



EXPECT THE BEST

2016—2017

SALARY SCHEDULES

AND

INFORMATION

NELSON COUNTY SCHOOLS CERTIFIED

SALARY SCHEDULE 2016-2017

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 IV C	RANK IV B	RANK IV A	RANK III	RANK II	RANK I	RANK I A
0	26,714	28,309	37,665	41,321	45,753	37,665	41,321	45,753	46,548
1	26,981	28,578	38,010	41,667	46,104	38,010	41,667	46,104	46,892
2	27,249	28,847	38,363	42,018	46,449	38,363	42,018	46,450	47,239
3	27,518	29,114	38,707	42,364	46,800	38,707	42,364	46,800	47,590
4	29,978	31,580	41,285	45,378	49,358	41,285	45,378	49,358	50,148
5	29,978	31,580	41,285	45,378	49,358	41,632	45,724	49,711	50,500
6	29,978	31,580	41,285	45,378	49,358	41,984	46,077	50,055	50,846
7	29,978	31,580	41,285	45,378	49,358	42,329	46,422	50,408	51,206
8	29,978	31,580	41,285	45,378	49,358	42,681	46,766	50,754	51,561
9	29,978	31,580	41,285	45,378	49,358	43,026	47,120	51,106	51,924
10	29,978	31,580	41,285	45,378	49,358	46,942	51,184	55,303	56,111
11	29,978	31,580	41,285	45,378	49,358	47,295	51,518	55,663	56,467
12	29,978	31,580	41,285	45,378	49,358	47,639	51,871	56,019	56,821
13	29,978	31,580	41,285	45,378	49,358	47,872	52,236	56,380	57,184
14	29,978	31,580	41,285	45,378	49,358	48,218	52,590	56,735	57,538
15	29,978	31,580	41,285	45,378	49,358	49,598	54,065	57,957	58,767
16	29,978	31,580	41,285	45,378	49,358	49,952	54,428	58,311	59,129
17	29,978	31,580	41,285	45,378	49,358	50,297	54,781	58,672	59,483
18	29,978	31,580	41,285	45,378	49,358	50,649	55,143	59,027	59,846
19	29,978	31,580	41,285	45,378	49,358	50,997	55,497	59,838	60,200
20	29,978	31,580	41,285	45,378	49,358	52,835	57,270	61,993	62,782
21	29,978	31,580	41,285	45,378	49,358	53,198	57,631	62,356	63,145
22	29,978	31,580	41,285	45,378	49,358	53,551	57,987	62,712	63,498
23	29,978	31,580	41,285	45,378	49,358	53,913	58,347	63,071	63,861
24	29,978	31,580	41,285	45,378	49,358	54,266	58,702	63,427	64,216
25	29,978	31,580	41,285	45,378	49,358	54,781	59,214	63,940	64,730
26	29,978	31,580	41,285	45,378	49,358	54,781	59,214	63,940	64,730
27	29,978	31,580	41,285	45,378	49,358	54,781	59,214	63,940	64,730
28	29,978	31,580	41,285	45,378	49,358	54,781	59,214	63,940	64,730
29	29,978	31,580	41,285	45,378	49,358	54,781	59,214	63,940	64,730
30	29,978	31,580	41,285	45,378	49,358	54,781	59,214	63,940	64,730
31	29,978	31,580	41,285	45,378	49,358	54,781	59,214	63,940	64,730
32	29,978	31,580	41,285	45,378	49,358	54,781	59,214	63,940	64,730
33	29,978	31,580	41,285	45,378	49,358	54,781	59,214	63,940	64,730
34	29,978	31,580	41,285	45,378	49,358	54,781	59,214	63,940	64,730
35	29,978	31,580	41,285	45,378	49,358	54,781	59,214	63,940	64,730
36	29,978	31,580	41,285	45,378	49,358	54,781	59,214	63,940	64,730
37	29,978	31,580	41,285	45,378	49,358	54,781	59,214	63,940	64,730
38	29,978	31,580	41,285	45,378	49,358	54,781	59,214	63,940	64,730
39	29,978	31,580	41,285	45,378	49,358	54,781	59,214	63,940	64,730
40	29,978	31,580	41,285	45,378	49,358	54,781	59,214	63,940	64,730

NELSON COUNTY SCHOOLS

EMPLOYEE INDEX **2016-2017**

<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
DIRECTOR OF STUDENT SUPPORT	1.20
DIR OF SPECIAL EDUCATION & 504	1.20
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
DIRECTOR OF PUPIL PERSONNEL	1.10

NELSON COUNTY SCHOOLS

SALARIED CLASSIFIED EMPLOYEES **2016-2017**

	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 DIRECTOR OF STUDENT SUPPORT	259
10.	FLEET OPERATIONS/TRANSPORTATION SUPERVISOR	259
11.	COMMUNICATIONS DIRECTOR/GRANT WRITER	259
12.	NETWORK ENGINEER	259
13.	DIRECTOR OF TECHNOLOGY	254
14.	FRYSC DIRECTOR/COORDINATOR	240
15.	DIRECTOR OF STUDENT SUPPORT SERVICES	239
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 THERAPIST	186

NELSON COUNTY SCHOOLS

EXTENDED EMPLOYMENT SCHEDULE **2016-2017**

POSITIONS	EXTENDED DAYS (MAX.)
FAMILY RES. CENTER DIRECTORS	54
VOC. AG. TEACHERS 9-12	54
CENTRAL OFFICE ADMINISTRATORS	53
DIRECTOR OF PUPIL PERSONNEL	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
COLLEGE AND CAREER COORDINATOR	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
SCHOOL NURSE	3

NELSON COUNTY SCHOOLS

SUBSTITUTE TEACHING SALARY SCHEDULE

2016-2017

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
2016-2017

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
C.O./HZ ACAD ALARM CALLOUT	1	0	\$350	\$425	\$500
MS/ELE ALARM CALLOUT	1	0	\$350	\$425	\$500
HS ALARM CALLOUT	1	0	\$800	\$1,000	\$1,200
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 <330 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	1	0	\$3,300	\$3,700	\$4,000
MS HEAD CHEER	1	0	\$1,500	\$1,800	\$2,000
MS ASST CHEER	0	1	\$800	\$1,000	\$1,200
HS ASST CHEER	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	1	\$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
DISTRICT HEALTH COORDINATOR	1	0	\$1,000	\$1,300	\$1,500
HS/MS/ELE PROBLEM SOLVING	1	0	\$1,000	\$1,300	\$1,500

NELSON COUNTY SCHOOLS
EXTRA SERVICE SALARY SCHEDULE
2016-2017

TITLE	Bd Pd Pos	Sch Pd Pos	YR IN POS 1-5	YR IN POS 6-10	YR IN POS 11-?
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.

Schools will be invoiced for the cost of school paid positions including fringe. All coaches (including school paid) shall be paid through the normal district payroll process. No extra service position shall require more than 120 work days in any given year.

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
2016-2017

STEPS	GRADE 15	GRADE 14	GRADE 13	GRADE 12	GRADE 11	GRADE 10	GRADE 9	GRADE 8A	GRADE 8	GRADE 7	GRADE 6	GRADE 5	GRADE 4	GRADE 3	GRADE 2	GRADE 1	STEPS
0	15.78	15.27	14.75	14.23	13.73	13.20	12.69	14.01	12.17	11.68	11.16	10.44	9.70	8.97	8.26	7.52	0
1	16.13	15.62	15.10	14.60	14.09	13.59	13.07	14.11	12.55	12.03	11.53	10.80	10.08	9.34	8.61	7.87	1
2	16.51	16.00	15.48	14.96	14.46	13.94	13.43	14.21	12.92	12.41	11.89	11.16	10.44	9.70	8.97	8.25	2
3	16.86	16.35	15.83	15.33	14.81	14.30	13.79	14.31	13.27	12.77	12.27	11.55	10.80	10.08	9.34	8.60	3
4	17.21	16.70	16.18	15.68	15.19	14.67	14.16	14.31	13.64	13.14	12.62	11.89	11.16	10.44	9.70	8.96	4
5	17.61	17.09	16.57	16.07	15.54	15.03	14.51	14.31	14.01	13.49	12.99	12.27	11.53	10.80	10.08	9.34	5
6	17.96	17.44	16.93	16.42	15.91	15.40	14.90	14.61	14.37	13.87	13.35	12.62	12.27	11.53	10.80	10.07	6
7	18.32	17.80	17.29	16.78	16.28	15.77	15.26	14.75	14.75	14.23	13.73	12.99	12.27	11.53	10.80	10.07	7
8	18.69	18.17	17.66	17.15	16.65	16.13	15.62	15.10	15.48	14.60	14.09	13.35	12.62	12.27	11.53	10.42	8
9	19.05	18.53	18.02	17.50	17.00	16.48	15.98	15.46	15.83	15.33	14.81	14.09	13.35	12.99	12.27	10.79	9
10	19.43	18.91	18.40	17.89	17.36	16.86	16.34	15.83	15.83	15.33	14.81	14.09	13.35	12.99	12.27	10.79	10
11	19.79	19.28	18.76	18.24	17.74	17.22	16.71	16.18	16.18	15.68	15.19	14.46	13.73	13.35	12.62	11.15	11
12	20.14	19.63	19.11	18.61	18.09	17.60	17.08	16.57	16.57	16.07	15.54	14.81	14.09	13.73	12.99	11.53	12
13	20.52	20.01	19.49	18.97	18.47	17.95	17.44	16.93	16.93	16.42	15.91	15.19	14.46	14.09	13.35	12.62	13
14	20.87	20.36	19.84	19.34	18.82	18.31	17.80	17.29	17.29	16.78	16.28	15.54	14.81	14.46	13.73	12.99	14
15	21.25	20.74	20.22	19.70	19.20	18.68	18.17	17.66	17.66	17.15	16.65	15.91	15.19	14.81	14.09	13.35	15
16	21.61	21.10	20.58	20.08	19.56	19.05	18.53	18.02	18.02	17.50	17.00	16.28	15.54	15.19	14.46	13.73	16
17	21.97	21.46	20.95	20.43	19.93	19.41	18.90	18.40	18.40	17.89	17.36	16.65	15.91	15.54	14.81	14.09	17
18	22.33	21.82	21.30	20.81	20.29	19.78	19.27	18.76	18.76	18.24	17.74	17.00	16.28	15.91	15.19	14.46	18
19	22.70	22.18	21.67	21.16	20.65	20.14	19.63	19.11	19.11	18.61	18.09	17.36	16.65	16.28	15.54	14.81	19
20	23.08	22.56	22.04	21.51	21.01	20.50	20.00	19.49	19.49	18.97	18.47	17.74	17.00	16.65	15.91	15.19	20
21	23.46	22.94	22.42	21.89	21.34	20.83	20.32	19.80	19.80	19.28	18.78	18.04	17.30	16.93	16.28	15.54	21
22	23.84	23.32	22.80	22.28	21.73	21.18	20.65	20.14	20.14	19.63	19.11	18.38	17.64	17.27	16.65	15.91	22
23	24.22	23.70	23.18	22.66	22.11	21.56	21.03	20.50	20.50	19.98	19.46	18.73	18.00	17.63	16.93	16.28	23
24	24.60	24.08	23.56	23.04	22.49	21.94	21.40	20.88	20.88	20.36	19.84	19.11	18.38	18.00	17.36	16.65	24
25	24.98	24.46	23.94	23.42	22.87	22.32	21.78	21.24	21.24	20.70	20.16	19.43	18.70	18.32	17.68	16.93	25

GUIDELINES FOR SALARY SCHEDULES 2016-2017

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 every two years service.

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/Account Clerk
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 or their designee.

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.
 6. Any work in addition to the employee's base contract performed shall be documented on a district time record and submitted in a timely fashion within thirty days of the additional work being performed.

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. All merit changes recommended by the employee's immediate supervisor shall be reviewed for approval/disapproval by a committee established by the superintendent. 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. Employees who change job classifications, with the new position being one that will not earn vacation days will be paid for all remaining vacation days at the time of the classification change.

- 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. 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.
- h. 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.
- i. 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.
- j. Effective July 1, 2015 there shall be no classified contract length (hours/days) revisions after October 15th of the fiscal year without approval of the superintendent.
- k. "Regular, full-time, certified employee" means an employee having the expectation that he or she is to be employed for the full school term (or the remainder of the school term) as established in KRS 158.070, and the employment will not require less than seventy (70) percent of the school day or school month as defined in KRS 158.060.
- l. "Regular, full-time, noncertified employee" means an employee having the expectation that he or she is to be employed for the full school term (or the remainder of the school term) as established in KRS 158.070, and whose assignments require minimum of eighty (80) hours per school month as established in KRS 158.060.

NELSON COUNTY SCHOOLS ADMIN NON-CERTIFIED

SALARY SCHEDULE 2016-2017

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	20 802	22 610	24 577	26 714	28 309	37 665	41 321	45 753	46 548
1	21 010	22 837	24 823	26 981	28 578	38 010	41 667	46 104	46 892
2	21 218	23 064	25 069	27 249	28 847	38 363	42 018	46 450	47 239
3	21 429	23 291	25 316	27 518	29 114	38 707	42 364	46 800	47 590
4	23 343	25 373	27 579	29 978	31 580	41 285	45 378	49 358	50 148
5	23 519	25 564	27 787	30 204	31 819	41 632	45 724	49 711	50 500
6	23 695	25 756	27 995	30 430	32 057	41 984	46 077	50 055	50 846
7	23 872	25 948	28 204	30 657	32 296	42 329	46 422	50 408	51 206
8	24 048	26 139	28 412	30 883	32 534	42 681	46 766	50 754	51 561
9	24 226	26 333	28 623	31 112	32 775	43 026	47 120	51 106	51 924
10	26 283	28 569	31 053	33 753	35 558	46 942	51 164	55 303	56 111
11	26 463	28 764	31 265	33 984	35 801	47 295	51 518	55 663	56 467
12	26 640	28 956	31 474	34 211	36 041	47 639	51 871	56 019	56 821
13	26 805	29 135	31 669	34 423	36 263	47 872	52 236	56 380	57 184
14	26 982	29 328	31 879	34 651	36 503	48 218	52 590	56 735	57 538
15	27 654	30 059	32 672	35 513	37 412	49 598	54 065	57 957	58 767
16	27 834	30 255	32 866	35 745	37 657	49 952	54 428	58 311	59 129
17	28 012	30 448	33 066	35 974	37 897	50 297	54 781	58 672	59 483
18	28 193	30 644	33 309	36 206	38 141	50 649	55 143	59 027	59 846
19	28 425	30 897	33 583	36 504	38 456	50 997	55 497	59 838	60 200
20	29 469	32 031	34 817	37 844	39 868	52 835	57 270	61 993	62 782
21	29 652	32 230	35 033	38 079	40 115	53 198	57 631	62 356	63 145
22	29 830	32 424	35 244	38 308	40 357	53 551	57 987	62 712	63 498
23	30 012	32 622	35 459	38 542	40 603	53 913	58 347	63 071	63 861
24	30 191	32 817	35 670	38 772	40 845	54 266	58 702	63 427	64 216
25	30 450	33 098	35 976	39 105	41 195	54 781	59 214	63 940	64 730
26	30 450	33 098	35 976	39 105	41 195	54 781	59 214	63 940	64 730
27	30 450	33 098	35 976	39 105	41 195	54 781	59 214	63 940	64 730
28	30 450	33 098	35 976	39 105	41 195	54 781	59 214	63 940	64 730
29	30 450	33 098	35 976	39 105	41 195	54 781	59 214	63 940	64 730
30	30 450	33 098	35 976	39 105	41 195	54 781	59 214	63 940	64 730
31	30 450	33 098	35 976	39 105	41 195	54 781	59 214	63 940	64 730
32	30 450	33 098	35 976	39 105	41 195	54 781	59 214	63 940	64 730
33	30 450	33 098	35 976	39 105	41 195	54 781	59 214	63 940	64 730
34	30 450	33 098	35 976	39 105	41 195	54 781	59 214	63 940	64 730
35	30 450	33 098	35 976	39 105	41 195	54 781	59 214	63 940	64 730
36	30 450	33 098	35 976	39 105	41 195	54 781	59 214	63 940	64 730
37	30 450	33 098	35 976	39 105	41 195	54 781	59 214	63 940	64 730
38	30 450	33 098	35 976	39 105	41 195	54 781	59 214	63 940	64 730
39	30 450	33 098	35 976	39 105	41 195	54 781	59 214	63 940	64 730
40	30 450	33 098	35 976	39 105	41 195	54 781	59 214	63 940	64 730