

Hardin County Schools

Certified Salary Schedule

2014-2015 (187 Days)

Experience	Rank3	Rank2	Rank1
0	\$37,109	\$40,500	\$44,232
1	\$37,787	\$41,245	\$45,053
2	\$38,479	\$42,009	\$45,890
3	\$39,185	\$42,784	\$46,744
4	\$39,904	\$43,576	\$47,616
5	\$40,638	\$44,385	\$48,503
6	\$41,389	\$45,208	\$49,411
7	\$42,152	\$46,049	\$50,335
8	\$42,932	\$46,906	\$51,279
9	\$43,726	\$47,780	\$52,240
10	\$44,537	\$48,672	\$53,221
11	\$45,364	\$49,581	\$54,222
12	\$46,208	\$50,509	\$55,243
13	\$47,068	\$51,454	\$56,283
14	\$47,946	\$52,422	\$57,345
15	\$48,842	\$53,407	\$58,427
16	\$49,755	\$54,410	\$59,533
17	\$50,686	\$55,436	\$60,661
18	\$51,635	\$56,480	\$61,810
19	\$52,606	\$57,547	\$62,981
20	\$53,592	\$58,634	\$64,178
21	\$54,601	\$59,743	\$65,398
22	\$54,874	\$60,041	\$65,724
23	\$54,874	\$60,041	\$65,724
24	\$54,874	\$60,041	\$65,724
25	\$54,874	\$60,041	\$65,724
26	\$54,874	\$60,041	\$65,724
27	\$55,629	\$60,874	\$66,641
28	\$56,678	\$62,026	\$67,911
29	\$56,961	\$62,336	\$68,251
Rank I =	Masters + 30 Hours	Certified Substitute Daily Rate	
Rank II =	Masters	SUB 1 = Rank 1 = \$100	SUBR = Retired Teacher returning to Sub = \$120
Rank III =	Regular Teacher's Cert	SUB 2 = Rank 2 = \$95	
Rank IV =	\$30,607	SUB 3 = Rank 3 = \$90	SUBF = First Line Sub = Previous Full Time Sub = \$110
Rank V =	\$28,568	SUB 4 = Rank 4 = \$80	
Earned Doctorate (PHD/EDD) =	Additional \$1,000	SUB 5 = Rank 5 = \$75	

CENTRAL OFFICE ADMINISTRATIVE INCREMENT SCHEDULE

2014-2015

POSITION	DAYS	INCREMENT
Associate Superintendent Instructional Services	240	\$21,406
Associate Superintendent Finance/ Support Services	240	\$21,406
Associate Superintendent Human Resources	240	\$21,406
Associate Superintendent Student Services	240	\$21,406
Director Curriculum & Student Assessment	240	\$10,448
Director Special Education	240	\$10,448
Director Title I/Professional Development	240	\$10,448
<u>Director of Professional Growth & Evaluations</u>	<u>240</u>	<u>\$10,448</u>
Director Student Services	240	\$8,127
Director Alternative Programs	240	\$8,127
Director Buildings & Grounds	240	\$8,127
Director Transportation	240	\$8,127
Director Benefits/Evaluation	240	\$8,127
Director Early Childhood Program	240	\$8,127
Program/Data Consultant	240	\$8,127
Director Employment	240	\$5,806
Director Educational / Community TV	240	\$5,806
Director Instructional Technology	240	\$5,806
Director FRYSC and Health Services	240	\$5,806
Assistant Director of Special Education	240	\$5,806
Social Worker Special Education	205	\$4,063
Social Worker Student Services	205-240	\$4,063
School Psychologist	202	\$4,063

BUILDING LEVEL ADMINISTRATIVE INCREMENT SCHEDULE**2014-2015**

POSITION	DAYS	INCREMENT
Principal John Hardin High School	240	\$16,254
Principal North Hardin High School	240	\$16,254
Principal Central Hardin High School	240	\$16,254
Principal Early College and Career Center	240	\$16,254
Principal Brown St. Alt. Ed. Center/Dropout Prevention	240	\$16,254
Principal Bluegrass Middle School	240	\$10,448
Principal J. T. Alton Middle School	240	\$10,448
Principal East Hardin Middle School	240	\$10,448
Principal North Middle School	240	\$10,448
Principal West Hardin Middle School	240	\$10,448
Principal Radcliff Elementary	240	\$10,448
Principal G. C. Burkhead Elementary	240	\$10,448
Principal Lakewood Elementary	240	\$10,448
Principal Lincoln Trail Elementary	240	\$10,448
Principal Meadow View Elementary	240	\$10,448
Principal New Highland Elementary	240	\$10,448
Principal North Park Elementary	240	\$10,448
Principal Vine Grove Elementary	240	\$10,448
Principal Woodland Elementary	240	\$10,448
Principal Creekside Elementary	240	\$10,448
Principal Rineyville Elementary	240	\$10,448
Principal Heartland Elementary	240	\$10,448
Principal Howealvey Elementary	240	\$8,127
Assistant Principal High School	215	\$8,127
Assistant Principal Middle School	205	\$5,806
Assistant Principal Elementary	205	\$4,063
Guidance Counselor High School	205	\$4,063
Guidance Counselor Middle School	205	\$4,063
Guidance Counselor Elementary	195	\$4,063
Administrator Day Treatment, Detention Center	187	\$4,063

NON ADMINISTRATIVE INCREMENTS

2014-2015

POSITION	Extended Days	Total Days	Increment**
Occupational Therapist	8	195	\$3,000
Physical Therapist	8	195	\$3,000
Speech Language Pathologist	0	187	\$3,000
GT/Grant Coordinator Applications	6	193	\$3,000
Early Childhood Special Ed Consultant	33	220	\$2,000
EBD Teacher – must be assigned to a self-contained EBD unit where all students are identified as EBD and where historically there has been a shortage of qualified teacher applicants for vacant positions.	0	187	\$2,000
Special Education Consultant	6	193	\$2,000
GT Resource Teachers (6)	4	191	\$1,500
KSI Intervention Specialist	4	191	\$1,500
Instructional Program Specialist	4	191	\$1,500
Behavior Intervention Specialist	4	191	\$1,500
** Increment not subject to annual increase			

OTHER INCREMENTS

2014-2015

POSITION	Total Days	Increment**
Speech Language Pathologist Supervision of SPLA Assistant	187	\$1,138
School Psychologists Mentors (per employee mentored)	187	\$1,414
National Board Certification	187	\$3,000
CIITS Coaches	187	\$750
<u>LDC/MDC Teachers</u>	<u>187</u>	<u>\$500</u>
<u>LDC/MDC Teacher Leaders</u>	<u>187</u>	<u>\$750</u>
<u>STLP Coordinators (participation in regional showcase required)</u>	<u>187</u>	<u>\$300</u>
** Increment not subject to annual increase		

DEPARTMENT CHAIRPERSONS

2014-2015

Principals at the middle schools and high schools may select department chairpersons/team leaders to be paid by the Board if there are three or more full time teachers in a department. A full time teacher is defined as one assigned five (5) classes daily in a given subject area. Teachers assigned on a fractional basis, 2 classes, 3 classes, etc., may be added together to equal one full time teacher.

The principal shall assign duties to the chairperson/team leader such as department coordination, record keeping, overall school planning, and others as identified by the principal.

Extra service increments* for additional time necessary for department chairpersons/team leaders are as follows:

3-5 members	187	\$1,160
6 members	187	\$1,336
7 members	187	\$1,510
8 members	187	\$1,685
9 members	187	\$1,856
10 members	187	\$2,033
11 members	187	\$2,206
12+ members	187	\$2,322

* Increments can be split only once with prior approval of the Human Resources department.

The high schools may establish no more than 11 department chair/team leader positions.
The middle schools may establish no more than 8 department chair / team leader positions.

SPECIAL EDUCATION FACILITATORS (Elementary/Brown Street)

2014-2015

Principals at the middle schools and high schools may select a special education facilitator to be paid by the Board if there are three or more full time teachers in a department. A full time teacher is defined as one assigned five (5) classes daily in a given subject area.

The principal shall assign duties to the special education facilitator such as department coordination, record keeping, overall school planning, and others as identified by the principal.

Extra service increments* for additional time necessary for special education facilitators are as follows:

3-5 members	187	\$1,160
6 members	187	\$1,336
7 members	187	\$1,510
8 members	187	\$1,685
9 members	187	\$1,856
10 members	187	\$2,033
11 members	187	\$2,206
12+ members	187	\$2,322

* Increments can be split only once with prior approval of the Human Resources department.

SUPPLEMENTAL PAY SCHEDULE

2014-2015

POSITION	** AMOUNT OF PAY	PER
Professional Development Presentation	\$350.00	Day
Professional Development Presentation	\$200.00	1/2 Day
Additional Required Professional Development/Training	\$25.00	Hour
Extended School Services Coordinator	\$27.00	Hour
Additional Assigned Duties	\$25.00	Hour
After School Detention	\$25.00	Hour
Curriculum Writing	\$25.00	Hour
Extended School Services Teacher	\$25.00	Hour
Home/Hospital Instruction	\$25.00	Hour
Portfolio Scoring	\$25.00	Hour
Saturday School	\$25.00	Hour
Site Coordinator (21st Century Grant)	\$25.00	Hour (not to exceed 968 hrs/year)
Wednesday School	\$25.00	Hour
Substitute Shortage	\$18.75	Each non-block period
** Not subject to annual increase		

**POSITIONS WITH EXTENDED DAYS WITHOUT AN
INCREMENT**

2014-2015

POSITION	EXTENDED DAYS	TOTAL DAYS
Vocational Agriculture Teacher	53	240
Coordinator Adult Education / Community Education	53	240
Instructor Television Production	20	207
Librarian High School	18	205
Librarian Middle School	14	201
Librarian Elementary	14	201
Chemical Hygiene Officer	12	12
Career Technical Teacher	1-28	188-215

**DISTRICT POSITIONS WITHOUT EXTENDED DAYS OR
AN INCREMENT**

2014-2015

POSITION	EXTENDED DAYS	TOTAL DAYS
Technology Integration Specialist	0	187

EXTRA CURRICULAR INCREMENT SCHEDULE FOR HIGH SCHOOLS

2014-2015

POSITION	INCREMENT
Academic Coach	\$5,749
Archery- Head Coach	\$1,954
Archery- Asst Coach	\$1,149
Annual Sponsor	\$1,954
Athletic Director	\$5,749
Band - Head Director	\$9,886
Band - Assistant Director (#1)	\$5,749
Band - Assistant Director (#2)	\$5,749
Band - Assistant Director (#3)	\$5,749
Baseball - Head Coach	\$3,947
Baseball - Asst. Coach –20 regular baseball participants	\$1,954
Baseball - 9th Grade Coach- Must fulfill a competitive schedule	\$1,552
Basketball - Head Coach (Boys)	\$9,886
Basketball - Assistant Coach (Boys)	\$5,749
Basketball - 9th Grade Coach (Boys) Must fulfill a competitive schedule	\$2,874
Basketball - Head Coach (Girls)	\$9,886
Basketball - Assistant Coach (Girls)	\$5,749
Basketball - 9th Grade Coach (Girls) Must fulfill a competitive schedule	\$2,874
Bowling-Coach	\$1,954
Bowling- Coach (#2) 20 regular bowling participants	\$1,954
Cheerleading - Sponsor - (Boys)	\$3,947
Cheerleading - Sponsor - (Girls)	\$3,947
Choral/Show Choir Director- Must complete performances outside of school day	\$2,874
Cross Country - Coach (Boys)	\$2,874
Cross Country - Assistant Coach (Boys) - 20 regular cross country participants	\$1,149
Cross Country - Coach (Girls)	\$2,874
Cross Country - Assistant Coach (Girls) - 20 regular cross country participants	\$1,149
Debate / Speech Coach- Must fulfill competitive schedule	\$1,954
<u>Drama Coach</u> - Must complete performances outside of school day OR <u>Athletic Trainer</u> - when Board Approved Exception Applies	\$1,552
Increments can be split only once with prior approval of Human Resources department.	

EXTRA CURRICULAR INCREMENT SCHEDULE FOR HIGH SCHOOLS - Continued

2014-2015

POSITION	INCREMENT
Football - Head Coach	\$9,886
Football - Assistant Coach (# 1)	\$5,749
Football - Assistant Coach (# 2)	\$5,749
Football - Junior Varsity Coach (# 1)	\$5,749
Football - Junior Varsity Coach (# 2)	\$5,749
Football - 9th Grade Coach – Must fulfill a competitive schedule	\$2,874
Football - 9th Grade Coach – Must fulfill a competitive schedule	\$2,874
Golf - Coach	\$1,954
Golf - Coach (# 2) –16 regular golf participants	\$1,954
JROTC Color Guard Or Drill Team Sponsor	\$1,954
JROTC Color Guard Or Drill Team Sponsor	\$1,954
JROTC Color Guard Or Drill Team Sponsor	\$1,954
JROTC Rifle Team Sponsor	\$1,954
JROTC Raider Team Sponsor	\$1,954
Newspaper Advisor	\$1,552
Senior Sponsor	\$1,954
Soccer - Head Coach (Boys)	\$3,947
Soccer - Assistant Coach (Boys) – 25 regular soccer participants	\$1,954
Soccer - Head Coach (Girls)	\$3,947
Soccer - Assistant Coach (Girls) – 25 regular soccer participants	\$1,954
Softball - Head Coach	\$3,947
Softball - Asst. Coach –20 regular softball participants	\$1,954
Softball - 9th Grade Coach- Must fulfill a competitive schedule	\$1,552
Swim - Head Coach	\$1,954
Swim - Assistant Coach – 20 regular swim participants	\$1,149
Tennis - Coach	\$1,954
Tennis - Coach (#2) 20 regular tennis participants	\$1,954
Increments can be split only once with prior approval of Human Resources department.	

EXTRA CURRICULAR INCREMENT SCHEDULE FOR HIGH SCHOOLS - Continued

2014-2015

POSITION	INCREMENT
Track - Head Coach (Boys)	\$3,947
Track - Assistant Coach (Boys) – 30 regular track participants	\$1,954
Track - Head Coach (Girls)	\$3,947
Track - Assistant Coach (Girls) – 30 regular track participants	\$1,954
Volleyball - Head Coach	\$3,947
Volleyball - Assistant Coach – 20 regular volleyball participants	\$1,954
Volleyball - Freshman Coach - 10 regular volleyball participants; 10 games per season.	\$1,552
Wrestling - Head Coach	\$3,947
Wrestling - Assistant Coach – 20 regular wrestling participants	\$1,954
Wrestling Coach - when there are 20 regular <u>Middle School</u> participants	\$1,954
Increments can be split only once with prior approval of Human Resources department.	

EXTRA CURRICULAR INCREMENT SCHEDULE FOR MIDDLE SCHOOLS

2014-2015

POSITION	INCREMENT
Academic Sponsor	\$2,874
Annual Sponsor	\$1,149
Athletics / Activities Director	\$1,954
Basketball - Coach 8th Grade Boys	\$2,414
Basketball - Coach 7th Grade Boys	\$1,954
Basketball - Coach 8th Grade Girls	\$2,414
Basketball - Coach 7th Grade Girls	\$1,954
Cheerleading Sponsor	\$1,552
Football - Head Coach 7th & 8th Grade	\$2,414
Football - Assistant Coach 7th & 8th Grade	\$1,552
<u>Speech / Debate Coach</u> - Must fulfill competitive schedule OR <u>Drama Coach</u> - when Board Approved Exception Applies	\$1,149
Volleyball Coach - 15 regular participants	\$1,954
Increments can be split only once with prior approval of Human Resources department.	

EXTRA CURRICULAR INCREMENT SCHEDULE FOR ELEMENTARY SCHOOLS

2014-2015

POSITION	INCREMENT
Academic Sponsor	\$2,414
Annual Sponsor	\$428
Increments can be split only once with prior approval of Human Resources department.	

Coach and Assistant Coach

All coaches shall receive the prevailing salary as approved by the board. No coach shall receive an additional coaching salary from any outside source. No administrator is permitted to coach and no person may hold two head coaching positions. Any exception to this policy must be approved by the Superintendent.

If there are not qualified applicants for a second coach where numbers meet the listed requirements for a second coach, the assigned coach may be paid 1.5 times the increment for that sport provided that the principal obtains approval from the Human Resources department during the first month of that season.

High School	Minimum Participants for a Coach / Head Coach	Minimum Participants for Second Coach / 1 st Varsity Asst.	Minimum Participants for Third Coach / 2 nd Varsity Asst.	Minimum Participants for Fourth Coach / Jr. Varsity Asst.	Minimum Participants for Fifth Coach / Jr. Varsity Asst.
Baseball	12	20	NA	NA	NA
Archery		20	NA	NA	NA
Baseball - Freshman					
Basketball Boys	12	NA	NA	NA	NA
Basketball - Boys Freshman	7		NA	NA	NA
Basketball - Girls	7	NA	NA	NA	NA
Basketball - Girls Freshman	7		NA	NA	NA
Bowling	7	NA	NA	NA	NA
Cheerleading - Boys		20	NA	NA	NA
Cheerleading - Girls		NA	NA	NA	NA
Cross Country - Boys		NA	NA	NA	NA
Cross Country - Girls	7	20	NA	NA	NA
Football	7	20	NA	NA	NA
Football - Freshman	22				
Golf	23		NA	NA	NA
Soccer - Boys		16	NA	NA	NA
Soccer - Girls	15	25	NA	NA	NA
Softball	15	25	NA	NA	NA
Softball - Freshman	12	20	NA	NA	NA
Swim	12	NA	NA	NA	NA
Tennis		20	NA	NA	NA
Track - Boys		20	NA	NA	NA
Track - Girls	15	30	NA	NA	NA
Volleyball	15	30	NA	NA	NA
Volleyball - Freshman	8	20	NA	NA	NA
Wrestling	8	NA	NA	NA	NA
	12	20	NA	NA	NA

Middle School Sports	Minimum Participants for a Coach / Head Coach	Minimum Participants for Second Coach / Asst. Coach
Basketball - 7 th Grade Boys	7	NA
Basketball - 7 th Grade Girls	7	NA
Basketball - 8 th Grade Boys	7	NA
Basketball - 8 th Grade Girls	7	NA
Cheerleading		NA
Football	22	
Volleyball	15/ 10 games	NA

Classified Salaries

Salary Calculation Procedures for Classified Employees

- 1 The entry-level rate for new classified employees is Step 0 (A). Upon employment, the Superintendent may grant up to five years for pay purposes when a person's work experience is determined to be of such importance as to make them the best qualified person for the position.
- 2 Since the classified salary schedule is shown in hourly rates, this hourly rate must be multiplied by the authorized hours per day and the number of days per year to determine the annual salary.
- 3 Bus drivers are paid a daily rate for their regular routes. This daily rate is based on 5 hours from the Classified Pay Schedule. Multiply the daily rate by the yearly total to determine annual salary.
- 4 Employees who transfer to a position at a different level will remain at the same step on the new level.

Job Classification and Reclassification

The following criteria will be used to determine whether requests for classification / re-classification of jobs will be considered:

New Jobs

New jobs are to be presented for classification. New jobs are those that did not exist in the prior year's organizational structure. Reclassified jobs are those that did and will continue to exist, but that have had 75 percent or more of their major job functions significantly changed. New jobs are subject to advertisement.

Current Jobs

Current jobs may be requested for review only if they have been significantly modified (50 percent or more of the major functions have been changed due to re-organization or other action).

Review Process

Classification/reclassification of a job will be considered following referral by the appropriate Associate Superintendent. Requests may be for an upgrade or a downgrade.

The results of the review may be an upgrade, a downgrade, or the same grade.

The request for review must specifically list each job eliminated from the organization structure in order to modify the job under consideration, must indicate the specific duties that are new to the job and what job (which is also to be submitted for review and possible reclassification) had responsibility for performing those duties before, or must contain a specific rationale for the need for new, additional duties not performed by that department/job before. Jobs that simply get a title change, jobs that have been modified slightly (a change of less than 50 percent of the major job functions), jobs that have not experienced any changes in responsibility, and those jobs where only the volume of the work performed has changed may not be considered for reclassification.

CLASSIFIED CHART OF LEVELS, AUTHORIZED HOURS, DAYS, AND CORRESPONDING MUNIS SALARY TABLES

SPECIAL TABLES	HOURS/ DAY	DAYS	HOURS/ YEAR
BUS DRIVERS (5) PRE-CANTRILL STUDY (1996)	5	184	920
LEVEL 8	HOURS/ DAY	DAYS	HOURS/ YEAR
COMPUTER NETWORK SPECIALIST	7.5	261	1957.5
GARAGE FOREMAN	8	261	2088
LEAD MECHANIC	8	261	2088
HVAC MAINTENANCE TECHNICIAN III	8	261	2088
SR AUDIO VISUAL TECHNICIAN	8	261	2088
PERFORMING ARTS CENTER TECHNICAL DIRECTOR	7.5	261	1957.5
MASTER CERTIFIED PLUMBER/ELECTRICIAN	8	261	2088
LEVEL 7	HOURS/ DAY	DAYS	HOURS/ YEAR
ACCOUNTING SPECIALIST	7.5	261	1957.5
ACCOUNTS PAYABLE SPECIALIST	7.5	261	1957.5
ATTENDANCE SPECIALIST	7.5	261	1957.5
BENEFITS SPECIALIST	7.5	261	1957.5
EMPLOYMENT SPECIALIST	7.5	261	1957.5
OFFICE MANAGER, HIGH SCHOOL	7.5	261	1957.5
PAYROLL SPECIALIST	7.5	261	1957.5

LEVEL 7	HOURS/ DAY	DAYS	HOURS/ YEAR
TRAINING & EVALUATION SPECIALIST	7.5	261	1957.5
COMPENSATION & ATTENDANCE SPECIALIST	7.5	261	1957.5
SECRETARY TO DIRECTOR, SPECIAL EDUCATION	7.5	261	1957.5
SECRETARY, CURRICULUM & ASSESSMENT	7.5	261	1957.5
SECRETARY, INSTRUCTIONAL SERVICES	7.5	261	1957.5
SECRETARY, HUMAN RESOURCES SERVICES	7.5	261	1957.5
SECRETARY, STUDENT SERVICES	7.5	261	1957.5
TRANSPORTATION SPECIALIST	7.5	261	1957.5
ELECTRICAL/MECHANICAL SPECIALIST	8	261	2088
CHILD NUTRITION MANAGER, HIGH SCHOOL	8	185	1488
MECHANIC	8	261	2088
PLUMBER	8	261	2088
PROPERTY RECORDS AUDITOR	3.75	261	978.75
SECRETARY, SUPERINTENDENT	7.5	261	1957.5
TV PRODUCTION ASSISTANT	7.5	261	1957.5
SECRETARY/ BOOKKEEPER, TITLE 1	7.5	261	1957.5
LEVEL 6	HOURS/ DAY	DAYS	HOURS/ YEAR
SCHOOL ADMINISTRATIVE MANAGER- HIGH SCHOOL	8	220	1760
SCHOOL ADMINISTRATIVE MANAGER- MIDDLE SCHOOL	7	212	1484
CHILD NUTRITION MANAGER, LARGE ELEM/MIDDLE	8	185	1480
SUBSTITUTE COORDINATOR	7.5	215	1612.5
OFFICE MANAGER, ELEMENTARY SCHOOL	7.5	215	1612.5

LEVEL 6	HOURS/ DAY	DAYS	HOURS/ YEAR
SAFETY & TRAINING COORDINATOR	8	261	2088
OFFICE MANAGER, MIDDLE SCHOOL	7.5	261	1957.5
BOOKKEEPER, CHILD NUTRITION	7.5	261	1957.5
BOOKKEEPER, HIGH SCHOOL	7.5	220	1650
SECRETARY BUILDINGS & GROUNDS	7.5	261	1957.5
SECRETARY EARLY CHILDHOOD	7.5	261	1957.5
SECRETARY GIFTED/TALENTED	7.5	261	1957.5
SECRETARY SPECIAL EDUCATION	7.5	261	1957.5
SECRETARY/BOOKKEEPER TECHNOLOGY	7.5	261	1957.5
SECRETARY CHILD NUTRITION	7.5	261	1957.5
PREVENTIVE MAINTENANCE MECHANIC	8	261	2088
CARPENTER	8	261	2088
CHEMICAL APPLICATIONS TECHNICIAN	VARIES	VARIES	720
FINANCE CLERK	7.5	261	1957.5
SECRETARY, TRANSPORTATION	7.5	261	1957.5
CLERK, STUDENT SERVICES	7.5	215	1612.5
CLERK, HUMAN RESOURCES DEPARTMENT	7.5	261	1957.5
PREVENTIVE MAINTENANCE HVAC	8	261	2088
CLERK, HCEC- TV	7.5	261	1957.5
BUS DRIVER (Daily rate = 5 x hourly rate)	Daily Rate	184	925
BUS DRIVER/ SPECIAL NEEDS MONITOR (Daily rate = 5 x hourly rate)	Daily Rate	184	925
SUBSTITUTE BUS DRIVER (for extracurricular activities)	VARIES	VARIES	VARIES

LEVEL 5	HOURS/ DAY	DAYS	HOURS/ YEAR
CLERK, HCEC- TV	7.5	261	1957.5
SPECIAL EDUCATION INSTRUCTIONAL ASSISTANTS	6.25	187	1168.75
CLERK, ELEMENTARY SCHOOL	6.75 TO 7.5	190	1282.5 TO 1425
CLERK, MIDDLE SCHOOL	6.75 TO 7.5	195	1316.25 TO 1462.5
CLERK, HIGH SCHOOL	6.75 TO 7.5	200	1350 TO 1500
SECRETARY, CHILD NUTRITION	7.5	261	1957.5
SECRETARY, ADULT EDUCATION	7.5	190	1425
BOOKKEEPER, ADULT EDUCATION	7.5	195	1462.5
LITERACY VOLUNTEER SERVICES COORDINATOR	7.5	195	1462.50
CHILD NUTRITION MANAGER, SMALL ELEMENTARY	8	185	1488
LEAD WAREHOUSE WORKER	8	261	2088
CLERK, PERFORMING ARTS CENTER	7.5	195	1462.5
CLERK, STUDENT SERVICES	7.5	190	1425
SUBSTITUTE SECRETARY	VARIES	VARIES	VARIES
RECORDS RETENTION CLERK	7.5	261	1957.5
LEVEL 4	HOURS/ DAY	DAYS	HOURS/ YEAR
CHILD CARE WORKER	VARIES	187	VARIES
OFFICE ASSISTANT	6.25	187	1168.75
TEACHER ASSISTANT	6.25	187	1168.75
TV PRODUCTION ASSISTANT	7.5	261	1957.5
OUTREACH WORKER	6.5	VARIES	VARIES

LEVEL 4	HOURS/ DAY	DAYS	HOURS/ YEAR
SWITCHBOARD OPERATOR	7.5	261	1957.50
PRINTER	8	261	2088
MAINTENANCE TECHNICIAN I	8	261	2088
ASSISTANT CHILD NUTRITION MANAGER	VARIES	182	VARIES
NCLB INTERVENTION ASSISTANT	3.125	187	584.38
EARLY CHILDHOOD OFFICE ASSISTANT	7.5	261	1957.5
SUBSTITUTE INSTRUCTIONAL MONITOR	VARIES	VARIES	VARIES
LEVEL 3	HOURS/ DAY	DAYS	HOURS/ YEAR
CHILD NUTRITION WORKER NIGHT SHIFT (+.10 PER HOUR) (Work schedule beginning between Noon and Midnight)	VARIES	182	VARIES
CHILD NUTRITION WORKER	VARIES	182	VARIES
NCLB INTERVENTION ASSISTANT	3.125	187	584.38
DELIVERY DRIVER	7.5	261	1957.5
CUSTODIAN DAY SHIFT	8	VARIES	VARIES
CUSTODIAN NIGHT SHIFT (+ .10 PER HOUR) (Work schedule beginning between Noon and Midnight)	8	VARIES	VARIES
MAINTENANCE HELPER	8	261	2088
SUBSTITUTE CHILD NUTRITION WORKER	VARIES	VARIES	VARIES
SUBSTITUTE CUSTODIAN	VARIES	VARIES	VARIES

LEVEL 2	HOURS/DAY	DAYS	HOURS/ YEAR
BUS ASSISTANT	VARIES	VARIES	VARIES
PRINTER ASSISTANT	VARIES	VARIES	VARIES
MAINTENANCE HELPER	8	261	2088
SUB BUS ASSISTANT	VARIES	VARIES	VARIES
SUBSTITUTE PRINTER ASSISTANT	VARIES	VARIES	VARIES

Hardin County Schools

Classified Pay Schedule

2014-2015

Step	Level 1 Hourly Rate	Level 2 Hourly Rate	Level 3 Hourly Rate	Level 4 Hourly Rate	Level 5 Hourly Rate	Level 6 Hourly Rate	Level 7 Hourly Rate	Level 8 Hourly Rate	Level 9 Hourly Rate
0	8.01	8.81	9.67	10.65	11.71	12.89	14.18	15.59	17.15
1	8.16	8.99	9.88	10.87	11.95	13.15	14.46	15.91	17.49
2	8.32	9.16	10.08	11.09	12.19	13.41	14.74	16.23	17.84
3	8.48	9.34	10.27	11.30	12.43	13.67	15.05	16.54	18.20
4	8.65	9.52	10.47	11.52	12.68	13.96	15.35	16.88	18.56
5	8.84	9.72	10.68	11.76	12.94	14.23	15.64	17.23	18.94
6	9.02	9.93	10.91	12.01	13.20	14.51	15.96	17.56	19.32
7	9.19	10.12	11.13	12.24	13.45	14.81	16.29	17.91	19.71
8	9.37	10.31	11.34	12.47	13.72	15.11	16.60	18.28	20.10
9	9.55	10.51	11.56	12.72	14.01	15.40	16.94	18.63	20.50
10	9.75	10.73	11.80	12.99	14.28	15.71	17.29	19.01	20.90
11	9.96	10.96	12.05	13.25	14.56	16.03	17.62	19.39	21.34
12	10.15	11.17	12.28	13.50	14.86	16.35	17.98	19.78	21.76
13	10.35	11.38	12.52	13.78	15.16	16.67	18.34	20.18	22.19
14	10.55	11.60	12.78	14.07	15.46	17.01	18.71	20.57	22.63
15	10.77	11.84	13.04	14.34	15.76	17.35	19.09	20.99	23.09
16	11.00	12.09	13.29	14.61	16.09	17.69	19.46	21.41	23.55
17	11.21	12.32	13.55	14.91	16.41	18.05	19.85	21.83	24.02
18	11.42	12.56	13.83	15.22	16.73	18.41	20.25	22.27	24.50
19	11.65	12.82	14.12	15.51	17.07	18.77	20.65	22.71	24.98
20	11.90	13.09	14.39	15.83	17.41	19.15	21.06	23.17	25.48
21	12.14	13.34	14.67	16.15	17.75	19.53	21.49	23.63	25.99
22	12.37	13.60	14.98	16.46	18.12	19.93	21.91	24.11	26.51
23	12.43	13.68	15.05	16.54	18.21	20.03	22.03	24.24	26.64
Substitute Instructional Assistant							\$66.56		

CLASSIFIED POSITIONS PAID ON THE CLASSIFIED 400 TABLE			
POSITION	DAYS EMPLOYED	HOURS/DAY	INCREMENT
Occupational Therapist Assistant	187 days	7 hours	\$0
Family Resource/Youth Services Center Coordinator	240 days	6.5 hours	\$0
Physical Therapist Assistant	187 days	7 hours	\$0
Adult Education Instructor	Varies	Varies	\$0
Director of Employment (less than Bachelor's degree)	240	7.5 hours	\$5,806
HCEC- TV Teacher (Non-Certified)	187 days	7.5 hours	\$4,875

Hardin County Schools

Classified Salary Table 400

2014-2015

Step ↓	Salary
0	\$28,630
1	\$29,202
2	\$29,787
3	\$30,383
4	\$30,991
5	\$31,610
6	\$32,242
7	\$32,887
8	\$33,545
9	\$34,124
10	\$34,901
11	\$35,780
12	\$36,311
13	\$37,036
14	\$37,777
15	\$38,533
16	\$39,303
17	\$40,089
18	\$40,891
19	\$41,710
20	\$42,543
21	\$43,394
22	\$43,612
23	\$43,612
24	\$43,612
25	\$43,612
26	\$43,612
27	\$44,261
28	\$45,148
29	\$45,373

CLASSIFIED POSITIONS PAID ON CLASSIFIED TABLE 3210			
POSITION	DAYS EMPLOYED	HOURS	INCREMENT
Microcomputer Software Technician I	261	7.5	\$0
Microcomputer Software Technician II	261	7.5	\$0
Secretary to the Superintendent/Executive Assistant	261	7.5	\$0
Director of Finance	240	7.5	\$8,127
Director of Child Nutrition	240	7.5	\$8,127
Supervisor (Director) Of Transportation (current occupant is Certified and is on Certified Salary Table)	240	7.5	\$8,127
Director of Employment (minimum of Bachelor's degree)	240	7.5	\$5,806
Director of Public Information	240	7.5	\$5,806
Director of Hardin County Schools PAC	261	7.5	\$0
Physical and Occupational Therapists	195	7.0	\$3,000
Speech Language Pathologist (SLP)	187	7.0	\$3,000
Speech Language Pathology Asst. (SLPA)	Varies	Varies	\$0

Hardin County Schools

Classified Salary Table 3210

2014-2015

Step ↓	3	2	1
0	35,618	39,180	43,096
1	36,331	39,963	43,958
2	37,057	40,764	44,839
3	37,797	41,579	45,736
4	38,553	42,410	46,650
5	39,325	43,258	47,582
6	40,110	44,122	48,535
7	40,914	45,004	49,506
8	41,731	45,905	50,495
9	42,565	46,823	51,506
10	43,417	47,760	52,535
11	44, 286	48,715	53,586
12	45, 171	49,689	54,658
13	46,076	50,683	55,752
14	46,997	51,697	56,814
15	47,938	52,731	57,897
16	48,895	53,785	59,002
17	49,874	54,860	60,129
18	50,872	55,949	61,280
19	51,890	57,016	62,450
20	52,926	58,102	63,647
21	53,985	59,211	64,866
22	54,255	59,507	65, 190
23	54,255	59,507	65,190
24	54,255	59,507	65,190
25	54,255	59,507	65,190
26	54,255	59,507	65,190
27	55,063	60,432	66,111
28	56,147	61,496	67,381
29	56,428	61,803	67,717
Master's + 30 Hours* in approved program			1
Master's			2
Bachelor's			3
Earned Doctorate (PHD/EDD)			Additional \$1,000

CLASSIFIED POSITIONS PAID ON CLASSIFIED SUPERVISOR TABLE				
POSITION	SUPERVISOR LEVEL	DAYS EMPLOYED	HOURS	INCREMENT
School Age Child Coordinator	3	261	8	\$0
Supervisor, Print Shop	3	261	8	\$0
Driver Coordinator	3	261	8	\$0
Supervisor, Custodial Services	2	261	8	\$0
Supervisor, Maintenance	1	261	8	\$0
Supervisor, Vehicle Maintenance	1	261	8	\$0

Hardin County Schools

Classified Supervisor Table

2014-2015

Step ↓	Level 3	Level 2	Level 1
0	29,609	32,561	35,809
1	30,199	33,215	36,526
2	30,769	33,890	37,243
3	31,422	34,543	38,002
4	31,692	35,239	38,761
5	32,666	35,977	39,542
6	33,320	36,673	40,342
7	34,016	37,390	41,144
8	34,670	38,171	41,967
9	35,366	38,909	42,810
10	36,104	39,689	43,633
11	36,800	40,491	44,560
12	37,538	41,292	45,426
13	38,297	42,135	46,332
14	39,057	42,958	47,260
15	39,858	43,823	48,209
16	40,638	44,709	49,179
17	41,439	45,573	50,150
18	42,287	46,500	51,162
19	43,127	47,429	52,152
20	43,970	48,378	54,217
21	44,877	49,348	54,261
22	45,742	50,339	55,358
23	45,994	50,613	55,632

Hardin County Schools

Table S018

2014-2015

Step ↓	Salary
0	49,701
1	49,701
2	49,701
3	49,701
4	49,701
5	50,270
6	50,270
7	50,270
8	50,270
9	50,270
10	50,270
11	50,736
12	50,736
13	50,736
14	50,736
15	50,736
16	51,254
17	51,254
18	51,254
19	51,254
20	51,254
21	51,774

CLASSIFIED POSITIONS PAID ON EDUCATIONAL INTERPRETER TABLE			
POSITION	DAYS EMPLOYED	HOURS	HOURLY RATE
Educational Interpreter Level I	187	VARIES	\$18.88
Educational Interpreter Level II	187	VARIES	\$25.18
Educational Interpreter Level III	187	VARIES	\$31.45
Educational Interpreter Substitute	VARIES	VARIES	\$18.88

Hardin County Schools Security Guard Table 2014-2015	
Level	Per Hour
1	18.95
*EXCLUDES CONTRACT SROS	

SUPPLEMENTAL PAY SCHEDULE	
Extended School Services Instructional Assistant	\$10.00/hour
Instructional Assistants (Additional Duty)	\$10.00/hour
Saturday School Instructional Assistant	\$10.00/hour
Student Workers (minimum wage)	\$7.25/hour
Teacher (non-certified)	\$15.00/hour
Waste Water Treatment Stipend	\$750
** Increment not subject to annual increase	