

JCPS Central Office

- Composition - Who are we?
- Wage comparisons
- Senior Administrator comparisons



Why doesn't this tell the whole story?

- **School Based budgets**
 - AICs
 - SAs
 - Bookkeepers



ORGANIZATIONAL CHARTS
JANUARY 20, 2026



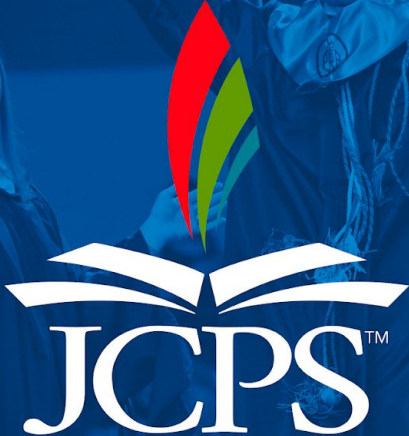
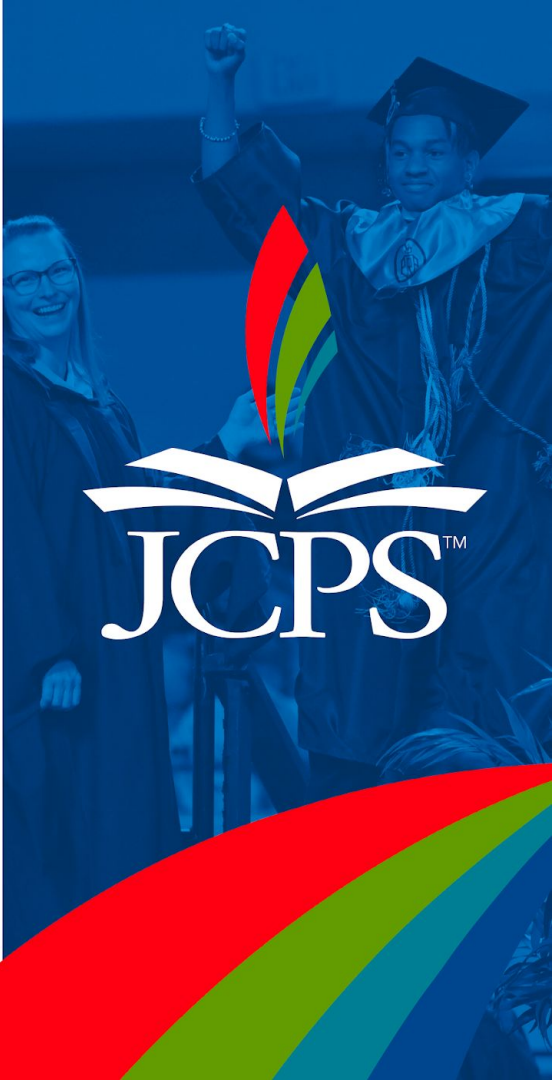
Central Office by the Numbers

Division	# of staff
Superintendent	10
ECE/ECH	327
General Counsel	18
Strategy & Innovation	151
Student Support	97
Academics	198
Communications	25
Business Services	300
Operations	3236
Opportunity & Access	20
Accountability & Research	23
JCPS PD	147

There are 4552 staff in the Central Office Organizational Chart.



71.5% are DIRECT SERVICE providers.



If you remove Operations
and JCPS PD, we have:

1169

Central Office Staff

34%



of those staff are Salary
Schedule 1A, Support Staff

8%

of those staff are
Classified/Certified Grade
12 and above.

41.8%

of those staff are DIRECT
SERVICE providers.



34%(402) →
Salary Schedule 1A

Clerk (I,II,III), Secretary, LPN, DMRT, Admin Secretary, Executive Assistant

1%(17) →
Salary Schedule 1B

IT Coord, SNTA, Nutrition, Bus Driver, Mechanic, Plumbing, Painting, Grounds

18%(207) →
Resource Teachers

Resource Teacher, Lead, Mental Health Practitioner, Therapists

13%(148) →
Certified under 12

Coordinator, Associate, LCSW, Technician

26%(304) →
Classified under 12

Coordinator, Associate, Technician, RN, Supervisor, Specialist, Consultant, Manager

8%(91) →
Cert/Class over 12

Director, Exec Director, Exec Officer, Assist Superintendent, Chief

When analyzing wages, what is best practice for selecting “Peer” Districts?



Statistic	JCPS KY	Charlotte-M NC	Katy TX	Average	Fayette KY
Living Wage	\$25.57	\$29.02	\$25.43	\$26.67	\$24.29
Enrollment	94,500	140,526	97,000	110,675	46,697

*Data was pulled from the
MIT Living Wage Index
[Link](#)

Salary Comparisons

Level	JCPS	Charlotte-M	Katy	Average	Fayette
Highest (18)	\$199,134	\$212,002	\$289,338	\$233,491	\$196,815
Director (12)	\$139,317	\$107,208	\$139,763	\$128,762	\$136,815

The highest ranking staff in JCPS (Chief), outside of the superintendent, have the lowest compensation of the three peer districts.

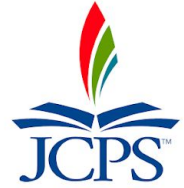
When we get to lower level senior administrators, our Director level administrators are compensated at a higher rate than Charlotte and Fayette.



Considerations:

- Titles vary across districts
- Some districts have an additional salary schedule for middle level administrators
- Some districts have a separate schedule for school based administrators

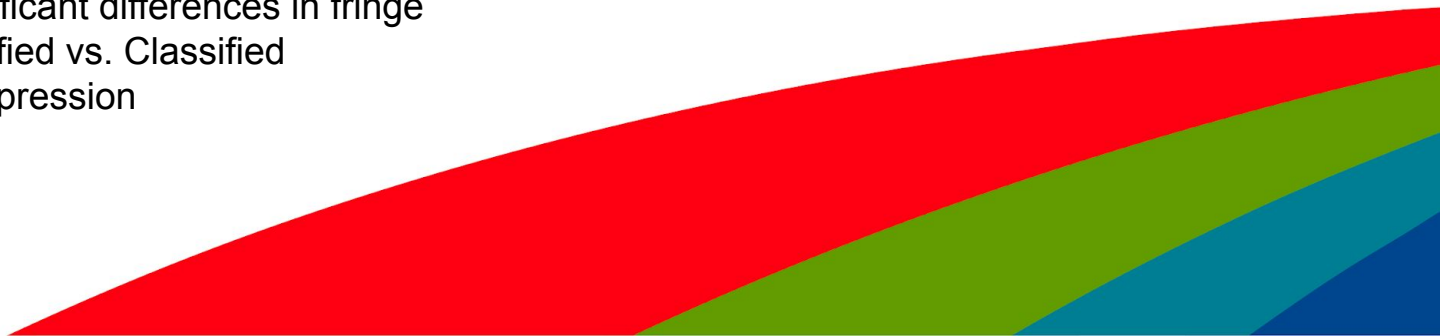
Payroll Expense & Staffing 12-18



	JCPS	Charlotte-M	Katy	Average	Fayette
Overall Salary Expense (12-18)	\$15,569,506	\$19,009,609	\$10,836,264	\$15,138,459	\$9,665,000
Senior Admin Count (12-18)	102	152	66	107	60

Challenges & Nuances:

Significant differences in fringe
Certified vs. Classified
Compression



Key Takeaways:

Comparisons are complex, even if you consider cost of living and district size. There are many lenses and methods used, typically the one that tells the best story.

Many employees in “Central Office” support students, school staff, and schools for most, or all of their day. When we reduce Central Office positions, it is likely we are reducing staff that provide direct service to schools and students.



JCPS Mission & Vision

Mission

To challenge and engage each learner to grow through effective teaching and meaningful experiences within caring, supportive environments.

Vision

All Jefferson County Public Schools students graduate prepared, empowered, and inspired to reach their full potential and contribute as thoughtful, responsible citizens of our diverse, shared world.