

# Nelson County Schools

## 2011—2012

### Salary Schedules And Information



2011-2012  
NELSON COUNTY SCHOOL DISTRICT  
CALENDAR  
(Adopted December 21, 2010)

AUG. 1 ..... CLOSED: PROFESSIONAL DAY FOR TEACHERS  
AUG. 2 ..... CLOSED: PROFESSIONAL DEVELOPMENT  
AUG. 3 ..... FIRST DAY FOR STUDENTS  
SEPT. 5 ..... CLOSED: LABOR DAY  
OCT. 7 ..... END OF FIRST QUARTER  
OCT. 10 - OCT. 14 ..... CLOSED: FALL VACATION  
  
OCT. 17 ..... FIRST DAY OF SECOND QUARTER  
NOV. 7 ..... CLOSED\*  
NOV. 8 ..... CLOSED: GENERAL ELECTION DAY  
NOV. 23 ..... CLOSED  
NOV. 24 ..... CLOSED: THANKSGIVING DAY  
NOV. 25 ..... CLOSED  
DEC. 16 ..... END OF SECOND QUARTER  
DEC. 19 - DEC. 30 ..... CLOSED: WINTER VACATION  
  
JAN. 2 ..... FIRST DAY OF THIRD QUARTER  
JAN 13 ..... CLOSED: PROFESSIONAL DEVELOPMENT\*  
JAN. 16 ..... CLOSED: MARTIN LUTHER KING, JR. DAY  
FEB 10 ..... CLOSED\*  
FEB 13 ..... CLOSED\*  
MARCH 2 ..... CLOSED: PROFESSIONAL DEVELOPMENT\*  
MARCH 5 ..... CLOSED: PROFESSIONAL DEVELOPMENT\*  
MARCH 9 ..... END OF THIRD QUARTER  
  
MARCH 12 ..... FIRST DAY OF FOURTH QUARTER  
APRIL 2 - APRIL 6 ..... CLOSED: SPRING VACATION  
APRIL 9 - APRIL 13 ..... CLOSED\*  
MAY 4 ..... CLOSED\*  
MAY 22 ..... CLOSED: PRIMARY ELECTION DAY  
MAY 28 ..... CLOSED: MEMORIAL DAY  
MAY 31 ..... LAST DAY FOR STUDENTS

\* POTENTIAL MAKE-UP DAYS FOR 2011-2012: NOV. 7, JAN 13, FEB. 10,  
FEB. 13, MARCH 2, MARCH 5, APRIL 9-13, AND MAY 4.

THE STATE TESTING WINDOW  
IS MAY 10 - MAY 31 (OMITTING MAY 22 AND MAY 28).



12/21/10 Approved by Board

# 2011-2012 SCHOOL CALENDAR

Part I ☐ Traditional Calendar

☒ Year-round Calendar

District: Nelson County Schools  
Schools: \_\_\_\_\_

## July 2011

M	T	W	T	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

## August 2011

M	T	W	T	F
1 P	2 PD	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

## September 2011

M	T	W	T	F
			1	2
5 H	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

## October 2011

M	T	W	T	F
3	4	5	6	7 Q1
10 X	11 X	12 X	13 X	14 X
17	18	19	20	21
24	25	26	27	28
31				

## November 2011

M	T	W	T	F
	1	2	3	4
7XM	8 X	9	10	11
14	15	16	17	18
21	22	23X	24 H	25 X
28	29	30		

## December 2011

M	T	W	T	F
			1	2
5	6	7	8	9
12	13	14	15	16 Q2
19X	20X	21X	22X	23 X
26 X	27 X	28 X	29X	30 X

## January 2012

M	T	W	T	F
2	3	4	5	6
9	10	11	12	13PDM
16 H	17	18	19	20
23	24	25	26	27
30	31			

## February 2012

M	T	W	T	F
		1	2	3
6	7	8	9	10XM
13XM	14	15	16	17
20	21	22	23	24
27	28	29		

## March 2012

M	T	W	T	F
			1	2PDM
5PDM	6	7	8	9 Q3
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

## April 2012

M	T	W	T	F
2 X	3 X	4 X	5 X	6 X
9XM	10XM	11XM	12XM	13XM
16	17	18	19	20
23	24	25	26	27
30				

## May 2012

M	T	W	T	F	S
	1	2	3	4 XM	
7	8	9	10	11	
14	15	16	17	18	
21	22 X	23	24	25	
28 H	29	30	31 Q4		

## June 2012

M	T	W	T	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

    Holiday   
     Professional Day   
     Non-School Day - Campus closed, or M = Snow Day makeup  
    State Testing Window   
 Notes: Makeup days    Q1 = 47    Q2 = 40    Q3 = 44    Q4 = 46    Days  
Q - End of Quarter



# NELSON COUNTY SCHOOLS CERTIFIED

## SALARY SCHEDULE 2011-2012

YEARS EXPERIENCE	EMERGENCY CERTIFICATE + 64-95 HOURS	EMERGENCY CERTIFICATE + 96- 128 HOURS	EMERGENCY CERTIFICATE + Bachelors	EMERGENCY CERTIFICATE + Masters	EMERGENCY CERTIFICATE + Doctorate	B.A.		M.A.		MASTERS		RANK I
						RANK IV C	RANK IV B	RANK IV A	DEGREE	DEGREE	+ 30	RANK I
	RANK V	RANK IV	RANK IV C	RANK IV B	RANK IV A	RANK III	RANK II	RANK I	RANK I	RANK I	RANK I	RANK I
0	25,931	27,479	36,561	40,110	44,412	36,561	40,110	44,412	40,110	44,412	44,412	45,183
1	26,190	27,740	36,895	40,445	44,753	36,895	40,445	44,753	40,445	44,753	44,753	45,518
2	26,451	28,001	37,238	40,787	45,087	37,238	40,787	45,087	40,787	45,087	45,087	45,854
3	26,711	28,261	37,572	41,122	45,429	37,572	41,122	45,429	41,122	45,429	45,429	46,195
4	29,099	30,655	40,075	44,048	47,912	40,075	44,048	47,912	44,048	47,912	47,912	48,678
5	29,099	30,655	40,075	44,048	47,912	40,411	44,383	48,254	44,383	48,254	48,254	49,019
6	29,099	30,655	40,075	44,048	47,912	40,753	44,726	48,587	44,726	48,587	48,587	49,356
7	29,099	30,655	40,075	44,048	47,912	41,088	45,061	49,705	45,061	49,705	49,705	50,050
8	29,099	30,655	40,075	44,048	47,912	41,430	45,395	50,050	45,395	49,266	49,266	50,050
9	29,099	30,655	40,075	44,048	47,912	41,765	45,738	50,402	45,738	49,608	49,608	50,402
10	29,099	30,655	40,075	44,048	47,912	45,566	49,664	54,466	49,664	53,682	53,682	54,466
11	29,099	30,655	40,075	44,048	47,912	45,909	50,008	54,812	50,008	54,031	54,031	54,812
12	29,099	30,655	40,075	44,048	47,912	46,243	50,350	55,155	50,350	54,377	54,377	55,155
13	29,099	30,655	40,075	44,048	47,912	46,469	50,704	55,507	50,704	54,727	54,727	55,507
14	29,099	30,655	40,075	44,048	47,912	46,805	51,048	55,851	51,048	55,071	55,071	55,851
15	29,099	30,655	40,075	44,048	47,912	48,144	52,480	57,045	52,480	56,258	56,258	57,045
16	29,099	30,655	40,075	44,048	47,912	48,488	52,832	57,395	52,832	56,602	56,602	57,395
17	29,099	30,655	40,075	44,048	47,912	48,822	53,175	57,739	53,175	56,952	56,952	57,739
18	29,099	30,655	40,075	44,048	47,912	49,164	53,527	58,092	53,527	57,297	57,297	58,092
19	29,099	30,655	40,075	44,048	47,912	49,502	53,870	58,435	53,870	58,084	58,084	58,435
20	29,099	30,655	40,075	44,048	47,912	51,286	55,591	60,942	55,591	60,176	60,176	60,942
21	29,099	30,655	40,075	44,048	47,912	51,639	55,941	61,294	55,941	60,528	60,528	61,294
22	29,099	30,655	40,075	44,048	47,912	51,981	56,287	61,636	56,287	60,873	60,873	61,636
23	29,099	30,655	40,075	44,048	47,912	52,333	56,636	61,989	56,636	61,222	61,222	61,989
24	29,099	30,655	40,075	44,048	47,912	52,676	56,981	62,334	56,981	61,568	61,568	62,334
25	29,099	30,655	40,075	44,048	47,912	53,175	57,478	62,832	57,478	62,066	62,066	62,832
26	29,099	30,655	40,075	44,048	47,912	53,175	57,478	62,832	57,478	62,066	62,066	62,832
27	29,099	30,655	40,075	44,048	47,912	53,175	57,478	62,832	57,478	62,066	62,066	62,832
28	29,099	30,655	40,075	44,048	47,912	53,175	57,478	62,832	57,478	62,066	62,066	62,832
29	29,099	30,655	40,075	44,048	47,912	53,175	57,478	62,832	57,478	62,066	62,066	62,832
30	29,099	30,655	40,075	44,048	47,912	53,175	57,478	62,832	57,478	62,066	62,066	62,832
31	29,099	30,655	40,075	44,048	47,912	53,175	57,478	62,832	57,478	62,066	62,066	62,832
32	29,099	30,655	40,075	44,048	47,912	53,175	57,478	62,832	57,478	62,066	62,066	62,832
33	29,099	30,655	40,075	44,048	47,912	53,175	57,478	62,832	57,478	62,066	62,066	62,832
34	29,099	30,655	40,075	44,048	47,912	53,175	57,478	62,832	57,478	62,066	62,066	62,832
35	29,099	30,655	40,075	44,048	47,912	53,175	57,478	62,832	57,478	62,066	62,066	62,832
36	29,099	30,655	40,075	44,048	47,912	53,175	57,478	62,832	57,478	62,066	62,066	62,832
37	29,099	30,655	40,075	44,048	47,912	53,175	57,478	62,832	57,478	62,066	62,066	62,832
38	29,099	30,655	40,075	44,048	47,912	53,175	57,478	62,832	57,478	62,066	62,066	62,832
39	29,099	30,655	40,075	44,048	47,912	53,175	57,478	62,832	57,478	62,066	62,066	62,832
40	29,099	30,655	40,075	44,048	47,912	53,175	57,478	62,832	57,478	62,066	62,066	62,832

# ***NELSON COUNTY SCHOOLS***

## **EMPLOYEE INDEX** **2011-2012**

<b><u>POSITION</u></b>	<b><u>INDEX</u></b>
<b>SUPERINTENDENT</b>	<b>APC</b>
<b>HIGH SCHOOL PRINCIPAL</b>	<b>1.23</b>
<b>EXECUTIVE DIRECTOR OF INSTRUCTION</b>	<b>1.20</b>
<b>DIR OF SPECIAL EDUCATION &amp; 504</b>	<b>1.17</b>
<b>EXECUTIVE DIRECTOR OF STUDENT SUPPORT</b>	<b>1.17</b>
<b>MIDDLE/COMBINED SCHOOL PRINCIPAL</b>	<b>1.16</b>
<b>ELEMENTARY SCHOOL PRINCIPAL &gt;400</b>	<b>1.14</b>
<b>ELEMENTARY SCHOOL PRINCIPAL &lt;400</b>	<b>1.12</b>
<b>ASST. HIGH SCHOOL PRINCIPAL #1, #2, #3</b>	<b>1.12</b>
<b>MIDDLE SCHOOL ASST. PRINCIPAL</b>	<b>1.12</b>
<b>ELEMENTARY SCHOOL ASST PRINCIPAL</b>	<b>1.12</b>

# ***NELSON COUNTY SCHOOLS***

## **SALARIED CLASSIFIED EMPLOYEES 2011-2012**

	<b>POSITION</b>	<b>DAYS</b>
1.	<b>EXECUTIVE DIRECTOR OF OPERATIONS</b>	<b>259</b>
2..	<b>DIRECTOR OF TECHNOLOGY</b>	<b>259</b>
3.	<b>ASST. DIR. OF TECHNOLOGY</b>	<b>259</b>
4.	<b>DIRECTOR OF PHYSICAL SUPPORT SERVICES</b>	<b>259</b>
5.	<b>TRANSPORTATION SUPERVISOR</b>	<b>259</b>
6.	<b>DIRECTOR OF FOOD SERVICE</b>	<b>259</b>
7.	<b>DIRECTOR OF DISTRICT DAYCARE</b>	<b>259</b>
8.	<b>DIRECTOR OF FINANCE</b>	<b>259</b>
9.	<b>SUPERVISOR OF MAINTENANCE</b>	<b>259</b>
10.	<b>WAREHOUSE SUPERVISOR/ BUS TRAINER</b>	<b>259</b>
11.	<b>ADMIN ASST TO THE SUPT.</b>	<b>259</b>
12.	<b>ADMIN ASST TO THE EXECUTIVE DIRECTOR OF STUDENT SUPPORT</b>	<b>259</b>
13.	<b>ADMIN ASST TO THE DIRECTOR OF PUPIL PERSONNEL</b>	<b>259</b>
14.	<b>FLEET MANAGER</b>	<b>259</b>
15.	<b>COMMUNICATIONS DIRECTOR/GRANT WRITER</b>	<b>259</b>
16.	<b>FRYSC DIRECTOR/COORDINATOR</b>	<b>240</b>
17.	<b>SCHOOL NURSE</b>	<b>189</b>
18.	<b>SPEECH PATHOLOGIST</b>	<b>186</b>
19.	<b>OCCUPATIONAL THERAPIST</b>	<b>184</b>
20.	<b>OCCUPATIONAL THERAPY ASSISTANT</b>	<b>174</b>
21.	<b>PHYSICAL THERAPY ASSISTANT</b>	<b>144</b>



# ***NELSON COUNTY SCHOOLS***

## **EXTENDED EMPLOYMENT SCHEDULE 2011-2012**

### **CERTIFIED POSITIONS**

### **EXTENDED DAYS (MAX.)**

<b>CENTRAL OFFICE ADMINISTRATORS</b>	<b>53</b>
<b>HIGH SCHOOL PRINCIPAL 9-12</b>	<b>53</b>
<b>MIDDLE SCHOOL PRINCIPALS 6-8</b>	<b>53</b>
<b>COMBINED SCHOOL PRINCIPAL</b>	<b>53</b>
<b>ELEMENTARY PRINCIPALS &gt;400</b>	<b>53</b>
<b>ASST. HIGH SCHOOL PRINCIPAL 9-12 #1</b>	<b>53</b>
<b>HORIZON'S ACADEMY PRINCIPAL</b>	<b>53</b>
<b>FAMILY RES. CENTER DIRECTORS</b>	<b>53</b>
<b>VOC. AG. TEACHERS 9-12</b>	<b>53</b>
<b>TECHNOLOGY INTEGRATION SPECIALIST</b>	<b>53</b>
<b>ELEMENTARY PRINCIPALS 200 – 399</b>	<b>40</b>
<b>ASST. HIGH SCHOOL PRINCIPAL 9-12 #2 &amp; 3</b>	<b>23</b>
<b>HIGH SCHOOL COUNSELORS 9-12</b>	<b>18</b>
<b>ELEMENTARY AND MIDDLE SCHOOL ASST. PRINCIPAL 6-8</b>	<b>18</b>
<b>SCHOOL PSYCHOLOGIST I</b>	<b>13</b>
<b>MIDDLE SCHOOL COUNSELORS 6-8</b>	<b>13</b>
<b>COMBINED SCHOOL COUNSELORS</b>	<b>11</b>
<b>VOC. AG. TEACHERS 6-8</b>	<b>10</b>
<b>CURRICULUM RESOURCE CONSULTANT</b>	<b>10</b>
<b>SCHOOL PSYCHOLOGIST II</b>	<b>10</b>
<b>LIBRARIANS &gt;401</b>	<b>10</b>
<b>ELEMENTARY SCHOOL COUNSELORS</b>	<b>10</b>
<b>HEAD HS FOOTBALL COACH</b>	<b>8</b>
<b>HEAD HS BOYS BASKETBALL</b>	<b>8</b>
<b>HEAD HS GIRLS BASKETBALL</b>	<b>8</b>
<b>LIBRARIANS &lt;400</b>	<b>8</b>

***NELSON COUNTY SCHOOLS***  
**EXTRA SERVICE SALARY SCHEDULE**  
**2011-2012**

POSITION	INDEX
HS HEAD BAND DIRECTOR (1)	0.15
HEAD BOYS BASKETBALL HS (1)	0.15
HEAD GIRLS BASKETBALL HS (1)	0.15
HEAD FOOTBALL HS (1)	0.15
HEAD BASEBALL HS (1)	0.13
HEAD BOYS SOCCER HS (1)	0.13
HEAD GIRLS SOCCER HS (1)	0.13
HEAD SOFTBALL HS (1)	0.13
HEAD TRACK HS (1)	0.11
ASST. BAND DIRECTOR HS (1)	0.10
ASST. BOYS BASKETBALL HS (2)	0.10
ASST. GIRLS BASKETBALL HS (2)	0.10
HEAD CROSS COUNTRY HS (1)	0.10
HEAD WRESTLING HS (1)	0.10
HEAD SWIMMING HS (1)	0.10
HEAD GIRLS VOLLEYBALL HS (1)	0.10
ROTC SPONSOR HS (1)	0.10
ASST. FOOTBALL HS (6)	0.10
HEAD CHEERLEADING SPONSOR HS (1)	0.09
HEAD DANCE HS (1)	0.09
HEAD TENNIS HS (1)	0.08
HEAD FRESHMEN FOOTBALL (1)	0.07
DISTRICT ACAD TEAM COORD	0.07
HS HEAD BOYS GOLF	0.06
HS HEAD GIRLS GOLF	0.06
HEAD M.S. CHEERLEADING SPONSOR (1)	0.06
HS YEARBOOK SPONSOR (1)	0.06
HS HEAD ACADEMIC COACH (1)	0.07
HS CHORUS (1)	0.06
HEAD M.S. BOYS BASKETBALL (1)	0.05
HEAD M.S. GIRLS BASKETBALL (1)	0.05
HEAD M.S. ACADEMIC COACH (1)	0.05
HEAD COMBINED ACADEMIC COACH (2, 1 Ele 1 Mid)	0.05
HEAD ELE. ACADEMIC COACH (1)	0.05
ASST. H.S. ACADEMIC COACH (1)	0.05
HEAD M.S. FOOTBALL (1)	0.05
ASST. H.S. BASEBALL (2)	0.05
ASST. H.S. BOYS SOCCER (1 )	0.05
ASST. H.S. GIRLS SOCCER (1)	0.05
ASST HS BOYS/GIRLS SOCCER (1)	0.05
HEAD M.S. VOLLEYBALL (1)	0.05
HEAD M.S. DISCRETIONARY (1)	0.05
ASST HS WRESTLING	0.05
ASST HS SWIMMING	0.05
ASST. SOFTBALL COACH (2)	0.05
ASST. HS TRACK COACH (3)	0.05
ASST HS CROSS COUNTRY (2)	0.05
ASST. HS GIRLS VOLLEYBALL (1)	0.05
HIGH SCHOOL DRAMA COACH (2)	0.05
SCHOOL TECHNOLOGY CORD (1)	0.05
ASST HS CHEERLEADING SPONSOR (1)	0.04
DRILL TEAM COACH (1)	0.04
ASST. TENNIS (1)	0.04



***NELSON COUNTY SCHOOLS***  
**EXTRA SERVICE SALARY SCHEDULE**  
**2011-2012(CONT)**

MEDIA EDITOR	(1)	0.03
ASST. M.S. BOYS BASKETBALL	(1)	0.03
ASST. M.S. GIRLS BASKETBALL	(1)	0.03
ASST. M.S. FOOTBALL	(2)	0.03
H.S. SENIOR CLASS SPONSOR	(1)	0.03
H.S. JUNIOR CLASS SPONSOR	(1)	0.03
PROBLEM SOLVING COACH (MID)		0.03
M.S. DRAMA COACH	(1)	0.02
SBDM SECRETARY	(1)	0.02
CLUSTER LEADER ( All)	(1)	0.02
M.S/ELE YEARBOOK	(1)	0.01
PAR INV COORD	(1)	0.01
SCH PUB REL	(1)	0.01

# ***NELSON COUNTY SCHOOLS***

## **SUBSTITUTE TEACHING SALARY SCHEDULE**

**2011-2012**

<b>RANK</b>	<b>1-3YRS</b>	<b>4-9YRS</b>	<b>10+ YRS</b>
<b>IA</b>	<b>79.00</b>	<b>82.00</b>	<b>87.00</b>
<b>I</b>	<b>77.00</b>	<b>79.00</b>	<b>82.00</b>
<b>II</b>	<b>75.00</b>	<b>77.00</b>	<b>79.00</b>
<b>III</b>	<b>73.00</b>	<b>76.00</b>	<b>77.00</b>
<b>IV</b>	<b>69.00</b>	<b>70.00</b>	<b>71.00</b>
<b>V</b>	<b>67.00</b>	<b>68.00</b>	<b>69.00</b>

### **Breakdown for Substitutes**

<b>Rank</b>	<b>College Hours</b>
<b>III</b>	<b>Certified Teacher</b>
<b>IV</b>	<b>96 Hours or more</b>
<b>V</b>	<b>64-95 Hours</b>

Substitutes who substitute for the Nelson County Board of Education fifty or more days during the school year will be given one year of service credit to be effective the following school year. Substituting for other school districts will not count towards service credit with the Nelson County Board of Education.

Substitute teachers who hold a valid teaching certificate, when employed as a substitute in the same position, shall be paid based on their actual certification and experience from the certified salary scale effective the twenty first consecutive day substituting in that position. Substitutes who do not hold a valid teaching certificate shall continue to be paid the appropriate rate from the substitute teaching salary scale.

**NELSON COUNTY SCHOOLS CLASSIFIED SALARY SCHEDULE  
2011-2012**

STEPS	GRADE 13	GRADE 12	GRADE 11	GRADE 10	GRADE 9	GRADE 8	GRADE 7	GRADE 6	GRADE 5	GRADE 4	GRADE 3	GRADE 2	GRADE 1	STEPS
0	14.32	13.82	13.32	12.81	12.32	11.82	11.34	10.84	10.14	9.42	8.71	8.02	7.30	0
1	14.66	14.17	13.68	13.19	12.68	12.18	11.68	11.19	10.48	9.78	9.07	8.36	7.64	1
2	15.03	14.52	14.03	13.53	13.04	12.54	12.05	11.54	10.84	10.14	9.42	8.71	8.00	2
3	15.37	14.88	14.37	13.88	13.38	12.90	12.40	11.91	11.19	10.48	9.78	9.07	8.35	3
4	15.71	15.22	14.74	14.24	13.75	13.24	12.75	12.25	11.54	10.84	10.14	9.42	8.70	4
5	16.09	15.60	15.08	14.59	14.09	13.60	13.10	12.60	11.91	11.19	10.48	9.78	9.07	5
6	16.43	15.94	15.45	14.95	14.47	13.95	13.46	12.96	12.25	11.54	10.84	10.14	9.42	6
7	16.78	16.29	15.80	15.31	14.81	14.32	13.82	13.32	12.60	11.91	11.19	10.48	9.77	7
8	17.14	16.65	16.14	15.65	15.16	14.66	14.17	13.68	12.96	12.25	11.54	10.84	10.12	8
9	17.49	16.99	16.50	16.00	15.52	15.03	14.52	14.03	13.32	12.60	11.91	11.19	10.47	9
10	17.86	17.37	16.85	16.36	15.86	15.37	14.88	14.37	13.68	12.96	12.25	11.54	10.82	10
11	18.21	17.71	17.22	16.72	16.22	15.71	15.22	14.74	14.03	13.32	12.60	11.91	11.19	11
12	18.55	18.06	17.56	17.08	16.58	16.09	15.60	15.08	14.37	13.68	12.96	12.25	11.53	12
13	18.92	18.42	17.93	17.42	16.93	16.43	15.94	15.45	14.74	14.03	13.32	12.60	11.90	13
14	19.26	18.77	18.27	17.78	17.27	16.78	16.29	15.80	15.08	14.37	13.68	12.96	12.24	14
15	19.63	19.12	18.63	18.13	17.64	17.14	16.65	16.14	15.45	14.74	14.03	13.32	12.59	15
16	19.98	19.49	18.99	18.50	17.98	17.49	16.99	16.50	15.80	15.08	14.37	13.68	12.95	16
17	20.33	19.83	19.34	18.84	18.35	17.86	17.37	16.85	16.14	15.45	14.74	14.03	13.31	17
18	20.68	20.20	19.70	19.20	18.70	18.21	17.71	17.22	16.50	15.80	15.08	14.37	13.66	18
19	21.03	20.54	20.05	19.55	19.06	18.55	18.06	17.56	16.85	16.14	15.45	14.74	14.02	19
20	21.40	20.88	20.39	19.90	19.41	18.92	18.42	17.93	17.22	16.50	15.80	15.08	14.36	20
21	21.60	21.11	20.62	20.12	19.63	19.12	18.63	18.13	17.42	16.72	16.00	15.31	14.57	21
22	21.82	21.32	20.83	20.33	19.83	19.34	18.84	18.35	17.64	16.93	16.22	15.52	14.80	22
23	22.04	21.53	21.03	20.54	20.05	19.55	19.06	18.55	17.86	17.14	16.43	15.71	15.01	23
24	22.24	21.75	21.26	20.77	20.27	19.76	19.26	18.77	18.06	17.37	16.65	15.94	15.21	24
25	22.45	21.96	21.45	20.97	20.48	19.98	19.49	18.99	18.27	17.56	16.85	16.14	15.43	25

  

TREASURER 7166	Health Service Tech 7272	Health Service Asst 7273				ACCOUNT CLERK 3 7163	ACCOUNT CLERK 2 7164	ACCOUNT CLERK 1 7165	SCHOOL SECRETARY II 7777-7779	SCHOOL SECRETARY I 7773-7775	INSTRUCTNL ASSISTANT 1 7320	BUS MONITOR 11 7943	BUS MONITOR 1 7942
ESL INSTRUCTNL ASST 7338		MAINT TECH 3 7443	MAINT TECH 2 7444	MAINT TECH 1 7445	VEHICLE MECH 1 7916	BUS DRIVERS 7941				INSTRUCTNL ASSISTANT 2 7318	CUSTODIAN I 7609		
			VEHICLE MECH 2 7915	VEHICLE MECH 1 7916	VEHICLE MAINT ASSIST 7913				Cust Services Manager 7602	CUSTODIAN II 7605	FS COOK-BAKER 7241		
	TECHNICAL SPECIALIST III 7523	TECHNICAL SPECIALIST II 7524	TECHNICAL SPECIALIST I 7525					FS MANAGR 2 7211	FS MANAGR 1 7212	FS ASSISTANT 7232	CAFETERIA MONITOR 7213		
											Special Driver 8945		



# **GUIDELINES FOR SALARY SCHEDULES 2011-2012**

## **1. Experience Credit**

- a. Employees whose pay is based on the classified salary schedule will receive one year of experience for every two years worked outside the school district, but in a related field.
- b. Classified Individuals who have worked in a related field in a Kentucky public or private school, or who have served on active duty in the United States Armed Services, will receive one year experience for each year worked.

Drivers with a CDL-P license who have worked outside the school district in a bus driver position, will receive one year for each year worked.

Drivers with a CDL license who have worked outside the school district, will receive one year experience for two years worked.

- c. An individual who changes job classifications within the Nelson County School system, in an unrelated field, will receive one year experience for every two years worked.
- d. Changes in job classification which involve the following natural progressions will receive years experience on a one per one basis:

Food Service Manager to Secretary  
Instructional Assistant to Secretary  
Head Custodian to Maintenance  
Bus Driver to Vehicle Maintenance

- e. Experience credit for other position changes that might involve natural progression will be determined by the superintendent.

## **2. Wages**

- a. If individuals work in more than one job classification, then they shall receive the salary/wages appropriate for time spent working in each classification.

- b. Every effort shall be made to ensure that no individual is regularly scheduled for more than 40 hours per week.
- c. All Nelson County Board of Education students, when employed on a temporary basis by the board, shall be paid wages at the federal minimum.
- d. Students involved at some level of post-secondary education employed on a seasonal basis shall be paid at Grade 3 Step 0 from the current classified salary schedule.
- e. Seasonal employees, who are not current students, may be hired and their wage rate set by the superintendent based on their qualifications and the duties to be performed.
- f. The following wage rates shall exist for employees who perform the following duties:
  - 1. \$33.00 per hour for the performance of regular classroom or administrative responsibilities.
  - 2. \$25.00 per hour for the performance of ESS academic instruction, night school or other administrative support function.
  - 3. \$22.50 per hour for the performance of intersession enrichment, homebound or other instructional support services.
  - 4. \$13.00 per hour or regular rate (whichever higher) for the performance of food service management at a banquet or other after hours function.
  - 5. \$10.00 per hour or regular rate (whichever higher) for the performance of cook/baker duties at a banquet or other after hours function, for bus driving for all extra curricular and field trips and for performing traffic control duties.
  - 6. The employees regular rate of pay (o/t if applicable) for the performance of bus driving for ESS, intersession and other instructional trips as determined by the superintendent.
  - 7. Current employees (who qualify for benefits) who substitute in a different classified position shall be paid their regular rate of pay or the entry level pay of the position in which they are substituting, whichever is higher. Substitutes who are not current employees receiving benefits will be paid based on the approved classified salary scale for the applicable position, at the entry level, zero years experience.
  - 8. District League basketball coordinators shall be hired annually, one each for boys and girls and paid a stipend of \$400. Additionally, each school participating in the program

shall hire a school level Athletic Director, one each for boys and girls. These school Athletic Directors will receive a stipend of \$75 for each grade served for both boys and girls.

**3. Promotion/Experience Credit**

- a. All current employees must work or be on paid leave for at least 140 contract days and qualify for benefits in order to advance to the next step or experience level of pay for the following school year.**
- b. Merit changes in grade within the same job category can not occur for new employees to the district for a period of two years unless the superintendent determines that new certifications etc. have been attained which warrant a job class/grade change.**



#### **4. Leave**

- a. Sick, personal and vacation days for new employees will be granted on a prorated basis. Sick leave will be granted as follows: 179-205 days (10) 206-225 (11) 226-260 (12).**
- b. Effective July 1, 2005, new employees who are eligible for vacation days will receive five days during their first year of service and ten days each year thereafter thru 10 years of service. 11-15 years of service will earn 12 vacation days, years of service 16 - ? will earn 15 days. New employees who begin work on a day other than July 1 will receive a prorated portion of the five days, receiving one day for each two full months worked. Employees hired after May 1 will receive no vacation days until the following year. Employees who retire with vacation day balances will be paid for those in a lump sum.**
- c. Eligible Employees who separate employment for at least one year and return at a later date will receive five vacation days the first year and then ten days thereafter upon their return.**
- d. Employees who change job classifications, with the new position being one in which they will earn vacation, will earn ten vacation days, or a prorated portion thereof in their first year provided they were employed by the board for at least one year without interruption in the previous classification.**
- e. Employees receiving benefits who separate employment and return as a board employee within 12 months or within one school year will retain accumulated leave days; otherwise leave days will not be retained.**
- g. As of June 30 of each year, employees may have a maximum carry forward vacation leave balance of the equivalent of two years earned days. Any days in excess of this will be lost to the employee. Three personal days may be carried forward annually with these days credited as sick days which can be used according to board policy. Carry forward personal days may not otherwise be used. There is no limit on the number of sick days which may be carried forward. Employees who participate in KTRS may accumulate up to 60 vacation days if the employee is contracted for over 240 days. On June 30 of each year all accumulated vacation days in excess of 60 shall be transferred to sick to the employees sick leave account.**
- h. For classified hourly employees, in the event the employee (full time 40hr week/8hr day) is required to work additional hours, not to exceed four on a given Monday through Thursday, time off that same week may be**

granted. Once extra time exceeds four hours, the additional time above four hours will be paid at a rate of time and a half. The board reserves the right to pay time and a half for all hours exceeding forty in a given week if time off is not deemed in the best interest of the board.

- i. All full time employees, regardless of how many job classifications they hold shall be entitled to ten (10) days of sick leave and three (3) days of personal leave with pay per year. In order to qualify for vacation days a person must be employed and under contract for 4 hours per day 260 days per year. An employee who changes classification within the district from one not earning vacation days to one earning them shall receive 10 prorated vacation days in their first year in the new classification. All leave is to be taken in half or full day increments only.

## 5. Miscellaneous

- a. The index salary of non full time certified, non-employee or classified para-professionals who are paid from the extra service salary schedule, will be based on the rank III, level 0 of the certified salary scale.
- b. Employees who are provided training at a cost to the Nelson County Board of Education will be required to remain employed with the board for a period of time to be determined by the superintendent or reimburse the board for a prorated portion of the cost of the training/certification.
- c. Employees who have attained distinction as either a PhD or EdD shall receive a stipend annually in the amount of \$2,000. It shall be the responsibility of the employee to notify the Superintendent of attainment of this degree by 9/15 in order for the stipend to apply for that year, otherwise it will be come effective the following year.
- d. Instances where a classified employee is to be on leave in excess of 10 consecutive days then a sub shall be assigned to fill the vacancy from day 1 or as soon as the length of leave is determined.
- e. Principal, instructional supervisor and assistant superintendent salaries shall be based on step 15 or higher of the approved district salary scale. In the event that these employees are placed at step 15 due to their actual step being lower, they will remain in step 15 until they actually reach step 16. From then on they will be moved annually to the appropriate step.
- f. Effective July, 1, 2005, all newly hired classified staff will be subject to a ninety day probationary period. During the probationary period the employee will receive all regular benefits with the exception of the ability



to use accrued leave. Upon successful completion of probation, employees shall be eligible to use accrued leave as necessary. The evaluation process shall be used to determine whether or not a person successfully completes the probationary period.

- g. Classified employees who are hired after March 1<sup>st</sup> each year and likely not to be rehired the following year shall be placed in temporary status and shall not receive any employer paid benefits.
- h. When classified retirees return in a position requiring the district to cover health insurance cost, this amount shall be paid for by the department/school out of operating funds.
- i. Coaches who elect to drive their group to events in lieu of hiring a bus driver in an effort to save money will be paid \$20 per trip.
- j. Classified employees employed in extra duty positions will be provided an hour threshold not to exceed in order to stay within labor guidelines. When an employee exceeds this threshold the school will be billed accordingly.
- k. Effective with the 2011-2012 school year high schools will be allocated 6 department chair stipends in the amount of \$2500 each to be used at the discretion of the principal.
- l. All extra duty employment index payments for non-administrative certified staff will be based on the employees base pay for 186 days. For classified staff or para-professionals the pay shall be based on the 186 day salary of a starting rank III teacher.



# NELSON COUNTY SCHOOLS ADMIN NON-CERTIFIED

## SALARY SCHEDULE 2011-2012

### YEARS

### EXPERIENCE

	Admin Level 1	Admin Level 2	Admin Level 3	Admin Level 4	Admin Level 5	Admin Level 6	Admin Level 7	Admin Level 8	Admin Level 9
0	20,192	21,948	23,856	25,931	27,479	36,561	40,110	44,412	45,183
1	20,394	22,167	24,095	26,190	27,740	36,895	40,445	44,753	45,518
2	20,597	22,388	24,335	26,451	28,001	37,238	40,787	45,088	45,854
3	20,800	22,608	24,574	26,711	28,261	37,572	41,122	45,429	46,195
4	22,659	24,629	26,771	29,099	30,655	40,075	44,048	47,912	48,678
5	22,830	24,815	26,973	29,318	30,886	40,411	44,383	48,254	49,019
6	23,001	25,001	27,175	29,538	31,117	40,753	44,726	48,587	49,356
7	23,172	25,187	27,378	29,758	31,349	41,088	45,061	48,930	49,705
8	23,343	25,373	27,580	29,978	31,581	41,430	45,395	49,266	50,050
9	23,516	25,561	27,784	30,200	31,815	41,765	45,738	49,608	50,402
10	25,513	27,731	30,143	32,764	34,516	45,566	49,664	53,682	54,466
11	25,687	27,921	30,348	32,987	34,751	45,909	50,008	54,031	54,812
12	25,859	28,108	30,552	33,208	34,984	46,243	50,350	54,377	55,155
13	26,019	28,281	30,741	33,414	35,200	46,469	50,704	54,727	55,507
14	26,191	28,469	30,944	33,635	35,433	46,805	51,048	55,071	55,851
15	26,843	29,177	31,715	34,472	36,316	48,144	52,480	56,258	57,045
16	27,019	29,368	31,922	34,697	36,553	48,488	52,832	56,602	57,395
17	27,191	29,556	32,126	34,919	36,786	48,822	53,175	56,952	57,739
18	27,366	29,746	32,333	35,144	37,023	49,164	53,527	57,297	58,092
19	27,592	29,991	32,599	35,434	37,328	49,502	53,870	58,084	58,435
20	28,605	31,092	33,796	36,735	38,699	51,286	55,591	60,176	60,942
21	28,782	31,285	34,006	36,963	38,939	51,639	55,941	60,528	61,294
22	28,956	31,474	34,211	37,185	39,174	51,981	56,287	60,873	61,636
23	29,133	31,666	34,420	37,413	39,413	52,333	56,636	61,222	61,989
24	29,306	31,855	34,625	37,635	39,648	52,676	56,981	61,568	62,334
25	29,558	32,128	34,922	37,958	39,988	53,175	57,478	62,066	62,832
26	29,558	32,128	34,922	37,958	39,988	53,175	57,478	62,066	62,832
27	29,558	32,128	34,922	37,958	39,988	53,175	57,478	62,066	62,832
28	29,558	32,128	34,922	37,958	39,988	53,175	57,478	62,066	62,832
29	29,558	32,128	34,922	37,958	39,988	53,175	57,478	62,066	62,832
30	29,558	32,128	34,922	37,958	39,988	53,175	57,478	62,066	62,832
31	29,558	32,128	34,922	37,958	39,988	53,175	57,478	62,066	62,832
32	29,558	32,128	34,922	37,958	39,988	53,175	57,478	62,066	62,832
33	29,558	32,128	34,922	37,958	39,988	53,175	57,478	62,066	62,832
34	29,558	32,128	34,922	37,958	39,988	53,175	57,478	62,066	62,832
35	29,558	32,128	34,922	37,958	39,988	53,175	57,478	62,066	62,832
36	29,558	32,128	34,922	37,958	39,988	53,175	57,478	62,066	62,832
37	29,558	32,128	34,922	37,958	39,988	53,175	57,478	62,066	62,832
38	29,558	32,128	34,922	37,958	39,988	53,175	57,478	62,066	62,832
39	29,558	32,128	34,922	37,958	39,988	53,175	57,478	62,066	62,832
40	29,558	32,128	34,922	37,958	39,988	53,175	57,478	62,066	62,832