



JEFFERSON COUNTY PUBLIC SCHOOLS

2017-2018 SALARY SCHEDULES

JOB FAMILY III SALARY SCHEDULE						
2017 - 18						
STEP	RANK III	RANK III + 15	RANK II	RANK II + 15	RANK I	DOCTORATE
0	42,700.57	44,428.94	48,458.39	50,182.63	54,209.95	56,701.19
1	43,469.65	45,193.84	49,223.30	50,949.63	54,974.88	57,472.41
2	44,238.76	45,962.99	49,990.32	51,522.26	55,746.08	58,235.20
3	44,999.51	46,729.99	50,755.22	52,481.57	56,508.93	59,002.26
4	47,691.40	47,691.40	52,755.37	53,248.61	57,810.99	59,771.33
5	48,458.39	49,033.12	53,058.41	54,784.74	58,812.06	61,305.39
6	49,609.96	50,567.16	54,592.42	56,314.56	60,344.02	62,837.31
7	50,372.77	52,097.00	56,126.46	57,856.94	61,878.04	64,371.37
8	51,908.90	53,637.34	57,662.57	59,388.88	63,414.15	65,909.59
9	53,438.80	55,169.24	59,194.53	60,920.84	64,948.20	67,439.44
10	54,974.88	56,701.19	60,728.59	62,452.76	66,478.03	68,971.40
11	58,047.12	59,771.33	63,798.72	65,520.85	69,554.44	72,041.53
12	59,579.08	61,305.39	65,332.75	67,056.98	71,086.39	73,577.64
13	61,113.13	62,837.31	66,862.62	68,591.00	72,618.33	75,115.88
14	62,647.15	64,371.37	68,400.80	70,122.94	74,152.42	76,645.73
15	64,179.09	65,909.59	69,936.92	71,659.05	75,684.34	78,179.73
16	67,251.33	68,971.40	73,005.04	74,731.31	78,756.56	81,243.66
17	69,554.44	71,276.60	75,299.79	77,032.33	81,057.64	83,546.79
18	69,554.44	71,276.60	75,299.79	77,032.33	81,057.64	83,546.79
19	69,554.44	71,276.60	75,299.79	77,032.33	81,057.64	83,546.79
20	71,086.39	72,812.73	76,838.00	78,564.27	82,591.65	85,080.81
21	71,086.39	72,812.73	76,838.00	78,564.27	82,591.65	85,080.81
22	71,086.39	72,812.73	76,838.00	78,564.27	82,591.65	85,080.81
23	71,086.39	72,812.73	76,838.00	78,564.27	82,591.65	85,080.81
24	71,086.39	72,812.73	76,838.00	78,564.27	82,591.65	85,080.81
25	72,233.78	73,962.20	77,987.47	79,713.78	83,739.05	86,234.49

The 2017-2018 teacher salary schedule reflects an increase of 1.5%. Annual salary is based on a 187 days, 7 hours per day work year.
Munis Group/BU: CERT, CERV, CLA1, CLA2, RCET, CERU, CLAU and CERX x admin index

EMERGENCY CERTIFICATION	
2017 - 18	
STEP	RANK IV 96-127 HOURS INDEX SALARY
0	41,700.57
1	42,469.64
2	43,238.76
3	43,999.51
4	46,691.39
5	47,458.39
6	48,609.96
7	49,372.77
8	50,908.90
9	52,438.80
10	53,974.88

Salaries for Rank IV reflect \$1000 less than Rank III of teacher salary.

The 2017-2018 Emergency Certified salary schedule reflects an increase of 1.5%.

JOB FAMILY IV						
Addendum to the Teachers Salary Schedule for Certified Administrators						
2017 - 18						
SALARY	STEP					
GRADE	0	1	2	3	4	5
25	1.814	1.855	1.894	1.936	1.976	2.017
24	1.753	1.790	1.827	1.866	1.901	1.940
23	1.693	1.728	1.762	1.797	1.830	1.866
22	1.636	1.669	1.699	1.731	1.762	1.793
21	1.582	1.610	1.639	1.668	1.695	1.725
20	1.528	1.555	1.581	1.607	1.632	1.659
19	1.477	1.500	1.523	1.548	1.572	1.595
18	1.427	1.449	1.471	1.491	1.513	1.534
17	1.379	1.398	1.417	1.436	1.455	1.475
16	1.332	1.350	1.367	1.385	1.401	1.419
15	1.287	1.302	1.318	1.332	1.348	1.364
14	1.242	1.256	1.270	1.284	1.297	1.311
13	1.201	1.213	1.225	1.237	1.249	1.261
12	1.161	1.172	1.182	1.192	1.202	1.213
11	1.121	1.129	1.138	1.148	1.157	1.166
10	1.083	1.090	1.098	1.105	1.113	1.121
09	1.046	1.052	1.059	1.065	1.072	1.078
08	1.011	1.017	1.022	1.027	1.031	1.036

Salary Computation for Certified Administrator
 Teachers Daily Rate X Administrator Index = Administrator's Daily Rate
 Administrator's Daily Rate X Number of Days = Annual Salary

JOB FAMILY II - GRADES 8 -18											
CLASSIFIED SUPERVISOR/ADMINISTRATOR SALARY SCHEDULE											
INDEX 2017-2018											
Salary Grade	0	1	2	3	4	5	6	7	8	9	10
18	1.101	1.145	1.189	1.231	1.275	1.318	1.361	1.404	1.448	1.491	1.534
17	1.059	1.100	1.142	1.184	1.225	1.267	1.308	1.350	1.392	1.433	1.475
16	1.019	1.060	1.100	1.140	1.180	1.219	1.260	1.300	1.339	1.380	1.419
15	0.980	1.018	1.057	1.095	1.133	1.172	1.210	1.249	1.287	1.325	1.364
14	0.942	0.979	1.016	1.053	1.090	1.126	1.164	1.200	1.237	1.275	1.311
13	0.905	0.941	0.977	1.012	1.048	1.084	1.118	1.154	1.190	1.225	1.261
12	0.872	0.906	0.940	0.975	1.008	1.043	1.077	1.111	1.145	1.180	1.213
11	0.837	0.871	0.903	0.936	0.969	1.001	1.034	1.068	1.100	1.133	1.166
10	0.805	0.837	0.869	0.900	0.932	0.964	0.995	1.026	1.058	1.090	1.121
9	0.775	0.804	0.835	0.866	0.896	0.926	0.956	0.987	1.017	1.047	1.078
8	0.744	0.774	0.802	0.832	0.861	0.891	0.919	0.949	0.978	1.007	1.036

Grades 8 - 18 are indexed from Rank I, Step 25 on Salary Schedule III.

$\$447.8024 \times \text{Index} \times \text{Number of Days} = \text{Annual Salary}$

Classified Supervisor/Administrator Stipend for Doctorate Degree is \$13.3221 per day.

JOB FAMILY II - SALARY EXEMPT (1)															
2017 - 18															
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
7	59,183.83	62,140.96	65,101.06	68,055.23	71,015.33	73,978.35	76,932.54	76,932.54	79,889.65	79,889.65	82,855.60	82,855.60	85,812.74	85,812.74	88,769.88
6	53,793.84	56,482.97	59,172.07	61,861.20	64,550.28	67,242.32	69,934.36	69,934.36	72,620.52	72,620.52	75,312.56	75,312.56	78,004.63	78,004.63	80,690.77
5	48,459.87	50,883.85	53,304.94	55,728.97	58,155.94	60,579.95	63,003.95	63,003.95	65,422.11	65,422.11	67,846.14	67,846.14	70,267.18	70,267.18	72,694.18
4	-	-	-	49,761.66	51,932.40	54,094.27	56,256.17	56,256.17	58,418.05	58,418.05	60,582.89	60,582.89	62,747.75	62,747.75	64,909.60
3	-	-	-	-	-	-	49,779.34	49,779.34	51,696.76	51,696.76	53,608.33	53,608.33	55,525.76	55,525.76	57,437.22

(1) Job Family II - SALARY EXEMPT reflects annual salary amount based on 260 days, 8 hours per day. Individual employee salaried must be recalculated for different number of days and/or hours scheduled.

Classified Stipend for Doctorate Degree: \$13.3221 per day

Longevity Pay for Job Family II Grades 3 -7:

- 15 years: \$.20 per hour
- 20 years: \$.31 per hour
- 25 years: \$.43 per hour

The 2017-2018 Job Family II - Salary Exempt schedule reflects an increase of 1.5%

Munis Group/BU: CLAS and CLAP

JOB FAMILY II - HOURLY NON-EXEMPT (2)															
2017 - 18															
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
4	20.8058	21.8451	22.8859	-	-	-	-	-	-	-	-	-	-	-	-
3	18.4099	19.3317	20.2549	21.1739	22.0957	23.0134	-	-	-	-	-	-	-	-	-
2	-	-	-	-	-	-	20.9942	20.9942	21.8013	21.8013	22.6084	22.6084	23.4155	23.4155	24.2227

(2) Job Family II - HOURLY NON-EXEMPT reflects hourly rates effective with pay period beginning 11/19/2016 based on proposed Federal minimum exempt salary limits. Employees in assigned to position in Grade 3/Step 5 or Grade 4/Step 2 will be moved to the next applicable step (Grade 3/Step 6 or Grade 4/Step 3) on Job Family II - SALARY EXEMPT salary schedule the following fiscal year provided a minimum of 140 days days worked in the prior fiscal year and Board approved step increases. Job Family II/Grade 2 is being phased out. New employees hired into Grade 2 should be placed on the hourly Job Family IA salary schedule.

Classified Stipend for Doctorate Degree: \$1.6653 per hour

Longevity Pay for Job Family II Grades 2 -4:

- 15 years: \$.20 per hour
- 20 years: \$.31 per hour
- 25 years: \$.43 per hour

The 2017-2018 Job Family II - Hourly Non-Exempt schedule reflects an increase of 1.5%

Munis Group/BU: CLAS and CLAJ

RETIRED PART-TIME ADMINISTRATOR SALARY SCHEDULE - DAILY RATE BASED ON 8 HRS PER DAY						
2017 - 18						
STEP	RANK III	RANK III + 15	RANK II	RANK II + 15	RANK I	DOCTORATE
0	212.4084	221.1818	241.6355	250.3877	270.8308	283.4764
1	216.3124	225.0646	245.5183	254.2811	274.7136	287.3910
2	220.2164	228.9687	249.4117	257.1879	278.6282	291.2632
3	224.0780	232.8621	253.2945	262.0573	282.5004	295.1566
4	237.7421	237.7421	263.4471	265.9508	289.1097	299.0607
5	241.6355	244.5529	264.9854	273.7482	294.1912	306.8475
6	247.4809	252.3397	272.7722	281.5138	301.9675	314.6237
7	251.3531	260.1053	280.5590	289.3430	309.7543	322.4105
8	259.1505	267.9240	288.3564	297.1193	317.5517	330.2186
9	266.9162	275.7002	296.1326	304.8955	325.3385	337.9842
10	274.7136	283.4764	303.9195	312.6717	333.1041	345.7604

The 2017-2018 Part-time Retired Administrator salary schedule reflects an increase of 0%.

CLASSIFIED SUPPORT STAFF HOURLY RATES

SALARY SCHEDULE IA

2017 - 18

GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
16	25.9417	27.3351	28.7965	30.2124	31.5379	33.0900	34.8005	34.8005	36.3297	36.3297	37.7572	37.7572	39.4338	39.4338	40.0453	40.6910	41.3368	42.0619
15	24.7297	26.0551	27.4711	28.7965	30.0312	31.5607	33.1578	33.1578	34.6418	34.6418	36.0126	36.0126	37.6212	37.6212	38.2102	38.8220	39.4450	40.1361
14	23.5288	24.7862	26.1343	27.3691	28.5699	29.9632	31.5151	31.5151	32.9540	32.9540	34.2340	34.2340	35.7407	35.7407	36.2957	36.8734	37.4625	38.1196
13	22.2713	23.4269	24.7069	25.8738	27.0405	28.3546	29.8273	29.8273	31.1299	31.1299	32.3763	32.3763	33.8149	33.8149	34.3360	34.8911	35.4462	36.0692
12	21.0138	22.1353	23.3022	24.4237	25.5339	26.8027	28.1395	28.1395	29.4420	29.4420	30.5749	30.5749	31.9231	31.9231	32.4101	32.9426	33.4636	34.0415
11	19.7905	20.8666	21.9428	23.0417	24.0159	25.1941	26.4968	26.4968	27.6976	27.6976	28.7737	28.7737	30.0312	30.0312	30.5070	30.9941	31.4812	32.0363
10	18.5896	19.5978	20.6174	21.6596	22.5772	23.7100	24.9336	24.9336	26.0098	26.0098	27.0405	27.0405	28.2300	28.2300	28.6718	29.1251	29.5895	30.1105
9	17.3097	18.2498	19.1901	20.1417	21.0366	22.0562	23.1776	23.1776	24.2085	24.2085	25.1599	25.1599	26.2928	26.2928	26.7007	27.1199	27.5616	28.0375
8	16.0860	16.9923	17.8873	18.7370	19.5639	20.4927	21.5578	21.5578	22.5319	22.5319	23.3929	23.3929	24.4464	24.4464	24.8543	25.2508	25.6699	26.1117
7	14.8174	15.6557	16.4598	17.2642	17.9893	18.9295	19.8697	19.8697	20.7647	20.7647	21.5578	21.5578	22.5319	22.5319	22.8718	23.2343	23.6194	24.0273
6	14.2100	14.3869	15.1572	15.8822	16.5620	17.3662	18.3064	18.3064	19.0768	19.0768	19.8358	19.8358	20.7307	20.7307	21.0481	21.3990	21.7277	22.1015
5	14.2100	14.2100	14.4436	15.1346	15.8142	16.5620	17.4001	17.4001	18.2046	18.2046	18.9295	18.9295	19.7678	19.7678	20.0624	20.3910	20.7081	21.0705
4	14.2100	14.2100	14.2100	14.4095	15.0439	15.7690	16.5620	16.5620	17.3209	17.3209	17.9893	17.9893	18.8162	18.8162	19.0768	19.3940	19.6998	20.0398
3	14.2100	14.2100	14.2100	14.2100	14.3303	15.0439	15.8142	15.8142	16.4941	16.4941	17.1737	17.1737	17.9211	17.9211	18.2046	18.4991	18.8049	19.1335
2	14.2100	14.2100	14.2100	14.2100	14.2100	14.2100	14.9193	14.9193	15.5877	15.5877	16.1768	16.1768	16.9358	16.9358	17.1737	17.4455	17.7287	18.0459
1	14.2100	14.2100	14.2100	14.2100	14.2100	14.2100	14.2100	14.2100	14.7834	14.7834	15.3498	15.3498	16.0521	16.0521	16.3127	16.5845	16.8451	17.1396

Longevity Pay:

13 years: \$.20 per hour
 18 years: \$.31 per hour
 23 years: \$.43 per hour
 25 years: \$.56 per hour

Shift Differential:

Second Shift: \$.26 per hour
 Third Shift: \$.38 per hour

ECE Instructional Assistant Stipend Pay:

EDB/Hearing Impaired/MMD/Autism Assignment: \$.35 per hour
 FMD/PDOHI/MD Assignment: \$.50 per hour
 LD Assignment: none

The 2017-2018 Job Family IA salary schedule reflects an increase of 1.5%.

Munis Group/BU: CLAA, CLAR, CLA5, CLAB, CLA8, CLAD, RCLA

CLASSIFIED SUPPORT STAFF HOURLY RATES

SALARY SCHEDULE IB

2017 - 18

GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13
13	21.9769	23.1436	24.2992	25.6699	26.9386	28.2188	29.4875	30.7676	30.7676	31.9910	31.9910	33.2938	33.2938	34.6984
12	21.0819	22.1921	23.3135	24.6503	25.8399	27.0745	28.2754	29.5441	29.5441	30.7335	30.7335	31.9572	31.9572	33.2938
11	20.2889	21.3424	22.4526	23.7213	24.8769	26.0437	27.1878	28.4114	28.4114	29.5555	29.5555	30.7562	30.7562	32.0023
10	19.5188	20.5155	21.5917	22.8037	23.9140	25.0582	26.1797	27.2898	27.2898	28.4340	28.4340	29.5780	29.5780	30.8130
09	18.8503	19.8131	20.8554	21.9994	23.0870	24.1746	25.2168	26.3382	26.3382	27.3918	27.3918	28.5359	28.5359	29.7027
08	18.0686	19.0315	20.0058	21.1046	22.1353	23.2116	24.2424	25.3072	25.3072	26.3269	26.3269	27.3803	27.3803	28.5586
07	17.3662	18.2951	19.2126	20.3229	21.2857	22.3280	23.3022	24.3332	24.3332	25.3188	25.3188	26.3382	26.3382	27.4711
06	16.7318	17.6382	18.5331	19.5639	20.4927	21.5124	22.4641	23.4269	23.4269	24.3897	24.3897	25.3753	25.3753	26.4289
05	16.0860	16.9584	17.8194	18.8162	19.7225	20.6516	21.5917	22.5319	22.5319	23.4269	23.4269	24.3897	24.3897	25.3867
04	14.9419	15.7236	16.5053	17.4230	18.2951	19.1561	20.0398	20.9007	20.9007	21.7502	21.7502	22.6226	22.6226	23.5741
03	14.2100	14.3190	15.0666	15.9048	16.6525	17.4344	18.2498	19.0315	19.0315	19.8017	19.8017	20.6061	20.6061	21.4445
02	14.2100	14.2100	14.2100	14.4776	15.1912	15.9276	16.6071	17.3322	17.3322	18.0459	18.0459	18.7710	18.7710	19.5639
01	14.2100	14.2100	14.2100	14.2100	14.2100	14.3416	14.9759	15.6218	15.6218	16.2787	16.2787	16.9244	16.9244	17.6155

Teamsters

Longevity Pay:

15 years: \$.20 per hour

20 years: \$.31 per hour

25 years: \$.43 per hour

Shift Differential:

Second Shift: \$.26 per hour

Third Shift: \$.38 per hour

Challenging Bus Stipend: \$2.00 per hour

The 2017- 2018 Job Family IB salary schedule reflects an increase of 1.5%.

CLASSIFIED SUPPORT STAFF HOURLY RATES														
SALARY SCHEDULE IB - Nutrition Services														
2017 - 18														
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13
04	14.9419	15.7236	16.5053	17.4230	18.2951	19.1561	20.0398	20.9007	20.9007	21.7502	21.7502	22.6226	22.6226	23.5741
03	14.2100	14.3190	15.0666	15.9048	16.6525	17.4344	18.2498	19.0315	19.0315	19.8017	19.8017	20.6061	20.6061	21.4445
02	14.2100	14.2100	14.2100	14.4776	15.1912	15.9276	16.6071	17.3322	17.3322	18.0459	18.0459	18.7710	18.7710	19.5639
01	14.2100	14.2100	14.2100	14.2100	14.2100	14.3416	14.9759	15.6218	15.6218	16.2787	16.2787	16.9244	16.9244	17.6155
FS	0.0000	14.2100	14.2100	14.2100	14.2100	14.2100	14.2100	14.2100	14.2100	14.5001	14.5001	15.0779	15.0779	15.6783

Nutrition Services

Longevity Pay:

13 years: \$.20 per hour

18 years: \$.31 per hour

23 years: \$.43 per hour

25 years: \$.56 per hour

Lead Assistant: \$.4505 per hour

The 2017- 2018 Nutrition Services Job Family IB salary schedule reflects an increase of 1.5%.

CLASSIFIED SUPPORT STAFF HOURLY RATES														
SALARY SCHEDULE IB - SEIU CUSTODIANS														
2017 - 18														
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13
5H	16.0860	16.9584	17.8194	18.8162	19.7225	20.6516	21.5917	22.5319	22.5319	23.4269	23.4269	24.3897	24.3897	25.3867
4H	14.9419	15.7236	16.5053	17.4230	18.2951	19.1561	20.0398	20.9007	20.9007	21.7502	21.7502	22.6226	22.6226	23.5741
3H	14.2100	14.3190	15.0666	15.9048	16.6525	17.4344	18.2498	19.0315	19.0315	19.8017	19.8017	20.6061	20.6061	21.4445
2H	14.2100	14.2100	14.2100	14.4776	15.1912	15.9276	16.6071	17.3322	17.3322	18.0459	18.0459	18.7710	18.7710	19.5639
1H	14.2100	14.2100	14.2100	14.2100	14.2100	14.3416	14.9759	15.6218	15.6218	16.2787	16.2787	16.9244	16.9244	17.6155

Longevity Pay:

15 years: \$.20 per hour

20 years: \$.31 per hour

25 years: \$.43 per hour

Shift Differential:

Second Shift: \$.26 per hour

Third Shift: \$.38 per hour

The 2017-2018 Job Family IB salary schedule reflects an increase of 1.5%.

EXTRA SERVICE PAY SCHEDULE**2017 - 18****Athletic and Related Activities in Senior High Schools**

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
Athletic Director	5,579	6,453	7,323	8,194	9,066
Head Football	4,649	5,377	6,102	6,829	7,556
Head Basketball	4,649	5,377	6,102	6,829	7,556
Asst. Football (1,2)	2,790	3,226	3,662	4,099	4,534
JV Basketball (1,2)	2,790	3,226	3,662	4,099	4,534
Track (1)	2,790	3,226	3,662	4,099	4,534
Baseball (2)	2,790	3,226	3,662	4,099	4,534
Softball (2)	2,790	3,226	3,662	4,099	4,534
Wrestling	2,790	3,226	3,662	4,099	4,534
Volleyball	2,790	3,226	3,662	4,099	4,534
Cheerleaders	2,790	3,226	3,662	4,099	4,534
JROTC Rifle Team	2,790	3,226	3,662	4,099	4,534
School Technology Coordinator	2,790	3,226	3,662	4,099	4,534
Drill Corps	2,326	2,689	3,052	3,414	3,777
Cross Country (1,2)	2,326	2,689	3,052	3,414	3,777
Field Hockey (1,2)	2,326	2,689	3,052	3,414	3,777
Soccer (1,2)	2,326	2,689	3,052	3,414	3,777
Tennis (1,2)	2,326	2,689	3,052	3,414	3,777
JV Volleyball	1,861	2,150	2,441	2,732	3,023
Golf (1,2)	1,861	2,150	2,441	2,732	3,023
Swimming (1,2)	1,861	2,150	2,441	2,732	3,023
Chess Sponsor	1,861	2,150	2,441	2,732	3,023
ROTC Drill Team	1,861	2,150	2,441	2,732	3,023
Asst. Wrestling (2)	1,861	2,150	2,441	2,732	3,023
Asst. Field Hockey (2)	1,861	2,150	2,441	2,732	3,023
Assistant Track (1,2)	1,396	1,613	1,830	2,048	2,267
Assistant Soccer (1,2)	1,396	1,613	1,830	2,048	2,267

EXTRA SERVICE PAY SCHEDULE**2017 - 18****Athletic and Related Activities in Senior High Schools**

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
Freshman Basketball (1,2)	1,396	1,613	1,830	2,048	2,267
Freshman Football (1,2)	1,396	1,613	1,830	2,048	2,267
Bowling	465	537	611	683	756

Other activities High School & YPAS

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
Band Director	4,184	4,839	5,492	6,146	6,800
Band Camp (4)	940	0	0	0	0
Academic Activities Coordinator	2,790	3,226	3,662	4,099	4,534
Assistant Band Director (3)	1,861	2,150	2,441	2,732	3,023
Choral Director *	1,861	2,150	2,441	2,732	3,023
Newspaper Sponsor	1,861	2,150	2,441	2,732	3,023
Yearbook Sponsor	1,861	2,150	2,441	2,732	3,023
Drama *	1,861	2,150	2,441	2,732	3,023
Speech and Debate	1,861	2,150	2,441	2,732	3,023
Instrumental Band Director *	1,861	2,150	2,441	2,732	3,023
Instrumental Strings Director *	1,861	2,150	2,441	2,732	3,023
Orchestra (Concert) Director *	1,861	2,150	2,441	2,732	3,023
Quick Recall Sponsor	1,861	2,150	2,441	2,732	3,023
Science Fair Sponsor	340	394	447	500	553
Science Olympiad Sponsor	340	394	447	500	553
JV Quick Recall Sponsor (5)	644	0	0	0	0
Future Problem Solving Sponsor(5)	439	0	0	0	0

EXTRA SERVICE PAY SCHEDULE

2017 - 18

Middle School Athletics & Other Activities

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
School Technology Coordinator	2,326	2,689	3,052	3,414	3,777
Activity/Athletic Director	1,861	2,150	2,441	2,732	3,023
Activities Sponsor	465	537	611	683	756
Basketball (1)	1,396	1,613	1,830	2,048	2,267
Academic Activities Coordinator	1,396	1,613	1,830	2,048	2,267
Football	1,396	1,613	1,830	2,048	2,267
Asst. Football	465	537	611	683	756
6th Grade Basketball	465	537	611	683	756
Baseball Softball	465	537	611	683	756
Volleyball	465	537	611	683	756
Soccer	465	537	611	683	756
Flag Football	465	537	611	683	756
Cross Country	465	537	611	683	756
Track	465	537	611	683	756
Field Hockey	465	537	611	683	756
Cheerleaders	931	1,075	1,220	1,367	1,512
Drill Corps	465	537	611	683	756
Quick Recall Coach	465	537	611	683	756
Future Problem Solving Coach	465	537	611	683	756

Elementary School

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
School Technology Coordinator	1,861	2,150	2,441	2,732	3,023
Quick Recall	465	537	611	683	756

School Funded Sports & Support

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
Assistant Athletic Director (6)	1,700	2,000	2,300	2,600	3,000
School Funded Sport/Support (6)	200	500	800	1,100	1,400

EXTRA SERVICE PAY SCHEDULE					
2017 - 18					
Local Evaluation Appeals Panel (LEAP)					
TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
LEAP Pool (7)	1,879	0	0	0	0

- (1) The total increment paid to a person who coaches both teams is calculated at 1.5 times the listed Increment
(2) Increment is for teams which meet approved participation levels
(3) Increment is for 100 or more members of marching band
(4) Band Camp is .2 x .11 x Rank III, Step 0 effective 7/1/16. Not subject to step increases.
(5) Paid by the Academic Competition Department and not subject to step increases
(6) Schools are required to pay the listed Board approved scale. Increment is not adjusted for cost of living increases. Step progression is not mandatory for these two positions. (per MOA agreement)
(7) LEAP is not subject to step increases.
* Positions are not subject to shared duty including those of head coaches

Safe School Sponsor: \$465

Safe School Coordinator: \$1396

Tournament Manager: 1Day-\$100, 2 Days-\$150, 3 Days-\$200, 4 Days-\$250, 5 Days-\$300

The 2017-2018 Extra Service salary schedule reflects an increase of 1.5% unless noted (6), (8)

JOB FAMILY V SALARY SCHEDULE						
SUBSTITUTE TEACHERS SALARY SCHEDULE						
2017 - 18						
RANK		STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
		0-2 yrs.	3-5 yrs.	6-8 yrs.	9-11 yrs.	12+ yrs.
I	Master's plus 30 semester hrs	131.2980	136.5264	141.7767	145.3273	152.2771
II	Master's Degree	122.2156	127.0979	131.9908	136.8729	141.7767
III	Bachelor's Degree	113.1549	117.7016	122.2156	126.7839	131.2980
IV	96 semester hours plus	108.3271	112.6571	116.9872	121.3713	125.6905
V	64-95 semester hours	99.9917	103.9970	107.9914	112.1915	116.1968

Substitute Incentive Pay:

\$5 per day - Work minimum of 75 teacher absences to receive a \$5 increase to daily rate.

\$10 per day - Work minimum of 125 teacher absences to receive a \$10 increase to daily rate.

Substitute Premium Month Pay:

\$5 per day - Work all student days in a premium month to receive \$5 for each day worked in the premium month as designated by the Sub Center.

Certified Preferred Substitute:

\$15 per day - Guaranteed work every day. Works at same location every day unless no sub assignment at primary location in which case the Sub Center may place at another location.

Temporary Appointee (Long-term) Assignment:

Daily Rate increase by 1.5 after working 20 consecutive days for the same absent teacher until the end of the assignment.

Only 1 incentive type can be paid at a time. Multiple incentive pay types cannot be combined at one time.

Incentive pay ends at the end of each school year. Incentive goals must be met each new school year.

The 2017-2018 Certified Classroom Substitute salary schedule reflects an increase of 1.5%.

LIMITED SPECIAL PROJECT SUBSTITUTE SALARY SCHEDULE					
RE-EMPLOYED JCPS TEACHER RETIREES*					
2017 - 18					
	RANK III	RANK III + 15	RANK II	RANK II +15	RANK I
Full Day Rate	198.9000	205.0700	219.9000	226.0900	240.9000
Hourly Rate	28.4143	29.2957	31.4143	32.2986	34.4143
* Subject to reduction to match KTRS daily wage threshold					

The 2017-2018 Certified Re-employed Retiree salary schedule reflects an increase of 0%.

ADULT EDUCATION (FULL-TIME AND PART-TIME)	
HOURLY SALARY RATE	
2017 - 18	
Adult Ed Instructor I, Temp (SUBC-SUB-STEP 35)	27.1315
Adult Ed Instructor II, Temp (SUBW-SUB-STEP 35)	27.1315
Adult Ed Teacher, Temp (SUBW-SUB-STEP 35)	27.1315
Adult Ed Center Manager (SUBW-SUB-STEP 36)	30.4688
Adult Ed Instructor II, Full Time (CLAU-ADLT-STEP 0)	28.5432
Adult Ed Career Planner, Full Time (CLAU-ADLT-STEP 0)	28.5432
Professional Development	10.7800

The 2017-2018 Full-time Adult Ed salary schedule reflects an increase of 1.5%

TEMPORARY SALARIES			
JOB FAMILY 6 (SUBC)			
2017-18			
Description	Job Family Grade/Step Equivalent	Temp Grade/Step	2017-2018 Rate
Classified Temp/Substitute (effective 9/24/16)		SUBC-SUB-30	10.2500
Student Worker		STDT-1-00	8.2500
Americorp Participant		SUBC-SUB-03	Living Allowance
Classified Temp/Substitute	IA-3-0	SUBC-SUB-01	11.7049
Classified Temp/Substitute	IA-4-0	SUBC-SUB-04	12.2784
Classified Temp/Substitute	IA-5-0	SUBC-SUB-05	12.9081
Classified Temp/Substitute	IA-6-0	SUBC-SUB-06	13.5376
Classified Temp/Substitute	IA-7-0	SUBC-SUB-07	14.7070
Classified Temp/Substitute	IA-8-0	SUBC-SUB-08	15.9663
Classified Temp/Substitute	IA-10-0	SUBC-SUB-10	18.4513
Temp Health Tech	IA-7-0	SUBC-SUB-07	14.7070
Temp/Sub LPN	IA-8-0	SUBC-SUB-08	15.9663
Temp/Sub RN	IA-8-6	SUBC-SUB-11	21.3973
Temp/Sub Interpreter I	IA-6-6	SUBC-SUB-16	18.1701
Temp/Sub Interpreter II	IA-8-8	SUBC-SUB-17	22.3641
Temp/Sub Interpreter III	IA-10-10	SUBC-SUB-18	26.8392
Bus Driver Trainee	IB-5-1	SUBC-SUB-29	16.8322
Retired Bus Driver	IB-5-6	SUBC-SUB-51	21.4309
Temp/Sub SNTA	IB-3-6	SUBC-SUB-52	18.1140
Sub Custodian	IB-2-1	SUBC-SUB-37	12.9418
Summer Grounds & Summer Mover/Maintenance	IB-2-1	SUBC-SUB-37	12.9418
Grounds Crewleaders	IB-3-1	SUBC-SUB-40	14.2124
Painter	IB-5-0	SUBC-SUB-42	15.9663
Painter	IB-6-0	SUBC-SUB-43	16.6072
High Scaffold Painter	IB-7-0	SUBC-SUB-44	17.2369
Lead Painter/Lead Worker	IB-8-0	SUBC-SUB-45	17.9341
Lead Painter/Lead Worker	IB-9-0	SUBC-SUB-46	18.7099
Lead Painter/Lead Worker	IB-10-0	SUBC-SUB-47	19.3734
Lead Painter/Lead Worker	IB-11-0	SUBC-SUB-48	20.1379
Lead Painter/Lead Worker	IB-12-0	SUBC-SUB-49	20.9249
Lead Painter/Lead Worker	IB-13-0	SUBC-SUB-50	21.8133

The 2017-2018 Temp/Substitute salary schedule reflects an increase of 1.5%

EXTRA SERVICE RATES 2017-2018

Teachers / Librarians / Resource Teachers - Job Family III

Instruction (example: ESS)	Daily/Hourly Rate
Substitute Shortage (planning one hour after school)	Hourly Rate
Mandatory Professional Development - Participation & Presentation	Hourly Rate
Professional Development - Participation & Presentation	\$21.2806 per hour
Professional Development - Preparation	\$21.2806 per hour
(Up to 3 hours prep for each hour of presentation may be paid)	
Overcap (Class Size Overage)	\$1.9029 per 1/2 hr per student
(1/12 of 10% of the daily rate for Step 0, Rank III)	
New Teacher Induction	\$18.8385 per hour
(8.25% of the daily rate of Step 0, Rank III)	
Tutoring	\$15.00 per hour
Curriculum Preparation	\$10.78 per hour
Other Extra Service Duties (non-certified work).	\$10.00 per hour

Administrators - Job Families II and IV

Administrators may not be paid for Extra Service during their work year with the exception of winter, spring and summer breaks when they are not scheduled to work, and after hours instruction for Adult Education and Jefferson County High School. All exceptions must be approved by the Superintendent.

Support Personnel - Hourly Employees: Job Families 1A and 1B

All Classified employees are to be paid their hourly rate for any Extra Service performed. Overtime must be paid at time and a half for hours worked over 40 hours per work week from Saturday through Friday.

Other Classified Pay

Bus Driver Referral Bonus \$200.00

Referral bonus paid to classified hourly employee after bus driver applicant has successfully completed 30 working days as a school bus driver.

New Bus Driver Incentive. \$150.00 plus CDL fees

Full-time bus drivers hired after 7/1/16 will receive reimbursement of CDL license fees up to \$75 upon successful completion of training and hired as full-time bus driver. One-time \$150.00 bonus will be paid after successful completion of 90 day probationary period.

KY Law Enforcement Foundation Program Fund (KLEFPF) \$1.9157 hrly or \$15.3257 daily
(\$4000 annual incentive pay in compliance with KRS 15.410-15.510)

Classified Stipend for Doctorate Degree. \$1.6653 hrly or \$13.3221 daily