

**HOPKINS COUNTY SCHOOLS  
CERTIFIED SALARY SCHEDULE  
2013-2014  
185 DAYS**

**FOR BOARD APPROVED 1/6/2014 (Revised)**

		<b>MASTERS +</b>				
<b>YRS</b>	<b>DOCTORATE</b>	<b>30 HOURS</b>	<b>MASTERS</b>	<b>DEGREE</b>		
<b>EXP</b>	<b>RANK IA</b>	<b>RANK I</b>	<b>RANK II</b>	<b>RANK III</b>	<b>RANK IV</b>	<b>RANK V</b>
0	41,296	40,984	36,807	35,243	27,981	26,156
DR	223.22	221.54	198.96	190.50	151.25	141.38
1	41,560	41,250	37,597	35,583		
DR	224.65	222.97	203.23	192.34		
2	41,827	41,513	37,862	35,926		
DR	226.09	224.39	204.66	194.19		
3	42,034	41,750	38,128	36,267		
DR	227.21	225.68	206.10	196.04		
4	44,806	44,528	40,841	37,178		
DR	242.19	240.69	220.76	200.96		
5	45,079	44,661	41,042	37,444		
DR	243.67	241.41	221.85	202.40		
6	45,358	44,825	41,241	37,709		
DR	245.18	242.30	222.92	203.83		
7	45,637	45,090	41,334	37,974		
DR	246.69	243.73	223.43	205.26		
8	45,913	45,355	41,472	38,635		
DR	248.18	245.16	224.17	208.84		
9	46,328	45,919	42,263	39,627		
DR	250.42	248.21	228.45	214.20		
10	51,309	50,453	46,735	43,035		
DR	277.35	272.72	252.62	232.62		
11	52,940	50,966	47,315	43,560		
DR	286.16	275.49	255.76	235.46		
12	54,613	51,607	47,955	44,204		
DR	295.21	278.96	259.22	238.94		
15	56,369	52,641	48,928	45,228		
DR	304.70	284.55	264.48	244.48		
18	56,928	53,022	49,498	45,746		
DR	307.72	286.61	267.56	247.28		
20	57,614	53,891	50,179	46,474		
DR	311.43	291.30	271.24	251.21		
23	58,341	54,566	50,787	47,289		
DR	315.36	294.95	274.52	255.62		
25	59,212	55,493	51,768	48,073		
DR	320.06	299.96	279.83	259.85		
26	60,042	56,321	52,602	48,859		
DR	324.55	304.44	284.34	264.10		
27	60,875	57,147	53,436	49,624		
DR	329.05	308.90	288.84	268.24		
28	64,199	60,475	56,763	53,519		
DR	347.02	326.89	306.83	289.29		
*Salary Schedules are subject to change if the Commonwealth of Kentucky does not fully fund the SEEK formula						
DR-Daily Rate						

**HOPKINS COUNTY SCHOOLS  
CERTIFIED SALARY SCHEDULE  
2013-2014**

**FOR BOARD APPROVED 1/6/2014 (Revised)**

1. The certified salary schedule is based on a school year of minimum of 185 days.
2. All extended service personnel receive an extra day(s), month(s) pay based on a 185 day salary.
3. Extra duty increments are added to the calculated salary based upon the contract days worked.
4. For ranking purposes, credits must be earned by September 1, in order to receive the full salary for that Rank. If rank is earned between September 15 and December 31, the higher rank will be paid for the second semester. The certification for rank change **MUST** be dated and approval confirmed by the Division of Certification **PRIOR** to January 31, and the increase will be for the second semester **ONLY** regardless of date of certificate.
5. Pay dates are the 15<sup>th</sup> and 30<sup>th</sup> – 24 checks – **MANDATORY DIRECT DEPOSIT**
6. Personal Leave – Three days per year – See Board Policy 03.1231
7. Sick Leave – 10 days per year – See Board Policy 03.1232
8. Matching Teachers' Contribution for Teacher Retirement – Paid by State (except Federal Programs)
9. Certified Personnel – Upon retirement, will receive 30% of daily rate of unused sick leave – See Board Policy 03.175
10. Holiday – 4 days per year included in 185 day calendar
11. Workman's Compensation coverage for all employees – Paid by Board of Education
12. Liability: Errors and Omissions Insurance – Paid by Board of Education
13. Life Insurance – For all employees - \$20,000 for ages 69 and under; reduced to \$10,000 for ages 70 and over (5 Star Life Insurance Company) – Paid by Board of Education
14. Life Insurance - \$20,000 for all employees – Paid by Sate – (Aetna); Employees may purchase additional coverage for self and/or family
15. Life Insurance - \$2,000 through Teachers' Retirement System – paid by Retirement System and Teachers
16. Health Care Insurance – Various plans offered by the State with the State making a set contribution toward the cost of the plan
17. Unemployment Insurance for all employees
18. Dental Insurance – Full premium for single coverage – Paid by Board of Education
19. Vision Coverage – Premium for single coverage – paid by Board of Education; Family coverage available
20. Optional participation in Cafeteria Plan (Not to exceed \$500.00 per month or \$6,000.00 per year) Approved optional payroll deduction – Cancer, Intensive Care, Long Term Care, Life Insurance, AFLAC, American Fidelity; Capitol American, (Restrictions may apply, please contact insurance agent)
21. Optional participation in tax shelters – Deferred Compensation, Capital Guardian, professional Retirement, American Fidelity, IDS, Security Life, Southern Farm Bureau
22. Flexible Spending Account: Health Care

**HOPKINS COUNTY SCHOOLS  
CLASSIFIED SALARY SCHEDULE  
2013-2014  
FOR BOARD APPROVED 1/6/2014 (Revised)**

<b>EXP</b>	<b>1</b>	<b>2</b>	<b>3A</b>	<b>3</b>	<b>4</b>	<b>5A</b>	<b>5</b>	<b>6</b>
0	13.02	12.52	10.96	10.71	9.95	9.49	9.02	8.69
1	15.05	13.91	12.22	11.91	11.04	10.55	10.37	9.99
2	15.26	14.15	12.43	12.14	11.30	10.80	10.62	10.23
3	15.52	14.38	12.67	12.37	11.52	11.03	10.85	10.45
4	15.76	14.63	12.91	12.61	11.78	11.27	11.08	10.70
5	15.99	14.84	13.14	12.84	12.02	11.49	11.34	10.93
6	16.22	15.09	13.38	13.10	12.21	11.75	11.55	11.17
7	16.45	15.33	13.61	13.33	12.49	11.97	11.80	11.40
8	16.70	15.57	13.86	13.57	12.71	12.20	12.04	11.65
9	16.94	15.81	14.10	13.79	12.97	12.44	12.26	11.87
10	17.17	16.03	14.32	14.03	13.19	12.68	12.51	12.10
11	17.41	16.26	14.56	14.26	13.44	12.91	12.74	12.36
12	17.63	16.52	14.81	14.50	13.66	13.16	13.00	12.59
15	17.89	16.74	15.03	14.75	13.88	13.38	13.20	12.81
18	18.13	16.98	15.30	14.98	14.13	13.64	13.44	13.06
20	18.33	17.22	15.50	15.20	14.37	13.85	13.69	13.28
23	18.60	17.46	15.72	15.43	14.60	14.10	13.91	13.51
25	18.82	17.69	15.97	15.69	14.85	14.34	14.17	13.77
26	19.07	17.92	16.22	15.93	15.06	14.57	14.39	14.01
27	19.29	18.15	16.46	16.15	15.30	14.81	14.62	14.24
28	19.78	18.62	16.92	16.63	15.78	15.28	15.08	14.69

\*Salary Schedules are subject to change if the Commonwealth of Kentucky does not fully fund the SEEK formula

**HOPKINS COUNTY SCHOOLS  
CLASSIFIED SALARY SCHEDULE  
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Category	Job Class	Position Classification	Additional Increment
1	1. 7163	Account Clerk III	
	2. 7191	Payroll Clerk II-Finance	
	3. 7447	Maintenance Worker II	\$1,200 annually for masters electrical, plumbing or hvac license; \$600 annually for journeyman electrical, plumbing, hvac, pesticide, or locksmith license
	4. 7665	Employee Benefit Specialist	
	5. 7761	Secretary to Superintendent	\$7,000 Annually
	6. 7765	Administrative Secretary II	
	7. 7915	Vehicle Mechanic II	\$1,200 annually for ASE school bus masters certification; \$600 annually for KDE school bus certification
2	1. 7333	Program Specialist II (Instructional Technology)	
	2. 7448	Maintenance Worker I	
	3. 7660	Personnel Specialist	\$.50/hr. (with hire date prior to 7/1/10)
	4. 7762	Administrative Secretary I	\$.50/hr. (with hire date prior to 7/1/10)
	5. 7931	Bus Driver Training Coordinator	
3A	1. 7527	Computer Training Specialist	
	2. 7634	Utility Worker I	
	3. 7771	Secretary II	
	4. 7773	School Secretary I - High School	
	5. 7906	Transportation Data Assistant	\$.50/hr.
3	1. 7205	Food Service Account Clerk	
	2. 7777-9	School Secretary II (Elementary, Middle and High School)	
	3. 7791	Receptionist-Central Office	
	4. 7886	Migrant Recruiter	
	5. 7933	Bus Driver Trainer/Dispatch	
	6. 7941	Bus Driver/Backup Bus Driver	
	7. 7941	Bus Driver Trainer	\$.20/hr while training driver
	8. 8946	Substitute Bus Driver	
4	1. 7273	Health Services Assistant	
	2. 7324	Child Development Center Supervisor	
	3. 7781	Clerical Assistant III	
5A	1. 7212	Food Service Manager I	Elem. & Middle: \$1.50 hr., High \$2.00 hr.
	2. 7321	Instructional Assistant-High School Job Coach	
	3. 7605	Custodial Supervisor	Elem: \$1.00 hr., Middle \$1.25 hr., High \$1.50 hr.
	4. 7607	Lead Custodian	
	5. 7627	Grounds Worker II	
	6. 7767	Community Liaison/Administrative Assistant	
	7. 7782	Clerical Assistant II	
5	1. 7318	Instructional Assistant II (Special Ed-Medically Fragile)*	
	2. 7526	Computer Lab Technician	
	3. 7609	Custodian	
	4. 7609	Permanent Substitute Custodian	
	5. 7628	Grounds Worker I	
	6. 7943	Bus Monitor-Exceptional Children (Medically Fragile)* * Medically Fragile: student tracheotomy, feeding tube, catheter, or EBD in self contained unit	
6	1. 7241	Food Service Cook/Baker	
	2. 7320	Instructional Assistant I	
	3. 7326	Child Development Center Assistant Supervisor	
	4. 7334	Program Assistant I	
	5. 7942	Bus Monitor / Backup Bus Monitor	
	6. 8947	Substitute Bus Monitor	
Seasonal Workers Hourly Wage			
	CO-OP Students	\$7.50	Maintenance & Transportation Dept. \$7.50
	Student Tutors	\$7.50	Child Care Assist. Substitute/Seasonal Worker \$7.50
	Substitute Custodian (8609)	\$7.50	Sub Mechanic/Auto Body Specialist \$18.00
	Substitute Food Service (8241)	\$7.50	Sub Maintenance Specialist \$18.00
	ESL Translator	\$25.00	Bus Driver Trainees (8948) \$7.50
	ESL Tutor	\$15.00	Apex Lab \$12.00
	Substitute Instructional Assistant (8318)	\$7.50	

Others as determined by contract & approved by the board

All above categories will receive \$.20 per hour for those who have Associate Degree in related field, or Bachelors Degree in related field. Certificate must be filed in central office. New employees hired for positions after July 1, 2009 **SHALL NOT** receive the additional \$.20.

Pay dates are the 15th and 30th, 24 equal checks, MANDATORY DIRECT DEPOSIT

**HOPKINS COUNTY SCHOOLS  
CLASSIFIED SALARY SCHEDULE**

**2013-2014**

**FOR BOARD APPROVED 1/6/2014 (Revised)**

**FAMILY RESOURCE/YOUTH SERVICE CENTER**

**COORDINATOR & SOCIAL WORKER ASSISTANT 220 DAY SALARY**

<u>YRS EXP</u>	<u>SALARY</u>	<u>YRS EXP</u>	<u>SALARY</u>	<u>YRS EXP</u>	<u>SALARY</u>
0	28,856	4	32,315	8	36,066
1	29,722	5	33,223	9	37,151
2	30,586	6	34,048	10	38,264
3	31,451	7	34,915		

**SPEECH LANGUAGE PATHOLOGY ASSISTANT**

**(Bachelor's Degree-Speech License) 185 DAY SALARY**

<u>YRS EXP</u>	<u>SALARY</u>	<u>YRS EXP</u>	<u>SALARY</u>	<u>YRS EXP</u>	<u>SALARY</u>
0	33,336	5	35,620	9	37,887
1	33,688	6	35,896	10	41,427
2	34,042	7	36,170	11	41,975
3	34,398	8	36,857	12	42,642
4	35,345				

**MASTERS SPEECH LANGUAGE PATHOLOGIST**

**(Master's Degree-Speech License) 185 DAY SALARY**

<u>YRS EXP</u>	<u>SALARY</u>	<u>YRS EXP</u>	<u>SALARY</u>	<u>YRS EXP</u>	<u>SALARY</u>
0	34,959	4	39,151	8	39,804
1	35,780	5	39,358	9	40,629
2	36,055	6	39,564	10	45,270
3	36,329	7	39,664		

**SPECIALIZED LICENSE PERSONNEL**

Occupational Therapist Assistant	Daily Rate of \$162.09*
Licensed Educational Interpreter	Daily Rate of \$161.99*
Occupational Therapist (Bachelor's Degree w/ License)-Head	Daily Rate of \$317.31*
Occupational Therapist (Master's Degree w/License)	Daily Rate of \$317.31*
Physical Therapist (Master's Degree w/License)	Daily Rate of \$317.31*
Clinical Psychologist (Master's Degree w/License)	Daily Rate of \$317.31*

\*Additional \$2,000 for Master's Degree

**Communications & Community Engagement Specialist- (4 Yr. Degree) - up to 225 days- Paid from Certified Salary Schedule**

**SPECIALIZED CLASSIFIED POSITIONS**

Effective July 1, 2006, for the purpose of calculation under this schedule, years of service for the positions listed below shall be calculated as years of service in that specific position and not years of service in the Hopkins County School System

<b>Finance Director/Treasurer (4 Yr Degree Required)</b>	(260 day Salary)	69,892***
<b>Director of Transportation</b>	(260 day Salary)	69,892
<b>Child Nutrition Director (4 yr Degree Required)</b>	(260 day Salary)	56,667
<b>Vehicle Maintenance Manager</b>	(260 day Salary)	54,606
<b>Assistant Vehicle Maintenance Manager</b>	(260 day Salary)	46,827
<b>Maintenance Manager</b>	(260 day Salary)	54,606
<b>Technology Support Manager</b>	(260 day Salary)	47,471
<b>Network Specialist</b>	(260 day Salary)	47,471
<b>Computer Technology Specialist (4 Year Degree Required)</b>	(260 day Salary)	40,989
<b>Computer Maintenance Technician</b>	(260 day Salary)	32,643
<b>Energy Manager</b>	(260 day Salary)	50,000****

<u>**YRS EXP</u>	<u>SALARY</u>	<u>YRS EXP</u>	<u>SALARY</u>	<u>YRS EXP</u>	<u>SALARY</u>
4	1,500	8	3,250	12	5,000
16	6,750	20	8,500		

\*\*Additional Incentive for years of service to the District applicable to Specialized Classified Positions Category

\*\*\*\$11,000 (CPA/Gatton Financial Management Institute)

\*\*\*\*Paid by Hopkins, Caldwell, and McClean Counties

**HOPKINS COUNTY SCHOOLS  
EXTRA SERVICE SALARY SCHEDULE  
2013-2014**

**FOR BOARD APPROVED 1/6/2014 (Revised)**

Salaries will be determined by use of the following formula:

**Central Office Staff Members**

Basal Salary + Extended Employment + Extra Services = Total Salary

**Assistant Superintendents** (3) - Basal Salary (240 days 52.50 % of Basal) +13,500.00 =Total Salary

**Directors** (4) - Pupil Personnel, Elementary Education/Title I, Middle/Secondary Education/Assessment, Special Education & Early Childhood

Basal Salary (240 days) + 11,000 + .10 cents per total ADA of second month of previous school year  
=Total Salary

**Elementary Principals** with less than 500 students enrollment includes Preschool students: (ADA for second month of previous school yr) - Basal Salary (240 days) + 7,750 + \$7.00 X ADA of previous year P-5 =Total Salary

**Elementary Principals** with more than 500 students enrollment-includes Preschool students: (ADA for second month of previous school year). Basal Salary (240 days) + 8,750 + \$7.00 X ADA of previous year P-5 =Total Salary

**Middle School Principals** - (ADA for second month of previous school year)

Basal Salary (240 days) + 9,500 + \$7.50 X ADA of previous year = Total Salary

**High School Principals** - (ADA for second month of previous school year)

Basal Salary (240 days) + 12,000 + \$10.00 X ADA of previous year = Total Salary

**Career & Technical School Principal** - Basal Salary (225 days) + 10,000 = Total Salary

**Alternate School Principal**

Basal Salary (225 days) + 10,000 = Total Salary

**Elementary/Middle School Assistant Principals**

Basal Salary (210 days) + 1/2 of Principal Total Extra Service = Total Salary

**High School Assistant Principals**

Basal Salary (210 days) + 2/3 of Principal Total Extra Service = Total Salary

**Head Teachers**

Basal Salary (210 days) + 3,000. Extra Service = Total Salary

**Student Supervisor** (2) - .5 - High School only [Section 7]

Basal Salary (195 days) + .5 of 1/3 of total extra service of principal = Total Salary

**Drug Free & Safe School Specialist**

Basal Salary (205 days) = Total Salary

**Education/Curriculum Consultant** (4) - up to 225 days

**Special Projects Manager** - \$2,500.00

**Certified School Psychologists** (no interns) Basal Salary (205 days) + 1,750 = Total Salary

**Homebound Instructors** - \$32.00 per hour

**Gifted & Talented School Coordinator** (13) - \$1,000.00

**ROTC Instructors** - \$100.00 per year military service; \$1,000.00 OIC; \$1,000.00 per college degree

**Guidance Counselors** - Elementary-200 days; Middle-204 days; High School.-210 days

**Librarians** - Elementary/Middle/High School - 198 days

**School Assessment Coordinator** - \$1,500.00

**ESS Coordinators** – Middle School \$1000.00; High School - \$2,500.00

**Summer School Coordinators** – Paid by ESS Schedule

**Staff members employed over 185 days must file a calendar in Supt. office each year.**

**HOPKINS COUNTY SCHOOLS  
EXTRA SERVICE SALARY SCHEDULE  
2013-2014  
FOR BOARD APPROVED 1/6/2014 (Revised)**

**ADA Totals for 2012-2013 School Year (used for FY14 salary calculations)**

Hopkins County Day Treatment	10.60
West Hopkins School	456.90
Jesse Stuart Elementary School	528.40
James Madison Middle School	518.00
Grapevine Elementary School	370.93
Hanson Elementary School	538.04
Hopkins County Central High School	840.43
Browing Springs Middle School	420.46
Madisonville North Hopkins High School	1,053.61
South Hopkins Middle School	457.60
Pride Elementary School	485.14
West Broadway Elementary School	449.79
Southside Elementary School	408.98
Earlington Elementary School	364.48

**HOPKINS COUNTY SCHOOLS  
EXTRA SERVICE SALARY SCHEDULE  
2013-2014  
FOR BOARD APPROVED 1/6/2014 (Revised)**

<b>Position</b>	<b>Extra Service Pay</b>
+Athletic Director - High School (2)	6,500.00
Athletic Director - Middle School (4)	2,275.00
Varsity Basketball (4)	9,000.00
Assistant Basketball (8)	3,850.00
Middle School Basketball (8)	2,000.00
Assistant Middle School Basketball (8)	1,300.00
Varsity Football (2)	9,000.00
Assistant Football (12)	3,850.00
Middle School Football-Head (4)	2,000.00
Middle School Football-Assistant (8)	1,300.00
Baseball - Head (2)	4,000.00
Assistant Baseball (4)	2,250.00
Girls Softball (2)	4,000.00
Assistant Girls Softball (4)	2,250.00
Track - Head (4)	3,000.00
Assistant Track (4)	1,750.00
Cross Country (4)	3,000.00
Tennis (4)	2,000.00
Golf (4)	2,000.00
Swimming (Boys & Girls) (2)	3,000.00
Assistant Swimming (Boys & Girls) (4)	1,750.00
Soccer -Head (Boys & Girls) (4)	5,550.00
Assistant Soccer (8)	2,250.00
Power Lifting (2)	2,600.00
Athletic Trainer (1)	6,650.00
Assistant Athletic Trainer (1)	6,050.00
High School Head Girls Volleyball (2)	3,000.00
High School Asst. Girls Volleyball (4)	1,750.00
High School Head Band (2)	9,000.00
Asst. Band Director (4)	4,750.00
Jazz Band (2)	1,850.00
***Choral Music (11)	1,250.00
Annual Sponsor - High School only (2)	1,250.00
Debate Coach (2)	1,250.00
Drama (2)	1,250.00
Speech (2)	1,250.00
Dance Team – H.S. (2)	2,500.00
Dance Assistant – H.S. (2)	1,250.00
Dance Team - Middle (4)	1,250.00
Girls Flag & Majorette or Guard Sponsor (2)	1,250.00
Head Cheerleader High School (2)	4,000.00
Asst. Cheerleader Coaches High School (4)	2,250.00
Cheerleader Coaches Middle (4)	1,300.00
Academic Coach - High School (2)	6,500.00
Asst. Academic - High School (2)	2,250.00
**Kentucky Academic Assoc. - Elem/Mid. (15)	1,400.00
Science Olympiad High School (2)	1,250.00
District Archery Coordinator (1)	2,000.00
Head Archery Coach-High School (2)	2,000.00
Head Archery Coach-Middle School (4)	1,000.00

\*\*School must belong to KY Academic Assoc. and submit proof of membership/competitions schedule

\*\*\*Choral Music Coach will rec. pay by submitting performance verification (3 in+3 out) to superintendent.

+High School A.D. receives \$2,500 for CMAA (Certified Master Athletic Administrator) and \$1,250 for RAA (Registered Athletic Administrator). The extra service which the Board pays for assistant coaches may be divided among two or more coaches; however, no one is to receive more than the increment as listed above for that position.



**HOPKINS COUNTY SCHOOLS  
 SUBSTITUTE TEACHER SALARY SCHEDULE  
 2013-2014  
 FOR BOARD APPROVED 1/6/2014 (Revised)**

**DAILY RATE  
 (TEACHING CERTIFICATE REQUIRED)  
 YEARS EXPERIENCE**

	0-4	5-9	10 & OVER
<b>RANK I</b>	108.00	118.25	130.00
<b>RANK II</b>	95.00	105.25	117.00
<b>RANK III</b>	88.50	97.50	110.00

<b>COLLEGE HOURS</b>	<b>RANK</b>	<b>DAILY RATE</b>
96-Bachelor's Degree	IV	\$ 82.00
64-95	V	\$ 79.00

Rank IV, V regular teacher-minimum of 20 consecutive days of coverage \$105.00 daily

**INTERIM & ADMINISTRATIVE SUBSTITUTE DAILY RATES**

Regular Administrative Substitute	\$ 250.00
Regular Teacher Consultant (*Minimum of 100 days)	\$ 200.00
Regular Teacher Substitute (*Minimum of 20 consecutive days of coverage)	\$ 185.00
Regular Substitute will be reimbursed at a daily rate corresponding to experience.	

**HOPKINS COUNTY SCHOOLS  
EXTENDED SCHOOL SERVICES SALARY SCHEDULE  
2013-2014  
FOR BOARD APPROVED 1/6/2014 (Revised)**

Certified - teaching degree

0-5 years experience \$22.00

6-10 years experience \$24.00

11 + years experience \$27.00

Emergency Substitute teaching degree \$79.00 per day prorated  
(64 college hours = Emergency Substitute)

Classroom Instructional Assistant - current rate of pay

Student Tutor – Classified Salary Schedule

Professional Learning Opportunity Stipend \$25.00 per hour, not to exceed \$150.00 per day

Per KTRS, retirees are subject to the limitations imposed by the Daily Wage Threshold