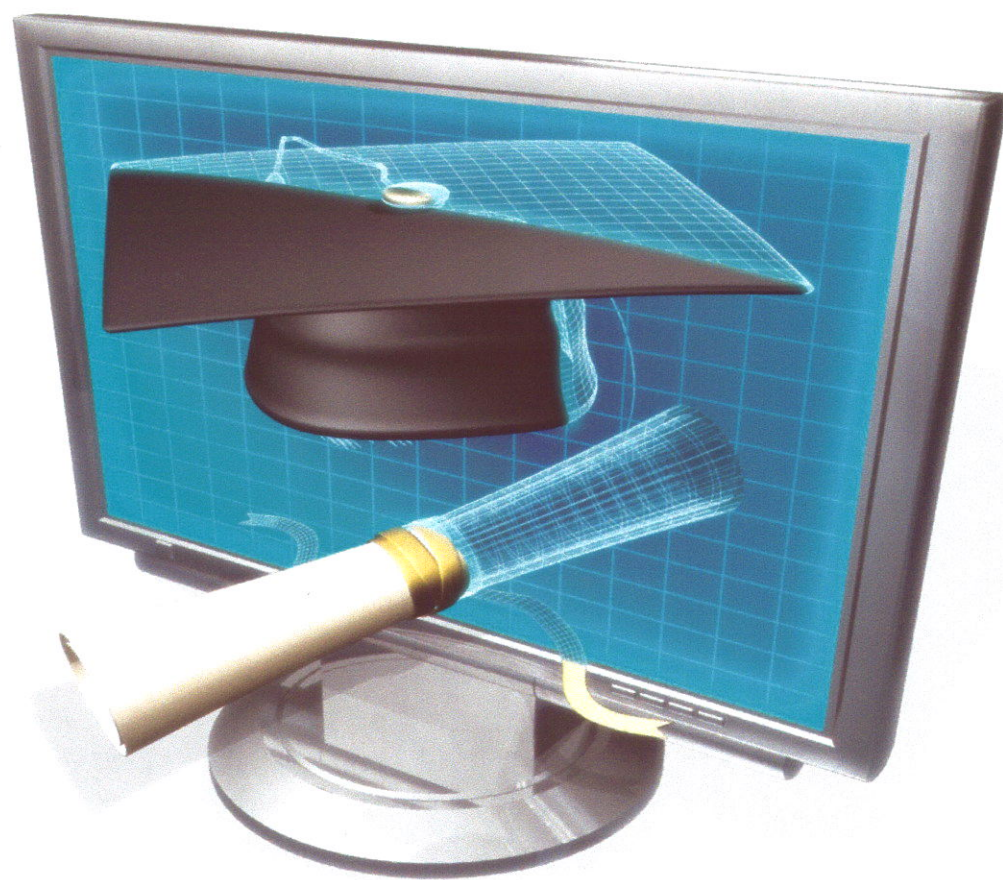


NELSON COUNTY SCHOOLS  
SALARY SCHEDULES  
AND  
INFORMATION



2014—2015

## July 2014

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

## August 2014

M	T	W	T	F
				1 PD
4 X	5 W	6 1 <sup>st</sup>	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29 W

## September 2014

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

## October 2014

M	T	W	T	F
		1	2	3 Q1 41
6 X	7 X	8 X	9 X	10 X
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31 PD

## November 2014

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

## December 2014

M	T	W	T	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19 Q2 44
22 X	23 X	24 X	25 X	26 X
29 X	30 X	31 X		

## January 2015

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

## February 2015

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

## March 2015

M	T	W	T	F
2	3	4	5	6
9	10	11 Q3	12	13 PDM 45
16	17	18	19	20
23	24	25	26	27
30	31			

## April 2015

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

## May 2015

M	T	W	T	F
				1 X
4	5	6	7	8
11	12	13	14	15
18	19 X	20	21	22 Q4 44
25 X	26 SWM	27 XM	28 XM	29 XM

## June 2015

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

H	Holiday	X	Non-School Day
	State Testing Window	M	Snow Day Make-Up
Q	End of Quarter	W	Work Days Non-flex Prof days Aug 5, Aug 29, Feb 13 & May 26 (closing 1/2 day)
MT	Mid Terms	PD	Professional Development Non-flex Oct 31
W	Non-flex Community Day (TBA July 28-Aug 5)	PD	Professional Development Flex Days Aug 1, Feb 16, and March 13



**2014-2015**  
**NELSON COUNTY SCHOOL DISTRICT**  
**CALENDAR**  
(Adopted January 21, 2014)

Aug. 1 .....	Closed: Professional Development
Aug. 4 .....	Closed
Aug. 5 .....	Closed: Staff Work Day
Aug. 6 .....	First Day for Students
Aug. 29 .....	Closed: Staff Work Day
Sept. 1 .....	Closed: Labor Day Holiday
Sept. 5 .....	Mid-Term
Oct. 3 .....	End of First Quarter
Oct. 6 - Oct. 10 .....	Closed: Fall Vacation
Oct. 13 .....	First Day of Second Quarter
Oct. 31 .....	Closed: Professional Development
Nov. 3 .....	Closed
Nov. 4 .....	Closed: General Election Day
Nov. 13 .....	Mid-Term
Nov. 26 .....	Closed
Nov. 27 .....	Closed: Thanksgiving Day Holiday
Nov. 28 .....	Closed
Dec. 19 .....	End of Second Quarter
Dec. 22 - Jan. 2 .....	Closed: Winter Vacation and New Year's Day Holiday
Jan. 5 .....	First Day of Third Quarter
Jan. 19 .....	Closed: Martin Luther King, Jr. Day Holiday
Feb. 5 .....	Mid-Term
Feb. 13 .....	Closed: Staff Work Day*
Feb. 16 .....	Closed: Professional Development*
March 11 .....	End of Third Quarter
March 12 .....	First Day of Fourth Quarter
March 13 .....	Closed: Professional Development*
April 6 - April 10 .....	Closed: Spring Vacation
April 27 .....	Mid-Term
May 1 .....	Closed
May 19 .....	Closed: Primary Election
May 22 .....	Last Day for Students
May 26 .....	Closed: ½ Staff Work Day*

\* Potential Make-Up Days for 2014-2015: Feb. 13 and 16, March 13, May 26-29, and June 1-5.

The State Testing Window Is May 4-22 (Omitting May 1 and 19).



# NELSON COUNTY SCHOOLS CERTIFIED

## SALARY SCHEDULE 2014-2015 1%

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	RANK I +30
0	26,190	27,754	36,927	40,511	44,856	36,927	40,511	44,856	RANK I	RANK I +30
1	26,452	28,017	37,264	40,850	45,200	37,264	40,850	45,200	44,856	45,635
2	26,715	28,281	37,610	41,194	45,538	37,610	41,194	45,538	45,200	45,973
3	26,978	28,543	37,948	41,533	45,883	37,948	41,533	45,883	45,538	46,313
4	29,390	30,961	40,476	44,489	48,391	40,476	44,489	48,391	45,883	46,657
5	29,390	30,961	40,476	44,489	48,391	40,815	44,827	48,737	48,391	49,164
6	29,390	30,961	40,476	44,489	48,391	41,160	45,173	49,073	48,737	49,509
7	29,390	30,961	40,476	44,489	48,391	41,499	45,512	49,419	49,073	49,849
8	29,390	30,961	40,476	44,489	48,391	41,844	45,849	49,759	49,419	50,202
9	29,390	30,961	40,476	44,489	48,391	42,183	46,196	50,104	49,759	50,550
10	29,390	30,961	40,476	44,489	48,391	46,022	50,161	54,218	50,104	50,906
11	29,390	30,961	40,476	44,489	48,391	46,368	50,508	54,572	54,218	55,011
12	29,390	30,961	40,476	44,489	48,391	46,705	50,854	54,921	54,572	55,360
13	29,390	30,961	40,476	44,489	48,391	46,933	51,211	55,274	54,921	55,707
14	29,390	30,961	40,476	44,489	48,391	47,273	51,558	55,622	55,274	56,062
15	29,390	30,961	40,476	44,489	48,391	48,626	53,004	56,821	55,622	56,409
16	29,390	30,961	40,476	44,489	48,391	48,973	53,361	57,168	56,821	57,615
17	29,390	30,961	40,476	44,489	48,391	49,311	53,707	57,522	57,168	57,969
18	29,390	30,961	40,476	44,489	48,391	49,655	54,062	57,870	57,522	58,316
19	29,390	30,961	40,476	44,489	48,391	49,997	54,409	58,664	57,870	58,673
20	29,390	30,961	40,476	44,489	48,391	51,799	56,147	60,778	58,664	59,020
21	29,390	30,961	40,476	44,489	48,391	52,155	56,501	61,133	60,778	61,551
22	29,390	30,961	40,476	44,489	48,391	52,501	56,850	61,482	61,133	61,907
23	29,390	30,961	40,476	44,489	48,391	52,856	57,203	61,834	61,482	62,253
24	29,390	30,961	40,476	44,489	48,391	53,202	57,551	62,183	61,834	62,609
25	29,390	30,961	40,476	44,489	48,391	53,707	58,053	62,687	62,183	62,957
26	29,390	30,961	40,476	44,489	48,391	53,707	58,053	62,687	62,687	63,461
27	29,390	30,961	40,476	44,489	48,391	53,707	58,053	62,687	62,687	63,461
28	29,390	30,961	40,476	44,489	48,391	53,707	58,053	62,687	62,687	63,461
29	29,390	30,961	40,476	44,489	48,391	53,707	58,053	62,687	62,687	63,461
30	29,390	30,961	40,476	44,489	48,391	53,707	58,053	62,687	62,687	63,461
31	29,390	30,961	40,476	44,489	48,391	53,707	58,053	62,687	62,687	63,461
32	29,390	30,961	40,476	44,489	48,391	53,707	58,053	62,687	62,687	63,461
33	29,390	30,961	40,476	44,489	48,391	53,707	58,053	62,687	62,687	63,461
34	29,390	30,961	40,476	44,489	48,391	53,707	58,053	62,687	62,687	63,461
35	29,390	30,961	40,476	44,489	48,391	53,707	58,053	62,687	62,687	63,461
36	29,390	30,961	40,476	44,489	48,391	53,707	58,053	62,687	62,687	63,461
37	29,390	30,961	40,476	44,489	48,391	53,707	58,053	62,687	62,687	63,461
38	29,390	30,961	40,476	44,489	48,391	53,707	58,053	62,687	62,687	63,461
39	29,390	30,961	40,476	44,489	48,391	53,707	58,053	62,687	62,687	63,461
40	29,390	30,961	40,476	44,489	48,391	53,707	58,053	62,687	62,687	63,461

# ***NELSON COUNTY SCHOOLS***

## **EMPLOYEE INDEX** **2014-2015**

<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>DIRECTOR OF ELEMENTARY SCHOOLS</b>	<b>1.20</b>
<b>DIRECTOR OF SECONDARY SCHOOLS</b>	<b>1.20</b>
<b>CHIEF OPERATING OFFICER</b>	<b>1.20</b>
<b>DIR OF SPECIAL EDUCATION &amp; 504</b>	<b>1.17</b>
<b>DIRECTOR OF STUDENT SUPPORT</b>	<b>1.17</b>
<b>DIRECTOR OF PUPIL PERSONNEL</b>	<b>APC</b>
<b>DIRECTOR OF PHYSICAL SUPPORT SERVICES</b>	<b>1.17</b>
<b>MIDDLE/COMBINED SCHOOL PRINCIPAL</b>	<b>1.16</b>
<b>ELEMENTARY SCHOOL PRINCIPAL</b>	<b>1.14</b>
<b>ASST. HIGH SCHOOL PRINCIPAL</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>
<b>PRESCHOOL PRINCIPAL</b>	<b>1.12</b>



# ***NELSON COUNTY SCHOOLS***

## **SALARIED CLASSIFIED EMPLOYEES 2014-2015**

	<b>POSITION</b>	<b>DAYS</b>
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.	<b>NETWORK ENGINEER</b>	<b>259</b>
14.	DIRECTOR OF TECHNOLOGY	254
15.	FRYSC DIRECTOR/COORDINATOR	240
16.	DIRECTOR OF FOOD SERVICE	239
17.	SCHOOL NURSE	189
18.	SPEECH PATHOLOGIST	186
19.	OCCUPATIONAL THERAPIST	186
20.	OCCUPATIONAL THERAPY ASSISTANT	186
21.	PHYSICAL THERAPY ASSISTANT	144

# ***NELSON COUNTY SCHOOLS***

## **EXTENDED EMPLOYMENT SCHEDULE 2014-2015**

<b>POSITIONS</b>	<b>EXTENDED DAYS (MAX.)</b>
<b>FAMILY RES. CENTER DIRECTORS</b>	<b>54</b>
<b>VOC. AG. TEACHERS 9-12</b>	<b>54</b>
<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</b>	<b>53</b>
<b>HORIZON'S ACADEMY PRINCIPAL</b>	<b>53</b>
<b>ASST. HIGH SCHOOL PRINCIPAL 9-12</b>	<b>33</b>
<b>PRESCHOOL PRINCIPAL</b>	<b>19</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>TECHNOLOGY INTEGRATION SPECIALIST</b>	<b>10</b>
<b>INSTRUCTIONAL COACHES</b>	<b>10</b>
<b>COLLEGE AND CAREER COORDINATOR</b>	<b>10</b>
<b>LIBRARIANS &gt;401</b>	<b>10</b>
<b>ELEMENTARY SCHOOL COUNSELORS</b>	<b>10</b>
<b>LIBRARIANS &lt;400</b>	<b>8</b>
<b>SCHOOL PSYCHOLOGIST II</b>	<b>5</b>
<b>HORIZON'S ACADEMY COUNSELOR</b>	<b>5</b>

# ***NELSON COUNTY SCHOOLS***

## **SUBSTITUTE TEACHING SALARY SCHEDULE**

**2014-2015**

<b>RANK</b>	<b>Daily Rate</b>
<b>I</b>	<b>90.00</b>
<b>II</b>	<b>85.00</b>
<b>III</b>	<b>80.00</b>
<b>IV</b>	<b>75.00</b>
<b>V</b>	<b>70.00</b>
<b>Retired Teachers</b>	<b>125.00</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>

**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**  
**2014-2015**

TITLE	Bd Pd Pos	Sch Pd Pos	YR IN POS 1-5	YR IN POS 6-10	YR IN POS 11-?
HS HEAD ACADEMIC	1	0	\$1,500	\$1,800	\$2,000
MS/ELE HEAD ACADEMIC	1	0	\$1,000	\$1,300	\$1,500
DISTRICT ACADEMIC COORD	1	0	\$1,000	\$1,300	\$1,500
HS HEAD ARCHERY	1	0	\$500	\$650	\$800
HS ASST ARCHERY	0	1	\$350	\$425	\$500
HS HEAD ATHLETIC DIRECTOR	1	0	\$7,500	\$8,000	\$8,500
HS ASST ATHLETIC DIRECTOR	1	0	\$3,800	\$4,200	\$4,500
MS/ELE HEAD ATHLETIC DIRECTOR	1	0	\$350	\$425	\$500
MS/ELE HEAD BASKETBALL COORD	1	0	\$400	\$500	\$600
MS <350 ENR ATHLETIC DIRECTOR	1	0	\$3,800	\$4,200	\$4,500
HS HEAD BAND DIR	1	0	\$5,500	\$6,000	\$6,500
HS ASST BAND DIR	1	6	\$2,400	\$2,700	\$3,000
HS HEAD BASEBALL	1	0	\$3,300	\$3,700	\$4,000
HS ASST BASEBALL	2	2	\$1,500	\$1,800	\$2,000
HS HEAD BOWLING	1	0	\$1,500	\$1,800	\$2,000
HS ASST BOWLING	0	1	\$800	\$1,000	\$1,200
HS HEAD BOYS BASKETBALL	1	0	\$6,500	\$7,000	\$7,500
HS ASST BOYS BASKETBALL	2	3	\$3,300	\$3,700	\$4,000
MS HEAD BOYS BASKETBALL	1	0	\$1,500	\$1,800	\$2,000
MS ASST BOYS BASKETBALL	1	3	\$800	\$1,000	\$1,200
HS HEAD BOYS GOLF	1	0	\$1,500	\$1,800	\$2,000
HS ASST BOYS GOLF	0	1	\$800	\$1,000	\$1,200
HS HEAD BOYS SOCCER	1	0	\$3,300	\$3,700	\$4,000
HS ASST BOYS SOCCER	1	2	\$1,500	\$1,800	\$2,000
HS DEPT CHAIR	6	0	\$2,500	\$2,900	\$3,250
HS HEAD CHEER SPONSOR	1	0	\$3,300	\$3,700	\$4,000
MS HEAD CHEER SPONSOR	1	0	\$1,500	\$1,800	\$2,000
MS ASST CHEER SPONSOR	0	1	\$800	\$1,000	\$1,200
HS ASST CHEER SPONSOR	1	0	\$1,000	\$1,300	\$1,500
HS HEAD CROSS COUNTRY	1	0	\$2,500	\$2,900	\$3,250
HS ASST CROSS COUNTRY	1	0	\$1,000	\$1,300	\$1,500
HS HEAD DANCE	1	0	\$1,500	\$1,800	\$2,000
HS ASST DANCE	0	1	\$800	\$1,000	\$1,200
MS HEAD DISCRETIONARY	1	0	\$1,500	\$1,800	\$2,000
MS ASST DISCRETIONARY	0	1	\$800	\$1,000	\$1,200
HS DRAMA	1	0	\$1,500	\$1,800	\$2,000
HS ASST DRAMA	0	1	\$800	\$1,000	\$1,200
HS HEAD FOOTBALL	1	0	\$6,500	\$7,000	\$7,500
HS ASST FOOTBALL	4	6	\$3,300	\$3,700	\$4,000
MS HEAD FOOTBALL	1	0	\$1,500	\$1,800	\$2,000
MS ASST FOOTBALL	2	2	\$800	\$1,000	\$1,200
HS HEAD GIRLS BASKETBALL	1	0	\$6,500	\$7,000	\$7,500
HS ASST GIRLS BASKETBALL	2	3	\$3,300	\$3,700	\$4,000

MS HEAD GIRLS BASKETBALL	1	0	\$1,500	\$1,800	\$2,000
MS ASST GIRLS BASKETBALL	1	3	\$800	\$1,000	\$1,200
HS HEAD GIRLS GOLF	1	0	\$1,500	\$1,800	\$2,000
HS ASST GIRLS GOLF	0	1	\$800	\$1,000	\$1,200
HS/MS/ELE PROBLEM SOLVING	1	0	\$1,000	\$1,300	\$1,500
HS ROTC	1	0	\$2,500	\$2,900	\$3,250
SENIOR CLASS SPONSOR/GRAD COORD	1	0	\$1,000	\$1,300	\$1,500
HS HEAD GIRLS SOCCER	1	0	\$3,300	\$3,700	\$4,000
HS ASST GIRLS SOCCER	1	2	\$1,500	\$1,800	\$2,000
SBDM SECRETARY	1	0	\$350	\$425	\$500
HS HEAD SOFTBALL	1	0	\$3,300	\$3,700	\$4,000
HS ASST SOFTBALL	2	2	\$1,500	\$1,800	\$2,000
HS YEARBOOK SPONSOR	1	0	\$1,000	\$1,300	\$1,500
STC/STLP	1	0	\$1,500	\$1,800	\$2,000
HS HEAD SWIMMING	1	0	\$1,500	\$1,800	\$2,000
HS ASST SWIMMING	0	1	\$800	\$1,000	\$1,200
HS HEAD TENNIS	1	0	\$1,500	\$1,800	\$2,000
HS ASST TENNIS	0	1	\$800	\$1,000	\$1,200
HS HEAD TRACK	1	0	\$3,300	\$3,700	\$4,000
HS ASST TRACK	2	2	\$1,800	\$2,200	\$2,500
HS HEAD VOLLEYBALL	1	0	\$2,500	\$2,900	\$3,250
MS HEAD VOLLEYBALL	1	0	\$1,500	\$1,800	\$2,000
MS ASST VOLLEYBALL	0	1	\$800	\$1,000	\$1,200
HS ASST VOLLEYBALL	1	2	\$1,000	\$1,300	\$1,500
HS HEAD WRESTLING	1	0	\$2,500	\$2,900	\$3,250
HS ASST WRESTLING	0	1	\$800	\$1,000	\$1,200
MS/ELE YEARBOOK	1	0	\$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 based 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 employees 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 hired for FY 2015 or later 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**  
2014-2015 1% Increase

STEPS	GRADE 15	GRADE 14	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	15.47	14.97	14.46	13.95	13.46	12.94	12.44	11.94	11.45	10.94	10.24	9.51	8.80	8.10	7.37	0
1	15.82	15.31	14.81	14.31	13.81	13.32	12.81	12.30	11.80	11.30	10.59	9.88	9.16	8.44	7.71	1
2	16.19	15.69	15.18	14.67	14.17	13.67	13.17	12.66	12.17	11.66	10.94	10.24	9.51	8.80	8.08	2
3	16.53	16.03	15.52	15.03	14.52	14.02	13.52	13.03	12.52	12.03	11.30	10.59	9.88	9.16	8.43	3
4	16.88	16.37	15.87	15.37	14.89	14.38	13.88	13.38	12.88	12.37	11.66	10.94	10.24	9.51	8.79	4
5	17.26	16.76	16.25	15.75	15.23	14.74	14.23	13.73	13.23	12.73	12.03	11.30	10.59	9.88	9.16	5
6	17.60	17.10	16.59	16.10	15.60	15.09	14.61	14.09	13.60	13.09	12.37	11.66	10.94	10.24	9.51	6
7	17.96	17.45	16.95	16.46	15.96	15.46	14.96	14.46	13.95	13.46	12.73	12.03	11.30	10.59	9.87	7
8	18.32	17.82	17.31	16.81	16.31	15.81	15.31	14.81	14.31	13.81	13.09	12.37	11.66	10.94	10.22	8
9	18.67	18.17	17.67	17.16	16.66	16.16	15.67	15.18	14.67	14.17	13.46	12.73	12.03	11.30	10.57	9
10	19.05	18.54	18.04	17.54	17.02	16.52	16.02	15.52	15.03	14.52	13.81	13.09	12.37	11.66	10.93	10
11	19.40	18.90	18.39	17.89	17.39	16.88	16.39	15.87	15.37	14.89	14.17	13.46	12.73	12.03	11.30	11
12	19.75	19.24	18.74	18.24	17.74	17.25	16.74	16.25	15.75	15.23	14.52	13.81	13.09	12.37	11.65	12
13	20.12	19.61	19.11	18.60	18.10	17.60	17.10	16.59	16.10	15.60	14.89	14.17	13.46	12.73	12.02	13
14	20.46	19.96	19.45	18.96	18.45	17.95	17.45	16.95	16.46	15.96	15.23	14.52	13.81	13.09	12.36	14
15	20.84	20.33	19.82	19.32	18.82	18.31	17.82	17.31	16.81	16.31	15.60	14.89	14.17	13.46	12.72	15
16	21.19	20.68	20.18	19.68	19.18	18.68	18.16	17.67	17.16	16.66	15.96	15.23	14.52	13.81	13.08	16
17	21.54	21.04	20.54	20.03	19.53	19.03	18.53	18.04	17.54	17.02	16.31	15.60	14.89	14.17	13.45	17
18	21.90	21.39	20.88	20.40	19.89	19.40	18.89	18.39	17.89	17.39	16.66	15.96	15.23	14.52	13.79	18
19	22.25	21.75	21.24	20.75	20.25	19.74	19.25	18.74	18.24	17.74	17.02	16.31	15.60	14.89	14.16	19
20	22.62	22.12	21.61	21.09	20.60	20.10	19.60	19.11	18.60	18.10	17.39	16.66	15.96	15.23	14.51	20
21	22.83	22.32	21.82	21.32	20.83	20.32	19.82	19.32	18.82	18.31	17.60	16.88	16.16	15.46	14.71	21
22	23.05	22.54	22.04	21.53	21.03	20.54	20.03	19.53	19.03	18.53	17.82	17.10	16.39	15.67	14.95	22
23	23.27	22.77	22.26	21.75	21.24	20.75	20.25	19.74	19.25	18.74	18.04	17.31	16.59	15.87	15.16	23
24	23.47	22.97	22.46	21.97	21.47	20.98	20.47	19.96	19.45	18.96	18.24	17.54	16.81	16.10	15.36	24
25	23.68	23.18	22.67	22.18	21.67	21.18	20.69	20.18	19.68	19.18	18.45	17.74	17.02	16.31	15.58	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 1777-1779	SCHOOL SECRETARY I 1773-1775	INSTRUCTNL ASSISTANT I 7320	BUS MONITOR II 7943	BUS MONITOR I 7942	
			INSTRUCTNL ASST 7338		MAINT TECH 3 7443	MAINT TECH 2 7444	MAINT TECH 1 7445	MAINT TECH 1 7916	VEHICLE MAINT ASST 7913	INSTRUCTNL ASSISTANT 3 8319		INSTRUCTNL ASSISTANT 2 7318	CUSTODIAN I 7609			
					VEHICLE MECH 2 7915	VEHICLE MECH 1 7916					Cust Services Manager 7602	CUSTODIAN II 7605	FS COOK-BAKER 7241			
	Junior Systems Administrator 8512				TECHNICAL SPECIALIST II 7534	TECHNICAL SPECIALIST I 7535		BUS DRIVERS 7941	FS MANAGR 2 7211	FS MANAGR 1 7212	FS ASSISTANT 7232	CAFETERIA MONITOR 7213				
											FRYSC ASSISTANT 8321		Special Driver 8945			
									CHILDCARE ASSISTANT DIRECTOR 8328		CHILD CARE ASST II 8327		CHILD CARE ASST I 8325			



## **GUIDELINES FOR SALARY SCHEDULES 2014-2015**

### **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. Any discrepancy in experience credit must be brought to the attention of Human Resources within sixty days of the start of employment for any retroactive changes to be considered. Otherwise, approved changes will take effect the beginning of the following fiscal year.**
- 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  
Secretary to Account Clerk**

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

## **2. Wages**

- a. If individuals who are contracted to work in more than one job classification 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 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.**
  - 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. Others will be paid based on the approved classified salary scale for the applicable position, at the entry level, zero years experience.**
  - 5. For those who substitute in an appropriate position, pay shall be determined by the superintendent/designee based upon qualifications and circumstances.**

## **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.
- c. **Any discrepancy in rank and experience must be brought to the attention of human resources within sixty days of the start of employment for any retroactive changes to be considered. Otherwise, approved changes will take effect the beginning of the following fiscal year.**

#### **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 may have a maximum carry forward vacation leave balance equal to two years earned days. 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. 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.



**4. 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 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. 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 2014-2015 1%

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	20,394	22,167	24,095	26,190	27,754	36,927	40,511	44,856	45,635
1	20,598	22,389	24,336	26,452	28,017	37,264	40,850	45,200	45,973
2	20,803	22,612	24,578	26,715	28,281	37,610	41,194	45,539	46,313
3	21,008	22,834	24,820	26,978	28,543	37,948	41,533	45,883	46,657
4	22,885	24,875	27,039	29,390	30,961	40,476	44,489	48,391	49,164
5	23,058	25,063	27,242	29,611	31,195	40,815	44,827	48,737	49,509
6	23,231	25,251	27,446	29,833	31,428	41,160	45,173	49,073	49,849
7	23,404	25,439	27,651	30,056	31,663	41,499	45,512	49,419	50,202
8	23,577	25,627	27,855	30,278	31,896	41,844	45,849	49,759	50,550
9	23,751	25,817	28,062	30,502	32,133	42,183	46,196	50,104	50,906
10	25,768	28,009	30,444	33,091	34,861	46,022	50,161	54,218	55,011
11	25,944	28,200	30,652	33,317	35,099	46,368	50,508	54,572	55,360
12	26,118	28,389	30,857	33,540	35,334	46,705	50,854	54,921	55,707
13	26,279	28,564	31,048	33,748	35,552	46,933	51,211	55,274	56,062
14	26,453	28,753	31,254	33,971	35,788	47,273	51,558	55,622	56,409
15	27,112	29,469	32,032	34,817	36,679	48,626	53,004	56,821	57,615
16	27,289	29,662	32,241	35,044	36,918	48,973	53,361	57,168	57,969
17	27,463	29,851	32,447	35,268	37,154	49,311	53,707	57,522	58,316
18	27,640	30,044	32,656	35,496	37,394	49,655	54,062	57,870	58,673
19	27,868	30,291	32,925	35,788	37,702	49,997	54,409	58,664	59,020
20	28,891	31,403	34,134	37,102	39,086	51,799	56,147	60,778	61,551
21	29,070	31,598	34,346	37,332	39,328	52,155	56,501	61,133	61,907
22	29,245	31,788	34,553	37,557	39,565	52,501	56,850	61,482	62,253
23	29,424	31,983	34,764	37,787	39,807	52,856	57,203	61,834	62,609
24	29,599	32,173	34,971	38,012	40,044	53,202	57,551	62,183	62,957
25	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
26	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
27	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
28	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
29	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
30	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
31	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
32	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
33	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
34	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
35	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
36	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
37	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
38	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
39	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
Adm	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
40 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
41 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
42 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
43 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
44 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
45 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
46 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
47 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
48 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
49 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
50 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
51 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
52 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
53 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
54 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
55 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
56 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
57 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
58 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
59 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
60 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
61 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
62 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
63 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
64 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
65 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
66 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
67 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
68 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
69 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
70 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
71 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
72 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
73 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
74 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
75 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
76 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
77 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
78 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
79 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
80 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
81 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
82 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
83 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
84 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
85 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
86 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
87 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
88 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
89 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
90 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
91 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
92 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
93 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
94 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
95 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
96 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
97 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
98 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
99 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461
100 Non-Cert	29,853	32,449	35,271	38,338	40,388	53,707	58,053	62,687	63,461