

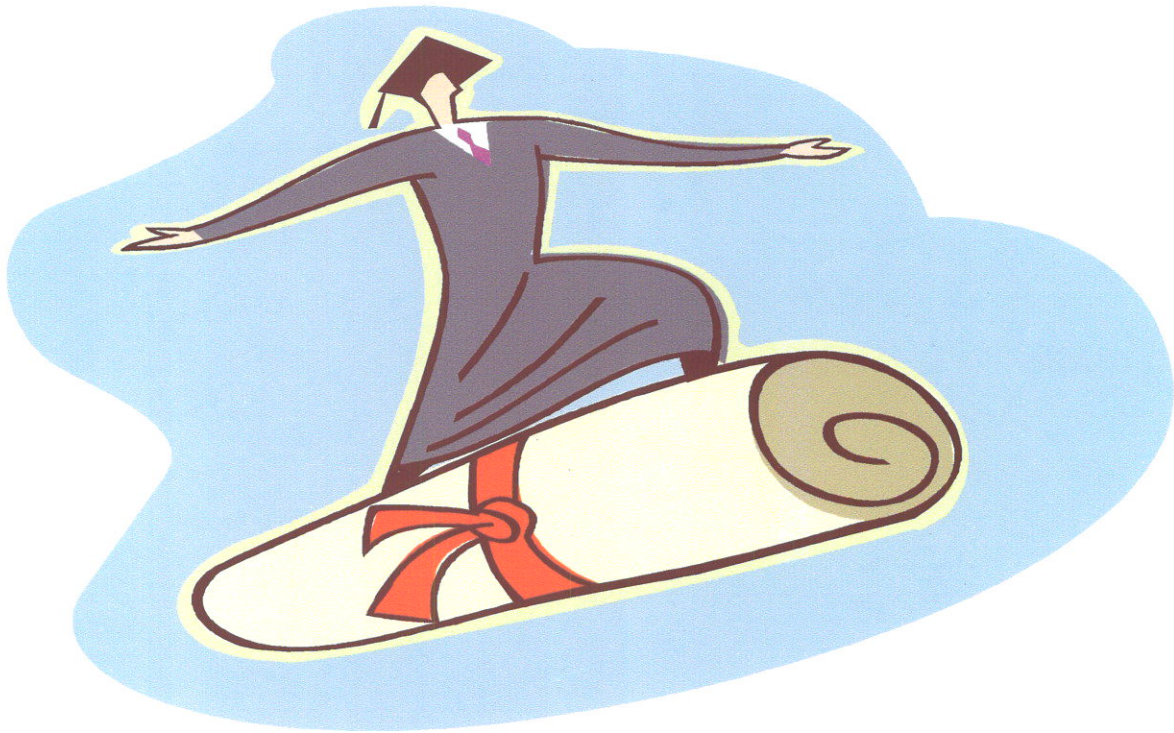
Nelson County Schools

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	27X	28 H	29X	

December 2013

M T W T F

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

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	14SD	
17XM	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	14PD	
17	18	19	20	21	
24	25	26	27	28	
31X					

April 2014

M T W T F

	1X	2X	3X	4X	
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	2XM	
5	6	7	8	9	
12	13	14	15	16	
19	20 X	21	22 Q4	23 .5PM	
26 H	27XM	28XM	29XM	30 XM	

June 2014

M T W T F

2XM	3XM	4XM	5XM	6XM	
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	27X	28 H	29X

December 2013

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

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	14SD
17XM	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	14PD
17	18	19	20	21
24	25	26	27	28
31X				

April 2014

M	T	W	T	F
	1X	2X	3X	4X
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	2XM	
5	6	7	8	9	
12	13	14	15	16	
19	20X	21	22 Q4	23 5PM	
26 H	27XM	28XM	29XM	30 XM	

June 2014

M	T	W	T	F
2XM	3XM	4XM	5XM	6XM
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
Q - End of Quarter MT Mid Terms
 Notes: Makeup days Q1 = 36 Q2 = 44 Q3 = 42 Q4 = 40 Days
 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

SALARY SCHEDULE 2013-2014

STEP	EMERGENCY CERTIFICATE + 64-95 HOURS		EMERGENCY CERTIFICATE + 96- 128 HOURS		EMERGENCY CERTIFICATE + Bachelors		EMERGENCY CERTIFICATE + Masters		EMERGENCY CERTIFICATE + Doctorate		B.A. DEGREE		M.A. DEGREE		MASTERS + 30		RANK I +30	
	RANK V		RANK IV		RANK III C		RANK IV B		RANK IV A		RANK III		RANK II		RANK I		RANK I A	
0	25,931	27,479		36,561	40,110	44,412	44,412	36,561	40,110	44,412	44,412	36,561	40,110	44,412	44,412	36,561	40,110	44,412
1	26,190	27,740		36,895	40,445	44,753	44,753	36,895	40,445	44,753	44,753	36,895	40,445	44,753	44,753	36,895	40,445	44,753
2	26,451	28,001		37,238	40,787	45,087	45,087	37,238	40,787	45,087	45,087	37,238	40,787	45,087	45,087	37,238	40,787	45,087
3	26,711	28,261		37,572	41,122	45,429	45,429	37,572	41,122	45,429	45,429	37,572	41,122	45,429	45,429	37,572	41,122	45,429
4	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
5	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
6	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
7	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
8	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
9	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
10	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
11	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
12	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
13	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
14	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
15	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
16	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
17	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
18	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
19	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
20	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
21	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
22	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
23	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
24	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
25	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
26	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
27	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
28	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
29	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
30	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
31	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
32	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
33	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
34	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
35	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
36	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
37	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
38	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
39	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912
40	29,099	30,655		40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912	47,912	40,075	44,048	47,912

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.

NELSON COUNTY SCHOOLS CLASSIFIED SALARY SCHEDULE
2013-2014

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	19.48	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		Administrative Specialist 8660	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	Instructional Assistant 1 7320	Bus Monitor II 7943	Bus Monitor I 7942	
ESL INSTRUCT/NTL ASST 7338				MAINT TECH 3 7443	MAINT TECH 2 7444	MAINT TECH 1 7445	BUS DRIVERS 7941			INSTRUCT/NTL ASSISTANT 2 7318	CUSTODIAN I 7609			
		TECHNICAL SPECIALIST III 7523	TECHNICAL SPECIALIST II 7524	VEHICLE MECH 2 7915	VEHICLE MECH 1 7916	VEHICLE MAINT ASSIST 7913			Cust Services Manager 7602		FS COOK-BAKER 7241			
								FS MANAGR 2 7211	FS MANAGR 1 7212	FS ASSISTANT 7232	CAFETERIA MONITOR 7213			
										FRISC ASSISTANT 8321	Special Driver 8945			
											CHILD CARE ASST 1 8325			

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	26,411	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
Admin Non-CertSal 13-14.xls					Based on 186 work days				
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