

**Fort Thomas Independent Schools
Certified Salary Schedule
2026-2027**

(188 DAYS)

YEAR	RANK IV	RANK III	RANK IIIA	RANK II	RANK IIA	RANK I
0	40,012	48,918	50,133	53,324	54,838	58,432
1	40,012	49,648	50,862	54,124	55,643	59,086
2	40,012	50,387	51,601	55,474	56,472	59,895
3	40,012	51,147	52,356	56,313	57,828	60,798
4	40,012	51,913	53,127	57,160	58,530	61,707
5	40,012	52,694	53,908	58,075	59,587	62,633
6	40,012	53,654	54,868	59,532	61,048	64,034
7	40,012	55,150	56,364	61,031	62,577	66,369
8	40,012	56,685	57,899	62,570	64,091	68,805
9	40,012	58,265	59,478	64,156	65,669	71,332
10	40,012	59,889	61,104	65,780	67,292	73,957
11	40,012	61,569	62,782	67,446	68,959	76,687
12	40,012	62,185	63,410	68,120	69,648	77,454
13	40,012	62,807	64,044	68,801	70,345	78,229
14	40,012	63,435	64,684	69,489	71,048	79,011
15	40,012	64,069	65,331	70,184	71,758	79,801
16	40,012	64,710	65,984	70,886	72,476	80,599
17	40,012	65,357	66,644	71,595	73,201	81,405
18	40,012	66,726	67,940	72,311	73,933	82,219
19	40,012	68,390	69,601	73,245	74,761	83,041
20	40,012	70,095	71,308	74,221	75,730	83,872
21	40,012	71,846	73,061	75,147	76,716	84,710
22	40,012	73,646	74,855	76,197	77,710	85,557
23	40,012	75,490	76,703	77,207	78,723	86,413
24	40,012	76,245	77,470	78,011	79,526	87,277
25	40,012	77,008	78,245	78,823	80,341	88,150
26	40,012	77,778	79,027	79,648	81,165	89,031
27	40,012	78,556	79,818	80,479	81,996	89,922
28	40,012	79,341	80,616	81,323	82,839	90,821
29+	40,012	80,135	81,422	82,995	84,529	91,729

Position	Index
Assistant Superintendent	1.82
High School Principal	1.78
High School Assistant Principal	1.56
High School Counselor	1.195
Middle School Principal	1.62
Middle School Assistant Principal	1.52
Middle School Counselor	1.12
Elementary Principal	1.58
Elementary Assistant Principal	1.25
Elementary Counselor	1.06
Athletic Director	1.39
Director of Finance	1.53
Director of Operations	1.53
Director of Special Education	1.53
Director of Technology	1.53
Director of Bands	1.20
Psychologist	1.27

2026-27 Classified Salary Schedule II

Psychologist and Speech Pathologist rate is based on 188 Days on Certified Rank I Schedule									
Finance Director, Occupational Therapist, and Athletic Director rate is based on 188 Days on Certified Rank II Schedule									
All Other Positions based on 188 Days on Certified Rank III Schedule (Note: Network Administrator can move to Certified Rank II Schedule based on degree held.)									
	School Psychologist (100%) 220 Days	Speech Language Pathologist (100%) 188 Days	Occupational Therapist (100%) 188 Days	Finance Director (Index 1.50)	Athletic Director (Index 1.39)	Network Administrator &/or Computer Technician (100%) 260 Days	Nurse/Health Coordinator (90%) 200 Days	School Nurse (90%) 125 Days	Preventative HVAC Maintenance (90%) 260 Days
0	58,432	58,432	53,324	53,324	53,324	48,918	44,026	44,026	44,026
1	59,086	59,086	54,124	54,124	54,124	49,648	44,683	44,683	44,683
2	59,895	59,895	55,474	55,474	55,474	50,387	45,348	45,348	45,348
3	60,798	60,798	56,313	56,313	56,313	51,147	46,032	46,032	46,032
4	61,707	61,707	57,160	57,160	57,160	51,913	46,722	46,722	46,722
5	62,633	62,633	58,075	58,075	58,075	52,694	47,425	47,425	47,425
6	64,034	64,034	59,532	59,532	59,532	53,654	48,289	48,289	48,289
7	66,369	66,369	61,031	61,031	61,031	55,150	49,635	49,635	49,635
8	68,805	68,805	62,570	62,570	62,570	56,685	51,017	51,017	51,017
9	71,332	71,332	64,156	64,156	64,156	58,265	52,439	52,439	52,439
10	73,957	73,957	65,780	65,780	65,780	59,889	53,900	53,900	53,900
11	76,687	76,687	67,446	67,446	67,446	61,569	55,412	55,412	55,412
12	77,454	77,454	68,120	68,120	68,120	62,185	55,967	55,967	55,967
13	78,229	78,229	68,801	68,801	68,801	62,807	56,526	56,526	56,526
14	79,011	79,011	69,489	69,489	69,489	63,435	57,092	57,092	57,092
15	79,801	79,801	70,184	70,184	70,184	64,069	57,662	57,662	57,662
16	80,599	80,599	70,886	70,886	70,886	64,710	58,239	58,239	58,239
17	81,405	81,405	71,595	71,595	71,595	65,357	58,821	58,821	58,821
18	82,219	82,219	72,311	72,311	72,311	66,726	60,053	60,053	60,053
19	83,041	83,041	73,245	73,245	73,245	68,390	61,551	61,551	61,551
20	83,872	83,872	74,221	74,221	74,221	70,095	63,086	63,086	63,086
21	84,710	84,710	75,147	75,147	75,147	71,846	64,661	64,661	64,661
22	85,557	85,557	76,197	76,197	76,197	73,646	66,281	66,281	66,281
23	86,413	86,413	77,207	77,207	77,207	75,490	67,941	67,941	67,941
24	87,277	87,277	78,011	78,011	78,011	76,245	68,621	68,621	68,621
25	88,150	88,150	78,823	78,823	78,823	77,008	69,307	69,307	69,307
26	89,031	89,031	79,648	79,648	79,648	77,778	70,000	70,000	70,000
27	89,922	89,922	80,479	80,479	80,479	78,556	70,700	70,700	70,700
28	90,821	90,821	81,323	81,323	81,323	79,341	71,407	71,407	71,407
29+	91,729	91,729	82,995	82,995	82,995	80,135	72,122	72,122	72,122

**Fort Thomas Independent Schools
Classified Salary Schedule
2026-2027**

Job Code	Payroll / AP Clerk	Central Office Staff I	Superintendent Adm Asst	HS Prin. Sec./ HS AD Admin. Asst.	School Secretary	Elem/MS Prin Sec	Instr.-Asst./Bus Monitors	District Maintenance Supervisor	Lead Custodian	HS Building Supervisor	MS Building Supervisor	Elem Building Supervisor	Custodian	HHS Cafeteria Manager	HMS Cafeteria Manager	Elem Cafeteria Manager	Cafeteria Worker I	HHS Assistant Café Manager	Nurse Aide	Bus Driver	Job Coach	Interpreter	Computer Technician	Seasonal Maintenance Crew	Student Worker	Student Lighting/Sound Technician/Film	
	2	27	25	7	8	22	10	11	38	12	30	13	14	15	37	16	17	28	18	19	32	21	23	26	29	31	
0	23.95	22.45	25.30	18.13	15.48	17.47	15.90	21.72	17.56	18.49	17.94	17.56	15.63	18.41	17.98	17.55	15.06	16.04	12.17	20.11	22.81	24.50	29.30	13.99	10.36	14.38	0
1	24.51	22.94	25.89	18.48	16.15	17.81	16.20	22.08	17.91	18.96	18.34	17.91	15.91	18.69	18.28	17.84	15.28	16.31	12.32	20.32	23.15	24.97	29.75	14.90	10.36	14.38	1
2	24.99	23.42	26.39	18.81	16.48	18.12	16.47	22.50	18.27	19.43	18.73	18.27	16.17	19.14	18.68	18.24	15.56	16.64	12.52	20.69	23.50	25.46	30.33	15.45	10.36	14.38	2
3	25.59	23.95	27.02	19.19	16.82	18.46	16.77	22.87	18.63	19.93	19.16	18.63	16.44	19.60	19.12	18.62	15.79	16.95	12.67	21.16	23.84	25.92	30.79	15.45	10.36	14.38	3
4	26.12	24.48	27.58	19.48	17.18	18.77	17.07	23.22	19.00	20.41	19.57	19.00	16.74	20.03	19.52	18.99	16.06	17.27	12.87	21.75	24.20	26.41	31.26	15.45	10.36	14.38	4
5	26.64	24.94	28.13	19.85	17.55	19.08	17.39	23.65	19.38	20.92	20.01	19.38	17.04	20.47	19.93	19.38	16.26	17.57	13.04	22.21	24.55	26.91	31.60	15.45	10.36	14.38	5
6	27.22	25.51	28.75	20.20	17.89	19.40	17.72	24.08	19.77	21.44	20.45	19.77	17.31	20.93	20.34	19.75	16.55	17.90	13.22	22.71	24.93	27.32	32.15	15.45	10.36	14.38	6
7	27.76	26.00	29.32	20.53	18.19	19.70	18.02	24.49	20.16	21.99	20.89	20.16	17.64	21.36	20.74	20.11	16.73	18.16	13.43	23.16	25.30	27.83	32.74	15.45	10.36	14.38	7
8	28.33	26.53	29.92	20.86	18.61	20.07	18.33	24.92	20.57	22.53	21.36	20.57	17.92	21.82	21.15	20.49	17.03	18.50	13.56	23.63	25.68	28.31	33.30	15.45	10.36	14.38	8
9	28.84	27.01	30.46	21.21	18.91	20.38	18.68	25.34	20.98	23.10	21.83	20.98	18.25	22.27	21.59	20.89	17.31	18.84	13.84	24.12	26.05	28.82	33.88	15.45	10.36	14.38	9
10	29.42	27.54	31.06	21.54	19.27	20.70	19.04	25.79	21.40	23.66	22.30	21.40	19.13	22.71	21.99	21.25	17.55	19.14	13.98	24.58	26.46	30.84	34.45	15.45	10.36	14.38	10
11	29.93	28.03	31.61	21.88	19.60	21.04	19.36	26.27	21.83	24.26	22.79	21.83	19.40	23.11	22.39	21.65	17.78	19.45	14.13	25.06	26.85	30.84	34.92	15.45	10.36	14.38	11
12	30.50	28.56	32.21	22.22	20.00	21.38	19.73	26.73	22.26	24.88	23.29	22.26	19.71	23.58	22.79	21.97	18.07	19.76	14.48	25.54	27.26	30.84	35.39	15.45	10.36	14.38	12
13	31.05	29.09	32.79	22.57	20.31	21.69	20.07	27.17	22.72	25.50	23.81	22.72	19.93	24.02	23.23	22.42	18.35	20.12	14.86	26.01	27.67	30.84	35.84	15.45	10.36	14.38	13
14	31.50	29.47	33.26	22.92	20.64	22.01	20.46	27.67	23.16	26.13	24.33	23.16	20.13	24.45	23.60	22.77	18.61	20.43	15.21	26.48	28.08	30.84	36.29	15.45	10.36	14.38	14
15	31.93	29.91	33.73	23.22	21.02	22.34	20.81	28.20	23.62	26.78	24.87	23.62	20.34	24.92	24.02	23.12	18.88	20.75	15.58	26.96	28.51	30.84	36.75	15.45	10.36	14.38	15
16	32.42	30.37	34.23	23.60	21.41	22.66	21.24	28.82	23.86	27.45	25.42	23.86	20.57	25.36	24.45	23.52	19.11	21.06	15.92	27.43	28.93	30.84	37.33	15.45	10.36	14.38	16
17	32.82	30.74	34.67	23.95	21.73	22.95	21.60	29.41	24.12	28.13	25.97	24.12	20.93	25.81	24.87	23.91	19.41	21.40	16.31	27.90	29.37	30.84	37.90	15.45	10.36	14.38	17
18	33.29	31.18	35.16	24.28	22.14	23.27	22.00	29.99	24.36	28.83	26.55	24.36	21.27	26.27	25.27	24.28	19.66	21.71	16.68	28.37	29.79	30.84	38.48	15.45	10.36	14.38	18
19	33.79	31.64	35.67	24.71	22.62	23.62	22.53	30.59	24.72	29.57	27.12	24.72	21.68	26.71	25.68	24.64	19.95	22.04	17.01	28.84	30.25	30.84	39.05	15.45	10.36	14.38	19
20	34.19	32.01	36.12	25.20	23.11	23.95	23.03	31.09	25.08	30.30	27.72	25.08	22.05	27.12	26.08	25.03	20.23	22.38	17.38	29.32	30.69	30.84	39.63	15.45	10.36	14.38	20
21	34.62	32.42	36.57	25.62	23.60	24.27	23.55	31.68	25.54	31.01	28.28	25.54	22.41	27.58	26.52	25.43	20.48	22.70	17.56	29.62	31.16	30.84	40.20	15.45	10.36	14.38	21
22	35.14	32.89	37.10	26.08	24.13	24.56	24.08	32.29	25.99	31.64	28.80	25.99	22.83	28.02	26.92	25.80	20.73	23.00	17.73	29.92	31.61	30.84	40.77	15.45	10.36	14.38	22
23	35.65	33.38	37.65	26.51	24.62	25.06	24.58	32.83	26.46	32.24	29.35	26.46	23.22	28.44	27.30	26.16	20.99	23.31	17.92	30.21	31.99	30.84	41.34	15.45	10.36	14.38	23
24	36.23	33.91	38.26	27.04	25.17	25.49	25.11	33.44	26.94	32.86	29.85	26.94	23.58	28.94	27.75	26.57	21.23	23.64	18.10	30.52	32.37	30.84	41.92	15.45	10.36	14.38	24
25	36.81	34.44	38.86	27.39	25.54	25.90	25.61	34.06	27.42	33.49	30.35	27.42	24.05	29.38	28.14	26.92	21.50	23.95	18.29	30.83	32.70	30.84	42.49	15.45	10.36	14.38	25
26	37.34	34.96	39.43	27.87	26.01	26.38	26.17	34.64	27.91	34.10	30.90	27.91	24.45	29.78	28.54	27.28	21.74	24.25	18.47	31.14	33.09	30.84	43.07	15.45	10.36	14.38	26
27	37.94	35.51	40.06	28.32	26.47	26.83	26.66	35.16	28.41	34.72	31.41	28.41	24.88	30.23	28.96	27.71	21.97	24.58	18.66	31.46	33.59	30.84	43.65	15.45	10.36	14.38	27
28	38.32	35.89	40.46	28.61	26.73	27.09	26.93	35.51	28.92	35.33	31.97	28.92	25.14	30.53	29.25	27.99	22.24	24.86	18.85	31.78	33.93	30.84	44.22	15.45	10.36	14.38	28
29+	38.72	36.25	40.88	28.90	27.00	27.37	27.21	35.88	29.44	35.96	32.48	29.44	25.39	30.85	29.55	28.28	22.50	25.14	19.05	32.10	34.27	30.84	44.79	15.45	10.36	14.38	29+

Fort Thomas Independent Schools

Supplemental Teaching Services Salary Schedule

2026-27 School Year

REGULAR AFTER SCHOOL PROGRAMS (ESS), SUMMER SCHOOL AND SUMMER ENRICHMENT

Summer School is paid at actual contact hours plus 10% above for planning and preparation. No planning is paid for summer enrichment.

Years Exp.	REGULAR AFTER SCHOOL PROGRAMS AND SUMMER ENRICHMENT		SUMMER SCHOOL (includes 10% planning)	
	Certified Rate	Non-Certified Rate	Certified Rate	Non-Certified Rate
0-4	\$28.50	\$20.00	\$29.00	\$20.00
5-9	\$33.00	\$20.00	\$34.00	\$20.00
10-15	\$37.00	\$20.00	\$39.00	\$20.00
16-21	\$42.00	\$20.00	\$43.50	\$20.00
22+	\$46.00	\$20.00	\$48.50	\$20.00

SATURDAY SCHOOL

Teachers will be paid \$25.00 per hour for Saturday school sessions.

PLANNING PERIOD CLASS COVERAGE

Upon approval of Principal or Principal's designee, teachers will be paid \$25.00 for each planning period used to cover a class.

CURRICULUM DEVELOPMENT, LITERACY ACADEMY, ETC.

Teachers will be paid \$25.00 per hour for curriculum development work or as incentives for attending selected approved, district-sponsored professional growth activities.

With approval of the professional development coordinator, teachers may use curriculum development work or attendance at selected professional growth sessions as flexible PD credit.

PROFESSIONAL DEVELOPMENT PRESENTER

Teachers who provide professional development for the district shall be paid their hourly rate for preparation time as well as for presentation time. The total number of hours allowed for preparation time cannot exceed the total time for the presentation without written approval from the Superintendent or district professional development coordinator.

Teachers may elect to substitute PD credit in lieu of a stipend for presentation time but not for preparation time.

ATHLETIC CAMPS

When FTIS Coaches offer camps, they shall follow Board Policy 09.33 Fund-Raising Activities, and Redbook procedures. In addition, all camp donations and at least 50% of the revenue from the camp registration shall be deposited into the sport activity fund. Coaches will work with the Athletic Director and Principal to determine the use of the additional funds raised and the stipend amounts for camp staff.

Extra Service Pay Schedule 2026-27

District		District Continued	
Lego League Robotics Elem/MS	2,500	Odyssey of the Mind	1,620
Lego League Robotics Assistant	1,000	Drama - Elementary	2,400
Lego League Robotics Assistant	1,000	Extracurricular Assistant	250
HHS		HHS Continued	
Arts Facilities Manager	5,406	Football - Freshman - 1/3 Split	2,233
Academic Team - FPS	981	Football - Freshman Asst. - 1/2 Split	2,181
Academic Team - HS Head	4,138	Football - Freshman Asst. - 1/2 Split	2,181
Academic Team - HS Asst.	2,060	Football - Sixty-Minute Club Manager	2,986
Archery	3,172	Football - Sixty-Minute Club	1,493
Archery - Assistant	1,122	Football - Sixty-Minute Club - 10 Year Coach	1,866
AV Specialist/Technician	2,911	Football - Sixty-Minute Club	1,493
Band - Asst. Director	5,500	Football - Sixty-Minute Club	1,493
Band - Color Guard	5,500	Football - Sixty-Minute Club	1,493
Band - Winter Guard	4,000	Football - Sixty-Minute Club	1,493
Band - Winter Percussion	4,000	Golf Boys	3,060
Baseball/Softball Field Maintenance (If not split)	4,000	Golf Boys Assistant	1,493
Baseball Field Maintenance	1,000	Golf Girls	3,060
Baseball Field Maintenance	1,000	Golf Girls Assistant	1,493
Baseball	5,959	Green Club	810
Baseball - 10 Year Coach	7,449	Journalism - Newspaper & Magazine	1,834
Baseball - Assistant (1/2 Split)	1,402	Journalism - Highlander Yearbook	2,987
Baseball - Assistant (1/2 Split)	1,402	Junior Class/Prom - 1/2 Split	747
Baseball - JV	4,167	Junior Class/Prom - 1/2 Split	747
Baseball - Freshman	2,586	Mock Trial	981
Basketball - Boys	9,931	National Art Honor Society - 1/2 Split	235
Basketball - Boys - 10 Year Coach	12,414	National Art Honor Society - 1/2 Split	235
Basketball - Girls	9,931	National English Honor Society	469
Basketball - Girls - 10 Year Coach	12,414	National Math Honor Society	469
Basketball - Assistant Boys	2,499	National Honor Society	1,834
Basketball - Assistant Boys	2,499	Robotics- High School 1/2 split	1,650
Basketball - Assistant Girls	2,499	Robotics- High School 1/2 split	1,650
Basketball - Assistant Girls - 10 Year Coach	3,124	Robotics- High School - 10 Year Coach	4,125
Basketball - Assistant Girls	2,499	School Technology Coordinator - Secondary	2,987
Basketball - Freshman Boys	2,491	Senior Class/Graduation	1,493
Basketball - Freshman Boys Asst.	1,818	Soccer Boys	6,246
Basketball - Freshman Girls	4,309	Soccer Girls	6,246
Basketball - JV Boys	5,610	Soccer- Freshman Boys	2,444
Basketball - JV Boys - 10 Year Coach	7,013	Soccer- Freshman Girls	2,444
Basketball - JV Girls	5,610	Soccer- JV Boys	3,660
Bowling Coach	3,172	Soccer- JV Girls	3,660
Bowling - Assistant Coach	1,020	Soccer- Varsity Asst. Boys	2,444
Broadcast Journalism	2,987	Soccer- Varsity Asst. Girls	2,444
Broadcast Journalism - 10 Year Coach	3,734	Soccer - Goal Keeper Coach (Boys/Girls)	2,000
Cheerleading - Varsity	5,373	Soccer Complex Coordinator	3,060
Cheerleading - JV	3,300	Softball, Fast Pitch	5,959
Cheerleading - Freshman	3,300	Softball, Fast Pitch - 10 Year Coach	7,449
Chess Club - HHS	1,000	Softball, Fast Pitch - Freshman	2,586
Cross Country	5,374	Softball, Fast Pitch- Asst.	2,805
Cross Country - 10 Year Coach	6,718	Softball, Fast Pitch- JV	4,167
Cross Country - Varsity Asst.	2,087	Softball Field Maintenance (1/2 Split)	1,000
Dance Team	5,912	Softball Field Maintenance (1/2 Split)	1,000
Dance Team - Varsity Asst.	1,000	Speech Team - HHS	4,138
Dance Team - JV	3,660	Debate Team - HHS	3,102
Dept Chair Business/Tech Ed 6-12	3,540	STLP - HHS	1,000
Dept Chair English	5,077	STLP - HHS - 10 Year Coach	1,250
Dept Chair FCS 6-12	2,175	Strength & Conditioning Coordinator	12,000
Dept Chair Health & Phys Ed	2,175	Strings - Grades 6-12	2,987

Extra Service Pay Schedule 2026-27

HHS		HHS Continued	
Dept Chair World Languages 6-12	3,540	Student Council - High School	1,834
Dept Chair Math	5,077	Student Council - High School - 10 Year Coach	2,293
Dept Chair Science	5,077	Studio Art - 1/2 Split	491
Dept Chair Social Studies	5,077	Studio Art - 1/2 Split	491
Dept Chair Special Ed	3,540	Swimming	5,374
Dept Chair Fine Arts 1/2 Split (Music) 6-12	2,550	Swimming- Assistant	1,643
Dept Chair Fine Arts 1/2 Split (Theatre/Arts) 6-12	2,550	Swimming- Assistant	1,643
Detention Hall	1,568	Swimming - Diving	2400
Detention Hall	1,568	Technology Student Assoc.	1000
Drama/Musical - High School	1,691	Tennis - Girls Head Coach	2,142
Drama/Musical - High School - 10 Year Coach	2,114	Tennis - Boys Head Coach	2,142
Drama/Play - High School	1,691	Tennis - Boys Head Coach - 10 Year Coach	2,677
Drama/Play - High School - 10 Year Coach	2,114	Tennis - Girls Assistant	1,122
Drama/Musical - Extra	1,691	Tennis - Boys Assistant	1,122
Drama/Musical - Extra - 10 Year Coach	2,114	Track Boys	4,965
Drama/Musical - HS Technical Director	1,500	Track Girls	4,965
Drama/Play - HS Technical Director	1,500	Track Girls - 10 Year Coach	6,207
Drama/Musical - HS Choreographer	1,500	Track- Assistant Boys	2,805
Drama/Musical - HS Music Director	1,500	Track- Assistant Girls	2,805
Drama/Play - HS Costume Designer	1,500	Track- Freshman Boys	2,444
Envirothon	1,000	Track- Freshman Girls	2,444
Envirothon - 10 Year Coach	1,250	Tri M Music Honors Society (1/2)	235
E-Sports Coach	1,172	Tri M Music Honors Society (1/2) - 10 Year Coach	294
FBLA	1,000	Tri M Music Honors Society (1/2)	235
FBLA - 10 Year Coach	1,250	Vocal Music - High School	2,987
FCCLA	1,834	Volleyball	4,965
FCCLA - 10 Year Coach	2,293	Volleyball - Varsity Assistant	2,550
Football	16,000	Volleyball - Freshman	2,087
Football Asst.	6,698	Volleyball - JV	2,805
Football Asst.	6,698	Unified Sports Coach - Bowling	1,224
Football Asst. - 10 Year Coach	8,373	Unified Sports Coach - Track	1,224
Football Asst. - 1/3 Split	2,233	We the People	981
Football Asst. - 1/3 Split	2,233	We the People - 10 Year Coach	1,226
Football Asst. - 1/3 Split	2,233	World Language German	469
Football Asst. - 10 Year Coach	8,373	World Language German - 10 Year Coach	586
Football Asst.	6,698	World Language Spanish	469
Football Asst.	6,698	Wrestling Boys Head	3,000
Football - Equipment Manager	1,493	Wrestling Girls Head	3,000
Football - Equipment Manager	1,493	Wrestling Boys Assistant	1,020
Football - Freshman - 1/3 Split	2,233	Wrestling Girls Assistant	1,020
Football - Freshman - 1/3 Split	2,233		
HMS		HMS Continued	
Academic Team - MS Head	3103	Dept Chair Mathematics	4750
Academic Team - MS Asst.	1572	Dept Chair Practical Living	1500
Archery - Middle School	1122	Dept Chair Science	3900
Athletic Coordinator - HMS	4159	Dept Chair Social Studies	3900
Basketball - 6th Boys-A	2278	Dept Chair Special Ed	2700
Basketball - 6th Boys-B	2278	Detention Hall	3135
Basketball - 6th Girls-A	2278	Drama/Musical-Middle School	1691
Basketball - 6th Girls-B	2278	Drama/Musical-Middle School - 10 Year Coach	2114
Basketball - 7th Boys	2278	Drama/Musical Assistant - Middle School	1000
Basketball - 7th Boys - 10 Year Coach	2848	Drama/Musical - Choreographer HMS	1500
Basketball - 7th Girls	2278	Drama/Musical - Music Director HMS	1500
Basketball - 8th Boys	2278	Drama/Musical - Technical Director HMS	1500
Basketball - 8th Boys - 10 Year Coach	2848	Grade Level Leader - 6th	1000
Basketball - 8th Girls	2278	Grade Level Leader - 7th	1000
Cheerleading - 6th	1696	Grade Level Leader - 8th	1000

Extra Service Pay Schedule 2026-27

HMS		HMS Continued		
Cheerleading - 7th	1697		Intramural Basketball - HMS	1000
Cheerleading - 8th	1696		Middle School Yearbook	1691
Cheerleading - 8th - 10 Year Coach	2122		Middler (Newspaper)	1000
Chess Club - HMS	1000		School Technology Coordinator - Secondary	2987
Club - Drama Sponsor	1000		Speech Team - HMS	3103
Club - Drama Asst. Sponsor	810		STLP - HMS	1000
Club - Get Fit	1000		Student Council- Middle School	1691
Club - KY Youth Assembly (KYA)	1000		Track - Middle School - Boys	2278
Club - Book Club	1000		Track - Middle School - Girls	2278
Club - World Language	1000		Vocal Music - Middle School	1493
Club - FCCLA (HMS)	1000		Vocal Music - Middle School - 10 Year Coach	1866
Cross Country - Middle School	2278		Volleyball - Middle School	2278
Cross Country Asst. - Middle School	1177		Volleyball - Middle School	2278
Dance Team - Middle School	2668		Volleyball - Middle School (6th Grade)	1707
DC Trip Coordinator	750		Wrestling - Middle School	1020
Dept Chair Language Arts	4750			
JES		JES Continued		
Academic Team Elem - Johnson	2,500		Grade Level Leader - Special Ed	1,000
Chess Club - Johnson	1,000		Instructional Resource Support - K-2	1,000
Girls on the Run - Johnson (1/2 Split)	500		Instructional Resource Support - 3-5	1,000
Girls on the Run - Johnson (1/2 Split)	500		JES Club Sponsor (1)	1,000
Grade Level Leader - K	1,000		Journalism - Johnson	1,000
Grade Level Leader - 1	1,000		Engineering - Johnson	1,000
Grade Level Leader - 2	1,000		STLP - Johnson (1/2 Split)	500
Grade Level Leader - 3	1,000		STLP - Johnson (1/2 Split)	500
Grade Level Leader - 4	1,000		Studio Art - Johnson	1,000
Grade Level Leader - 5	1,000		School Technology Coordinator - Elementary	2,987
Grade Level Leader - Specials	1,000		Vocal Music - Johnson	1,000
MES		MES Continued		
Academic Team Elem - Moyer	2500		Grade Level Leader - Specials	1000
Chess Club - Moyer (1/2)	500		Grade Level Leader - Special Ed	1000
Chess Club - Moyer (1/2)	500		Instructional Resource Support - K-2	1000
Chess Club - 10 Year Coach	1250		Instructional Resource Support - 3-5	1000
Girls on the Run Spring - Moyer (1/2 Split)	500		Journalism	1000
Girls on the Run Spring - Moyer (1/2 Split)	500		Engineering - Moyer	1000
Girls on the Run Fall - Moyer (1/2 Split)	500		MES Club Sponsor (1)	1000
Girls on the Run Fall - Moyer (1/2 Split)	500		STLP - Moyer	1000
Grade Level Leader - K	1000		STLP - Moyer - 10 Year Coach	1250
Grade Level Leader - 1	1000		Studio Art - Moyer	1000
Grade Level Leader - 2	1000		Studio Art - Moyer - 10 Year Coach	1250
Grade Level Leader - 3	1000		School Technology Coordinator - Elementary	2987
Grade Level Leader - 4	1000		Vocal Music - Moyer	1000
Grade Level Leader - 5	1000			
WES		WES Continued		
Academic Team Elem - Woodfill	2500		Instructional Resource Support - 3-5	1000
Academic Team Elem - Woodfill - 10 Year Coach	3125		Journalism- Woodfill	1000
Chess Club - Woodfill	1000		Engineering - Woodfill	1000
Girls on the Run - Woodfill	1000		STLP - Woodfill	1000
Grade Level Leader - K	1000		Studio Art - Woodfill	1000
Grade Level Leader - 1	1000		School Technology Coordinator - Elementary	2987
Grade Level Leader - 2	1000		Unified Sports Coach - Bocce (1/3 Split)	340
Grade Level Leader - 3	1000		Unified Sports Coach - Bocce (1/3 Split)	340
Grade Level Leader - 4	1000		Unified Sports Coach - Bocce (1/3 Split)	340
Grade Level Leader - 5	1000		Unified Sports Coach - Bocce (Combined)	1020
Grade Level Leader - Specials	1000		Vocal Music - Woodfill	1000
Grade Level Leader - Special Ed	1000		WES Club Sponsor (1)	1000
Instructional Resource Support - K-2	1000			

ATHLETIC / DRAMA WORKERS' PAY SCALE

2026-27

Athletics				
Volleyball - HHS			Football	
Manager			Varsity	non-employee employee
Single game	\$55.00		Manager	\$300.00 \$354.00
Double header	\$80.00		Parking Attendant	\$45.00 \$54.90
Triple Header	\$105.00		Ticket taker	\$45.00 \$54.90
Ticket Taker			Security	\$55.00 \$67.10
Single game	\$40.00		Set up	\$35.00 \$42.70
Double header	\$55.00		Clean up	\$35.00 \$42.70
Triple header	\$70.00		Monitor	\$35.00 \$42.70
Announcer				
F or JV	\$15.00		JV & Freshman	
V	\$20.00		Manager	\$105.00
Videographer - V	\$20.00		Ticket Taker	\$40.00
Soccer			Baseball	
Manager			Announcer	
Single game	\$55.00		F or JV	\$15.00
Double header	\$80.00		V	\$20.00
Triple Header	\$105.00			
Ticket Taker			Book/Clock	
Single Game	\$40.00		F or JV	\$20.00
Double Header	\$55.00		V	\$30.00
Triple Header	\$70.00		Video - V	\$20.00
Videographer - V	\$20.00			
Basketball			Softball	
Manager			Announcer	
Single game	\$55.00		F or JV	\$15.00
Double header	\$80.00		V	\$20.00
Triple Header	\$105.00			
Ticket Taker			Book/Clock	
Single Game	\$40.00		F or JV	\$20.00
Double Header	\$55.00		V	\$30.00
Triple Header	\$70.00		Video - V	\$20.00
Announcer				
F or JV	\$15 / game		Swim/Dive	
V	\$20 / game		Video	\$20.00
Videographer - V	\$20 / game			
			HMS Volleyball & Basketball	
			Clock/Book & ticket taker	
			Double header	\$40.00 \$42.50
			Triple header	\$55.00 \$57.20
Drama Department			Booster Funded Stipends	
Production Team			Band	
Costume Design	\$1,500		Woodwind	\$2,800
Pit Conductor	\$1,000-\$1,500		Color Guard Asst.	\$2,500
Fight Choreographer	\$700		Percussion	\$5,500
Dialect Coach	\$250-\$500		Percussion Asst.	\$2,500
			Digital Music	\$1,500
Orchestra			Winter Guard Asst.	\$2,500
Professional Musician	\$100/performance, \$50/rehearsal		Winter Perc. Asst.	\$2,500
College/YP Musician	\$75/performance, \$35/rehearsal			
Professional Pianist	\$125/performance or rehearsal			
Accompanist	\$30/hr			

Fort Thomas Independent Schools

Substitute Pay Schedule

2026-27

CERTIFIED SUBSTITUTES

Category		Daily Rate
1	Current Teacher Certification	\$135
2	Bachelor's Degree or Above	\$120
3	64 - 128 College Hours	\$105

The daily rate for a substitute teacher who serves in the same position for a period of 20 or more consecutive days shall be determined by appropriate placement on the current Certified Salary Schedule for regular teachers. This rate shall apply to the total number of days the substitute serves in that particular position.

CLASSIFIED SUBSTITUTES

Classified substitutes will be paid at zero years of experience for the position on the appropriate classified salary schedule. Positions requiring maintaining certification (such as bus drivers) will be paid based on years of service.