\$77,678	\$69,364	\$83,231	\$97,
\$51,867	\$62,240	\$72,614	\$64,834	\$77,801	\$90,
\$54,308	\$65,169	\$76,031	\$67,885	\$81,462	\$95,
\$57,347	\$68,812	\$80,278	\$71,683	\$86,015	\$100,
\$60,080	\$72,089	\$84,110	\$75,100	\$90,111	\$105,
\$58,360	\$70,027	\$81,694	\$72,949	\$87,533	\$102,
\$61,533	\$73,834	\$86,136	\$76,916	\$92,293	\$107,
\$64,498	\$77,398	\$90,297	\$80,623	\$96,747	\$112,
\$67,574	\$81,083	\$94,593	\$84,467	\$101,354	\$118,
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Classified (Non-exempt) CL

September 2022-2023 Comp Plan

% to Midpoint	
1%	DO NOT USE
21%	DO NOT USE
41%	DO NOT USE
61%	
80%	
100%	
	1% 21% 41% 61% 80%

Job Grade	Minimum	Midpoint	Maximum
100	\$18,583	\$22,300	\$26,017
101	\$20,442	\$24,530	\$28,618
102	\$22,486	\$26,983	\$31,480
103	\$24,734	\$29,681	\$34,628
104	\$27,208	\$32,649	\$38,091
105	\$29,929	\$35,914	\$41,900
106	\$32,922	\$39,506	\$46,090
107	\$36,214	\$43,456	\$50,699
108	\$39,835	\$47,802	\$55,769

Minimum	Midpoint	Maximum
\$18,899	\$22,679	\$26,459
\$20,790	\$24,947	\$29,105
\$22,868	\$27,442	\$32,015
\$25,154	\$30,186	\$35,217
\$27,671	\$33,204	\$38,739
\$30,438	\$36,525	\$42,612
\$33,482	\$40,178	\$46,874
\$36,830	\$44,195	\$51,561
\$40,512	\$48,615	\$56,717

Professional Technical (Exempt) AD

September 2022-2023 Comp Plan

\$42,714

\$49.121

\$64,963

\$85,913

\$98,801

\$113,620

\$130,663

\$74.707

\$51,257

\$58.945

\$67,787

\$77,955

\$89,649

\$103,095

\$118,560

\$136,344

\$156,796

\$34,171

\$39,297

\$45,191

\$51,970

\$59.766

\$68,731

\$79,040

\$90.896

\$104,530

Years of Related Work Experience	% to Midpoint		Job Grade	Minimum	Midpoint	Maximum
0	1%		200	\$33,600	\$42,000	\$50,400
1	14%		201	\$38,640	\$48,300	\$57,960
2	26%		202	\$44,436	\$55,545	\$66,654
3	39%		203	\$51,101	\$63,877	\$76,652
4	51%		204	\$58,767	\$73,458	\$88,150
5	64%		205	\$67,582	\$84,477	\$101,372
6	76%		206	\$77,719	\$97,149	\$116,578
7	87%	DO NOT USE	207	\$89,377	\$111,721	\$134,065
8	100%	DO NOT USE	209	\$102,783	\$128,479	\$154,175
		DO NOT USE	209	\$118,201	\$147,751	\$177,301

xecutive	Grades	ONLY

September 2022-2023 Comp Plan

Years of Related Work Experience	% to Midpoint
0	1%
1	10%
2	20%
3	30%
4	40%
5	50%
6	60%
7	70%
8	80%
9	90%
10	100%

Job Grade	Minimum	Midpoint	Maximum
207	\$85,491	\$106,863	\$128,236
208 209	\$94,040 \$103,444	\$117,550 \$129.305	\$141,060 \$155,166
LUU	ψ100,111	♥120,000	ψ100,100

Minimum	Midpoint	Maximum
\$86,944	\$108,680	\$130,416
\$95,639	\$119,548	\$143,458
\$105,203	\$131,503	\$157,804

^{*}Indexing will be calculated by PerformancePoint annually in May and effective annually July 1 with Proposed Budgets.