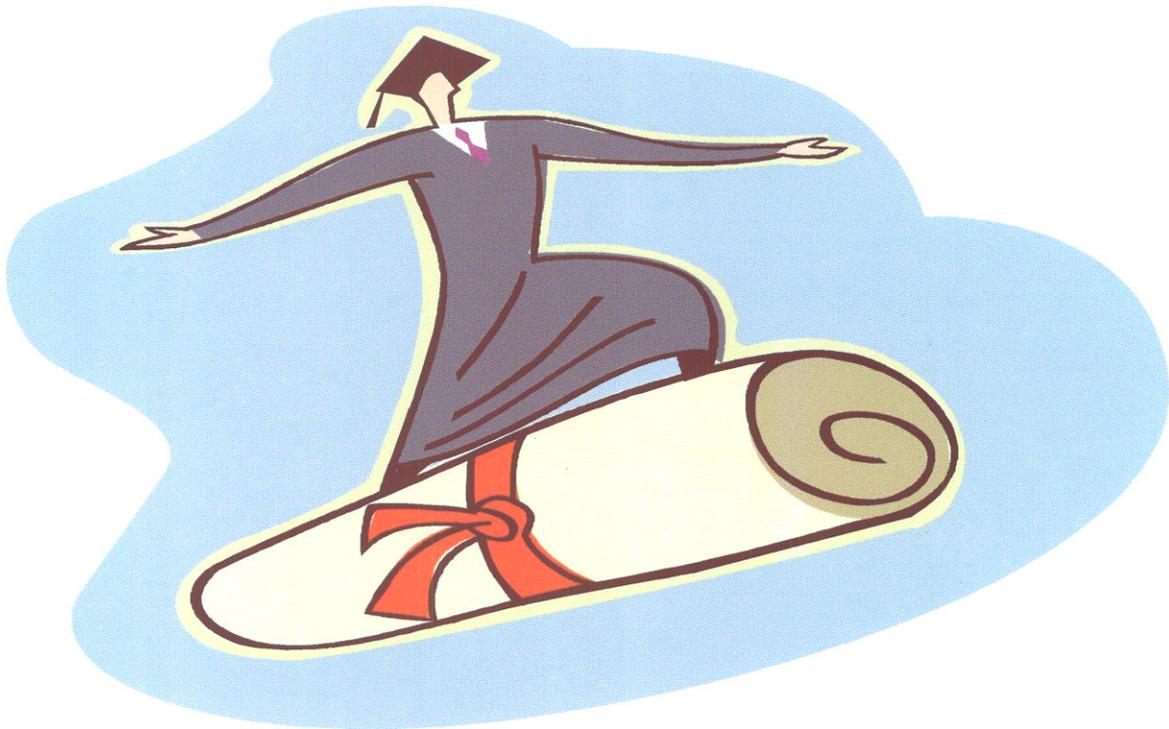


Nelson County Schools
2013—2014
Salary Schedules
And
Information



Bloomfield Elementary School
Cox's Creek Elementary
Nelson County Early Learning Center
Old Kentucky Home Middle School

Bloomfield Middle School
Foster Heights Elementary School
Nelson County High School
Thomas Nelson High School

Boston School
Horizons Academy
New Haven School

(174 days) (Approved 1/22/13)

2013-2014 SCHOOL CALENDAR

Part I Traditional Calendar Year-round Calendar

District: Nelson County Schools

Schools: _____

July 2013

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

August 2013

| M | T | W | T | F |
|-----|-----|-------------------|----|------|
| | | | 1 | 2PD |
| 5 P | 6PD | 7 1 st | 8 | 9 |
| 12 | 13 | 14 | 15 | 16 |
| 19 | 20 | 21 | 22 | 23 |
| 29 | 27 | 28 | 29 | 30SD |

September 2013

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

October 2013

| M | T | W | T | F |
|-----|-----|-----|------|------|
| | 1 | 2 | 3 Q1 | 4 PD |
| 7 X | 8 X | 9 X | 10 X | 11 X |
| 14 | 15 | 16 | 17 | 18 |
| 21 | 22 | 23 | 24 | 25 |
| 28 | 29 | 30 | 31 | |

November 2013

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

December 2013

| M | T | W | T | F |
|------|------|------|------|-------|
| 2 | 3 | 4 | 5 | 6 |
| 9 | 10 | 11 | 12 | 13 |
| 16 | 17 | 18 | 19 | 20 Q2 |
| 23 X | 24 X | 25 X | 26 X | 27 X |
| 30 X | 31 X | | | |

January 2014

| M | T | W | T | F |
|------|----|-----|-----|-----|
| | | 1 X | 2 X | 3 X |
| 6 | 7 | 8 | 9 | 10 |
| 13 | 14 | 15 | 16 | 17 |
| 20 H | 21 | 22 | 23 | 24 |
| 27 | 28 | 29 | 30 | 31 |

February 2014

| M | T | W | T | F |
|-------|----|----|------|-------|
| | | | | |
| 3 | 4 | 5 | 6 MT | 7 |
| 10 | 11 | 12 | 13 | 14 SD |
| 17 XM | 18 | 19 | 20 | 21 |
| 24 | 25 | 26 | 27 | 28 |

March 2014

| M | T | W | T | F |
|------|----|----|-------|-------|
| 3 | 4 | 5 | 6 | 7 |
| 10 | 11 | 12 | 13 Q3 | 14 PD |
| 17 | 18 | 19 | 20 | 21 |
| 24 | 25 | 26 | 27 | 28 |
| 31 X | | | | |

April 2014

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

May 2014

| M | T | W | T | F | S |
|------|-------|-------|-------|----------|---|
| | | | 1 | 2 XM | |
| 5 | 6 | 7 | 8 | 9 | |
| 12 | 13 | 14 | 15 | 16 | |
| 19 | 20 X | 21 | 22 Q4 | 23 .5 PM | |
| 26 H | 27 XM | 28 XM | 29 XM | 30 XM | |

June 2014

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

Holiday
 Professional Day
 Non-School Day - Campus closed, or m = Snow Day makeup
 State Testing Window
 Notes: Makeup days Q1 = 40 Q2 = 46 Q3 = 46 Q4 = 42 Days
 Q - End of Quarter
 MT Mid Terms
 Staff Development Day .5 Community Day TBA on August 1 or 2

**(162 days) (Approved 1/22/13)
Preschool**

2013-2014 SCHOOL CALENDAR

Part I Traditional Calendar Year-round Calendar

District: Nelson County Schools

Schools: _____

July 2013

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

August 2013

| M | T | W | T | F |
|-----|-----|-------------------|----|------|
| | | | 1 | 2PD |
| 5 P | 6PD | 7 1 st | 8 | 9 |
| 12 | 13 | 14 | 15 | 16 |
| 19 | 20 | 21 | 22 | 23 |
| 29 | 27 | 28 | 29 | 30SD |

September 2013

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

October 2013

| M | T | W | T | F |
|-----|-----|-----|------|------|
| | 1 | 2 | 3 Q1 | 4 PD |
| 7 X | 8 X | 9 X | 10 X | 11 X |
| 14 | 15 | 16 | 17 | 18 |
| 21 | 22 | 23 | 24 | 25 |
| 28 | 29 | 30 | 31 | |

November 2013

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

December 2013

| M | T | W | T | F |
|------|------|------|------|-------|
| 2 | 3 | 4 | 5 | 6 |
| 9 | 10 | 11 | 12 | 13 |
| 16 | 17 | 18 | 19 | 20 Q2 |
| 23 X | 24 X | 25 X | 26 X | 27 X |
| 30 X | 31 X | | | |

January 2014

| M | T | W | T | F |
|------|----|-----|-----|-----|
| | | 1 X | 2 X | 3 X |
| 6 | 7 | 8 | 9 | 10 |
| 13 | 14 | 15 | 16 | 17 |
| 20 H | 21 | 22 | 23 | 24 |
| 27 | 28 | 29 | 30 | 31 |

February 2014

| M | T | W | T | F |
|-------|----|----|------|-------|
| | | | | |
| 3 | 4 | 5 | 6 MT | 7 |
| 10 | 11 | 12 | 13 | 14 SD |
| 17 XM | 18 | 19 | 20 | 21 |
| 24 | 25 | 26 | 27 | 28 |

March 2014

| M | T | W | T | F |
|------|----|----|-------|-------|
| 3 | 4 | 5 | 6 | 7 |
| 10 | 11 | 12 | 13 Q3 | 14 PD |
| 17 | 18 | 19 | 20 | 21 |
| 24 | 25 | 26 | 27 | 28 |
| 31 X | | | | |

April 2014

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

May 2014

| M | T | W | T | F | S |
|------|-------|-------|-------|--------|---|
| | | | 1 | 2 XM | |
| 5 | 6 | 7 | 8 | 9 | |
| 12 | 13 | 14 | 15 | 16 | |
| 19 | 20 X | 21 | 22 Q4 | 23 5PM | |
| 26 H | 27 XM | 28 XM | 29 XM | 30 XM | |

June 2014

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

Holiday
 Professional Day
 Non-School Day - Campus closed, or M = Snow Day makeup
 State Testing Window
 Notes: Makeup days Q1 = 36 Q2 = 44 Q3 = 42 Q4 = 40 Days
 Q - End of Quarter
 MT Mid Terms
 Staff Development Day
 .5 Community Day TBA on August 1 or 2
 No Preschool

2013-2014
 NELSON COUNTY SCHOOL DISTRICT
 CALENDAR
 (Adopted January 22, 2013)

| | |
|--------------------------|---|
| Aug. 2 | Closed: Professional Development |
| Aug. 5 | Closed: Professional Day for Teachers |
| Aug. 6 | Closed: Professional Development |
| Aug. 7 | First Day for Students |
| Aug. 30 | Closed: Staff Development |
| Sept. 2 | Closed: Labor Day Holiday |
| Sept. 6 | Mid-Term |
| Oct. 3 | End of First Quarter |
| Oct. 4 | Closed: Professional Development |
| Oct. 7 - Oct. 11 | Closed: Fall Vacation |
| Oct. 14 | First Day of Second Quarter |
| Nov. 4 | Closed |
| Nov. 14 | Mid-Term |
| Nov. 27 | Closed |
| Nov. 28 | Closed: Thanksgiving Day Holiday |
| Nov. 29 | Closed |
| Dec. 20 | End of Second Quarter |
| Dec. 23 - Jan. 3 | Closed: Winter Vacation |
| Jan. 6 | First Day of Third Quarter |
| Jan. 20 | Closed: Martin Luther King, Jr. Day Holiday |
| Feb. 6 | Mid-Term |
| Feb. 14 | Closed: Staff Development |
| Feb. 17 | Closed* |
| March 13 | End of Third Quarter |
| March 14 | Closed: Professional Development |
| March 17 | First Day of Fourth Quarter |
| March 31 - April 4 | Closed: Spring Vacation |
| April 18 | Mid-Term |
| May 2 | Closed* |
| May 20 | Closed: Primary Election |
| May 22 | Last Day for Students |
| May 23 | Closed: ½ Professional Day for Teachers* |
| May 26 | Closed: Memorial Day Holiday |

* Potential Make-Up Days for 2012-2013: Feb. 17, May 2, May 23, May 27-30, and June 2-6.

The State Testing Window Is May 5 - May 22 (Omitting May 20).

2013-2014
NELSON COUNTY SCHOOL DISTRICT
PRESCHOOL ADDENDUM
(Adopted January 22, 2013)

The Nelson County Early Learning Center follows the regular school calendar; however, it is closed on these additional days:

| | |
|-----------------------|--------|
| Aug. 7 – Aug. 9 | Closed |
| Sept. 27 | Closed |
| Nov. 15 | Closed |
| Dec. 13 | Closed |
| Jan. 6 – Jan. 7 | Closed |
| Jan. 31 | Closed |
| Feb. 28 | Closed |
| March 28 | Closed |
| April 25 | Closed |

NELSON COUNTY SCHOOLS

EMPLOYEE INDEX 2013-2014

| <u>POSITION</u> | <u>INDEX</u> |
|---------------------------------------|---------------------|
| SUPERINTENDENT | APC |
| HIGH SCHOOL PRINCIPAL | 1.23 |
| DIRECTOR OF ELEMENTARY SCHOOLS | 1.20 |
| DIRECTOR OF SECONDARY SCHOOLS | 1.20 |
| CHIEF OPERATING OFFICER | 1.20 |
| DIR OF SPECIAL EDUCATION & 504 | 1.17 |
| DIRECTOR OF STUDENT SUPPORT | 1.17 |
| DIRECTOR OF PUPIL PERSONNEL | APC |
| DIRECTOR OF PHYSICAL SUPPORT SERVICES | 1.17 |
| MIDDLE/COMBINED SCHOOL PRINCIPAL | 1.16 |
| ELEMENTARY SCHOOL PRINCIPAL | 1.14 |
| ASST. HIGH SCHOOL PRINCIPAL | 1.12 |
| MIDDLE SCHOOL ASST. PRINCIPAL | 1.12 |
| ELEMENTARY SCHOOL ASST PRINCIPAL | 1.12 |
| PRESCHOOL PRINCIPAL | 1.12 |

NELSON COUNTY SCHOOLS

SALARIED CLASSIFIED EMPLOYEES 2013-2014

| | POSITION | DAYS |
|-----|--|-------------|
| 1. | CHIEF OPERATING OFFICER | 259 |
| 2. | ASST. DIR. OF TECHNOLOGY | 259 |
| 3. | DIRECTOR OF PHYSICAL SUPPORT SERVICES | 259 |
| 4. | DIRECTOR OF DISTRICT DAYCARE | 259 |
| 5. | DIRECTOR OF FINANCE | 259 |
| 6. | MAINTENANCE SUPERVISOR | 259 |
| 7. | WAREHOUSE SUPERVISOR/ BUS TRAINER | 259 |
| 8. | ADMIN ASST TO THE SUPT. | 259 |
| 9. | ADMIN ASST TO THE EXECUTIVE DIRECTOR OF STUDENT SUPPORT | 259 |
| 10. | ADMIN ASST TO THE DIRECTOR OF PUPIL PERSONNEL | 259 |
| 11. | FLEET OPERATIONS/TRANSPORTATION SUPERVISOR | 259 |
| 12. | COMMUNICATIONS DIRECTOR/GRANT WRITER | 259 |
| 13. | DIRECTOR OF TECHNOLOGY | 254 |
| 14. | FRYSC DIRECTOR/COORDINATOR | 240 |
| 15. | DIRECTOR OF FOOD SERVICE | 239 |
| 16. | SCHOOL NURSE | 189 |
| 17. | SPEECH PATHOLOGIST | 186 |
| 18. | OCCUPATIONAL THERAPIST | 150 |
| 19. | OCCUPATIONAL THERAPY ASSISTANT | 150 |
| 20. | PHYSICAL THERAPY ASSISTANT | 144 |

NELSON COUNTY SCHOOLS

EXTENDED EMPLOYMENT SCHEDULE 2013-2014

| CERTIFIED POSITIONS | EXTENDED DAYS (MAX.) |
|--|---------------------------------|
| FAMILY RES. CENTER DIRECTORS | 54 |
| CENTRAL OFFICE ADMINISTRATORS | 53 |
| HIGH SCHOOL PRINCIPAL 9-12 | 53 |
| MIDDLE SCHOOL PRINCIPALS 6-8 | 53 |
| COMBINED SCHOOL PRINCIPAL | 53 |
| ELEMENTARY PRINCIPALS | 53 |
| HORIZON'S ACADEMY PRINCIPAL | 53 |
| VOC. AG. TEACHERS 9-12 | 53 |
| ASST. HIGH SCHOOL PRINCIPAL 9-12 | 33 |
| PRESCHOOL PRINCIPAL | 19 |
| HIGH SCHOOL COUNSELORS 9-12 | 18 |
| ELEMENTARY AND MIDDLE SCHOOL ASST. PRINCIPAL 6-8 | 18 |
| SCHOOL PSYCHOLOGIST I | 13 |
| MIDDLE SCHOOL COUNSELORS 6-8 | 13 |
| COMBINED SCHOOL COUNSELORS | 11 |
| TECHNOLOGY INTEGRATION SPECIALIST | 10 |
| INSTRUCTIONAL COACHES | 10 |
| LIBRARIANS >401 | 10 |
| ELEMENTARY SCHOOL COUNSELORS | 10 |
| LIBRARIANS <400 | 8 |
| SCHOOL PSYCHOLOGIST II | 5 |
| HORIZON'S ACADEMY COUNSELOR | 5 |

NELSON COUNTY SCHOOLS

SUBSTITUTE TEACHING SALARY SCHEDULE

2013-2014

| RANK | Daily Rate |
|-------------------------|-------------------|
| I | 90.00 |
| II | 85.00 |
| III | 80.00 |
| IV | 75.00 |
| V | 70.00 |
| Retired Teachers | 125.00 |

Breakdown for Substitutes

| Rank | College Hours |
|-------------|--------------------------|
| III | Certified Teacher |
| IV | 96 Hours or more |
| V | 64-95 Hours |

Substitute teachers, regardless of rank and experience, who hold a valid teaching certificate, when employed for greater than twenty consecutive days in the same position , shall be paid \$150 per day retroactive to day eleven of the particular assignment.

NELSON COUNTY SCHOOLS

EXTRA SERVICE SALARY SCHEDULE

2013-2014

| TITLE | NO POS | YR IN POS 1-5 | YR IN POS 6-10 | YR IN POS 11-? |
|-------------------------------|--------|---------------|----------------|----------------|
| HS HEAD ACADEMIC | 1 | \$1,500 | \$1,800 | \$2,000 |
| MS/ELE HEAD ACADEMIC | 1 | \$1,000 | \$1,300 | \$1,500 |
| DISTRICT ACADEMIC COORD | 1 | \$1,000 | \$1,300 | \$1,500 |
| HS ARCHERY | 1 | \$500 | \$650 | \$800 |
| HS HEAD ATHLETIC DIRECTOR | 1 | \$7,500 | \$8,000 | \$8,500 |
| HS ASST ATHLETIC DIRECTOR | 1 | \$3,800 | \$4,200 | \$4,500 |
| MS/ELE HEAD ATHLETIC DIRECTOR | 1 | \$350 | \$425 | \$500 |
| MS/ELE HEAD BASKETBALL COORD | 1 | \$400 | \$500 | \$600 |
| MS <400 ENR ATHLETIC DIRECTOR | 1 | \$3,800 | \$4,200 | \$4,500 |
| HS HEAD BAND DIR | 1 | \$5,500 | \$6,000 | \$6,500 |
| HS ASST BAND DIR | 1 | \$2,400 | \$2,700 | \$3,000 |
| HS HEAD BASEBALL | 1 | \$3,300 | \$3,700 | \$4,000 |
| HS ASST BASEBALL | 2 | \$1,500 | \$1,800 | \$2,000 |
| HS HEAD BOWLING | 1 | \$1,500 | \$1,800 | \$2,000 |
| HS HEAD BOYS BASKETBALL | 1 | \$6,500 | \$7,000 | \$7,500 |
| HS ASST BOYS BASKETBALL | 2 | \$3,300 | \$3,700 | \$4,000 |
| MS HEAD BOYS BASKETBALL | 1 | \$1,500 | \$1,800 | \$2,000 |
| MS ASST BOYS BASKETBALL | 1 | \$800 | \$1,000 | \$1,200 |
| HS HEAD BOYS GOLF | 1 | \$1,500 | \$1,800 | \$2,000 |
| HS HEAD BOYS SOCCER | 1 | \$3,300 | \$3,700 | \$4,000 |
| HS ASST BOYS SOCCER | 1 | \$1,500 | \$1,800 | \$2,000 |
| HS DEPT CHAIR | 6 | \$2,500 | \$2,900 | \$3,250 |
| HS HEAD CHEER SPONSOR | 1 | \$3,300 | \$3,700 | \$4,000 |
| MS HEAD CHEER SPONSOR | 1 | \$1,500 | \$1,800 | \$2,000 |
| HS ASST CHEER SPONSOR | 1 | \$1,000 | \$1,300 | \$1,500 |
| HS HEAD CROSS COUNTRY | 1 | \$2,500 | \$2,900 | \$3,250 |
| HS ASST CROSS COUNTRY | 1 | \$1,000 | \$1,300 | \$1,500 |
| HS HEAD DANCE | 1 | \$1,500 | \$1,800 | \$2,000 |
| MS HEAD DISCRETIONARY | 1 | \$1,500 | \$1,800 | \$2,000 |
| HS DRAMA | 1 | \$1,500 | \$1,800 | \$2,000 |
| HS HEAD FOOTBALL | 1 | \$6,500 | \$7,000 | \$7,500 |
| HS ASST FOOTBALL | 4 | \$3,300 | \$3,700 | \$4,000 |
| MS HEAD FOOTBALL | 1 | \$1,500 | \$1,800 | \$2,000 |
| MS ASST FOOTBALL | 2 | \$800 | \$1,000 | \$1,200 |
| HS HEAD GIRLS BASKETBALL | 1 | \$6,500 | \$7,000 | \$7,500 |
| HS ASST GIRLS BASKETBALL | 2 | \$3,300 | \$3,700 | \$4,000 |
| MS HEAD GIRLS BASKETBALL | 1 | \$1,500 | \$1,800 | \$2,000 |
| MS ASST GIRLS BASKETBALL | 1 | \$800 | \$1,000 | \$1,200 |

| | | | | |
|---------------------------|---|---------|---------|---------|
| HS HEAD GIRLS GOLF | 1 | \$1,500 | \$1,800 | \$2,000 |
| HS/MS/ELE PROBLEM SOLVING | 1 | \$1,000 | \$1,300 | \$1,500 |
| HS ROTC | 1 | \$2,500 | \$2,900 | \$3,250 |
| HS HEAD GIRLS SOCCER | 1 | \$3,300 | \$3,700 | \$4,000 |
| HS ASST GIRLS SOCCER | 1 | \$1,500 | \$1,800 | \$2,000 |
| SBDM SECRETARY | 1 | \$350 | \$425 | \$500 |
| HS HEAD SOFTBALL | 1 | \$3,300 | \$3,700 | \$4,000 |
| HS ASST SOFTBALL | 2 | \$1,500 | \$1,800 | \$2,000 |
| HS YEARBOOK SPONSOR | 1 | \$1,000 | \$1,300 | \$1,500 |
| STC/STLP | 1 | \$1,500 | \$1,800 | \$2,000 |
| HS HEAD SWIMMING | 1 | \$1,500 | \$1,800 | \$2,000 |
| HS HEAD TENNIS | 1 | \$1,500 | \$1,800 | \$2,000 |
| HS HEAD TRACK | 1 | \$3,300 | \$3,700 | \$4,000 |
| HS ASST TRACK | 2 | \$1,800 | \$2,200 | \$2,500 |
| HS HEAD VOLLEYBALL | 1 | \$2,500 | \$2,900 | \$3,250 |
| MS HEAD VOLLEYBALL | 1 | \$1,500 | \$1,800 | \$2,000 |
| HS ASST VOLLEYBALL | 1 | \$1,000 | \$1,300 | \$1,500 |
| HS HEAD WRESTLING | 1 | \$2,500 | \$2,900 | \$3,250 |
| HS ASST WRESTLING | 1 | \$1,000 | \$1,300 | \$1,500 |
| MS/ELE YEARBOOK | 1 | \$500 | \$650 | \$800 |

Supervisors may make allocations for newly hired positions as scheduled above, or in increments of 25% not to exceed 100% of allocations. One half of any unallocated salary will be retained by the school/department under the control of the principal and can be used for non-athletic extra duty assignments.

Once adopted by the Board, all persons hired for the remainder of 2011-2012 will be paid bases on the new schedule. Any employee who was hired in one of the extra duty positions prior to FY 2009 and whose current pay exceeds the revised rates, will retain the current pay. Any employee hired in one of the positions since FY 2009 and whose current pay exceeds these revised rates shall continue to keep current pay through FY 2015. Effective July 1, 2015, the above schedule will be followed for all positions identified, except those that were filled by employees prior to FY 2009, as outlined previously.

Experience credit is granted only for work within the Nelson County Schools. When experience credit questions arise, the Superintendent/Designee will determine the appropriate pay level based on individual circumstances. Employees will be paid in December and June for extra services. Fall activities will be paid in December, Spring activities will be paid in June, year round activities will be 50 % in June and 50% in December.

GUIDELINES FOR SALARY SCHEDULES 2013-2014

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. Temporary employees, other than NCBOE students, may be hired and their wage rate set by the superintendent or designee within the parameters of current salary schedules, based on their qualifications and the duties to be performed.
- e. The following wage rates shall exist for employees who perform the following duties:
 - 1. \$25.00 per hour for the performance of regular classroom, instructional, administrative or other certified responsibilities by certified staff.
 - 2. \$13.00 per hour or regular rate (whichever higher) for the performance of food service management at a banquet or other after hours function.
 - 3. \$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.
 - 4. Current employees certified or classified, (who qualify for benefits) who perform additional alternate duties in a different and classified position shall be paid \$10.00 per hour. 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.

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) 226-259 (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.**
- 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.**
- f. 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.**
- g. All full time classified employees, regardless of how many job classifications they hold shall be entitled at least 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 254 days per year.**

5. Miscellaneous

- a. 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.
- b. 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.
- c. Instances where a classified employee is to be on leave in excess of 10 consecutive days then a substitute, if approved by superintendent/designee, shall be assigned to fill the vacancy from day 1 or as soon as the length of leave is determined.
- d. Principal and instructional supervisor 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.
- e. 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.
- f. When hired, each non-fulltime classified employee shall serve a 365 day probationary period. During the 365 day probationary period, the non-fulltime classified employee will not be eligible for state CERS retirement. If during the 365 day probationary period, the employee is hired on a fulltime basis, the probationary period for CERS retirement will cease on the day before the hire date. On the date the employee becomes fulltime, he/she will become eligible for retirement benefits.
- g. Classified employees who are hired after March 1st 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. Qualified coaches or volunteers who elect to drive a group to events in lieu of hiring a bus driver in an effort to save money will be paid \$25 per trip and the mileage charge will be waived.

- 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.**

NELSON COUNTY SCHOOLS ADMIN NON-CERTIFIED

SALARY SCHEDULE 2013-2014

| STEP | 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 | 54,721 | 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 |

Admin Non-CertSal 13-14.XIS
Based on 186 work days
5/22/2013 2:33 PM