

Salary Schedules



2018-2019

2018-2019 Salary Schedule Table of Contents

TAB

- | | |
|----------|--|
| 1 | Administrative Annual Salary Schedule |
| 2 | Certified Teachers Annual Salary & Substitute Teachers Salary Schedule |
| 3 | Classified Support Personnel Daily Rate Salary Schedule & Certified Support Indexes |
| 4 | Classified Multi-Media, IA's, Admin & Clerical Asst. Daily Rate Salary Schedule |
| 5 | Classified Maintenance, Custodial, Technology, & Accounting Hourly Rate Salary Schedule |
| 6 | Classified Food Services Hourly Rate Salary Schedule |
| 7 | Classified Transportation, Mechanic, & Health Services Hourly Rate Salary Schedule |
| 8 | Summer School, Extended School Services, & Supplemental Hourly Rate Salary Schedule |
| 9 | Instructional Supplement Salary Schedule |

Covington Independent Public Schools

[illegible]

2018-2019 Certified Annual Salary Schedule
Covington Independent Public Schools

Years	RANK		RANK		RANK		RANK	Substitute Teachers
Experience	III		II		I		IV	Rank I - III
	185 days		185 days		185 days		185 days	.5 Day
0	\$38,885		\$41,578		\$45,922		\$33,631	Certified Teacher
1	\$39,183		\$42,272		\$46,516		\$33,956	Rank IV
2	\$39,690		\$43,063		\$47,333		\$34,278	.5 Day
3	\$40,377		\$43,826		\$48,217		\$34,602	96 or More College Hours or College Graduate
4	\$41,015		\$44,596		\$49,012		\$34,924	Rank V
5	\$41,641		\$45,358		\$49,798		\$35,246	.5 Day
6	\$42,367		\$46,119		\$50,575			\$60
7	\$43,088		\$46,877		\$51,362			64-95 College Semester Hours
8	\$43,749		\$47,809		\$52,237			
9	\$44,445		\$48,803		\$53,267			
10	\$45,286		\$49,751		\$54,237			
11	\$46,165		\$50,693		\$55,213			
12	\$46,968		\$51,516		\$56,039			
13	\$47,796		\$52,390		\$56,888			
14	\$48,701		\$53,279		\$57,706			
15	\$49,688		\$54,332		\$58,640			
16	\$50,655		\$55,373		\$59,707			
17	\$51,582		\$56,369		\$60,733			
18	\$52,387		\$57,195		\$61,643			
19	\$53,192		\$58,037		\$62,529			
20	\$53,997		\$58,873		\$63,378			
21	\$54,929		\$59,746		\$64,208			
22	\$55,977		\$60,871		\$65,340			
23	\$56,962		\$61,917		\$66,424			
24	\$57,784		\$62,837		\$67,387			
25	\$58,598		\$63,696		\$68,265			
26	\$59,364		\$64,513		\$69,110			
27-up	\$60,120		\$65,300		\$69,901			

Substitute Teacher Assignments

Short Term: A person employed to substitute for a single teacher from one (1) to twenty (20) consecutive days inclusive, or a person who substitutes for several teachers for 20 or more consecutive days paid on a per diem basis from the schedule shown above. There are no other benefits.

Long Term: A person employed to substitute for a single teacher and/or school for twenty-one (21) consecutive days or longer on a per diem basis from the schedule shown above for the first 20 days. On the 21st day when subbing for a single teacher and/or school and continuing, the person shall be paid 1/185 of the salary of a contracted teacher with the appropriate rank and experience. Any break in service (except for catastrophic circumstances, sick leave as defined by Covington Independent Public School policy, death of a family member, or absences prearranged and approved by the school principal and the personnel office prior to taking a long-term assignment) will result in pay reverting to day-one status. The pay increase process must then be repeated as future days are served in the same assignment.

Permanent: A teacher employed to replace a contract teacher for the balance of the year. The salary shall be 1/185 of the salary shown on the teacher's schedule with his/her rank and experience for each of the days actually in the remainder of the school year. The teacher shall receive one day of sick leave for each month, or major portion thereof, though.

Contract: A teacher employed under contract for the purpose of substituting throughout the school year. The teacher shall receive all the

Covington Independent Public Schools

*** Salary Based on Index Times Rank and Experience of Teacher**

**** Salary Based on Rank III, Zero Experience Level Teacher**

**2018-2019 Classified Multi-Media, Instructional, Administrative, and Clerical Assistants Daily Rate Salary
Schedule Covington Independent Public Schools**

Years Experience	Multi-Media Assistant	Instructional Assistant I	Instr. Asst. II Health Asst.	Admin. Asst. Superintendent	Admin. Asst. I Director	Admin. Asst. Director	Admin. Asst. I & II	Clerical Assistant
	7 hour day	7 hour day	7 hour day	7 hour day	7 hour day	7 hour day	7 hour day	7 hour day
	185 days	185 days	185 days	235 days	235 days	235 days	210-235 days	210 days
0	\$96.11	\$99.65	\$77.63	\$150.43	\$147.84	\$123.83	\$110.88	\$75.58
1	\$98.82	\$101.99	\$79.94	\$154.95	\$152.28	\$127.54	\$114.21	\$77.89
2	\$100.99	\$104.42	\$82.33	\$159.59	\$156.81	\$131.35	\$117.61	\$80.21
3	\$104.71	\$106.83	\$84.79	\$164.38	\$161.51	\$135.29	\$121.14	\$82.60
4	\$107.88	\$109.36	\$87.36	\$169.30	\$166.33	\$139.35	\$124.83	\$85.09
5	\$111.06	\$111.94	\$89.98	\$174.40	\$171.31	\$143.54	\$128.53	\$87.69
6	\$114.33	\$114.03	\$92.69	\$179.63	\$176.48	\$147.84	\$132.40	\$90.28
7	\$118.53	\$117.22	\$95.46	\$185.01	\$181.75	\$152.29	\$136.39	\$92.95
8	\$122.06	\$119.99	\$98.32	\$190.56	\$187.21	\$156.85	\$140.44	\$95.72
9	\$128.15	\$122.78	\$101.27	\$196.28	\$192.85	\$161.55	\$144.71	\$98.59
10	\$131.22	\$125.62	\$104.31	\$202.16	\$198.66	\$166.41	\$149.04	\$101.55
11 - up	\$134.80	\$128.52	\$110.35	\$202.16	\$198.66	\$166.41	\$149.04	\$104.60
12		\$128.52	\$110.35	\$209.29	\$204.66	\$171.40	\$153.47	\$104.60
13		\$132.39	\$110.35	\$211.98	\$205.48	\$171.40	\$153.47	\$107.74
14		\$132.39	\$110.35	\$214.66	\$211.48	\$176.57	\$158.09	\$107.74
15		\$132.39	\$110.35	\$217.34	\$211.48	\$176.57	\$158.09	\$107.74
16		\$136.37	\$112.10	\$220.73	\$217.49	\$176.57	\$158.09	\$110.99
17		\$136.37	\$112.10	\$220.73	\$217.49	\$176.57	\$158.09	\$110.99
18		\$136.37	\$112.10	\$226.97	\$223.49	\$176.57	\$158.09	\$110.99
19		\$136.37	\$115.89	\$226.97	\$223.49	\$181.85	\$162.84	\$114.30
20		\$140.45	\$115.89	\$233.42	\$229.49	\$181.85	\$162.84	\$114.30
21		\$140.45	\$115.89	\$233.42	\$229.49	\$181.85	\$162.84	\$114.30
22		\$140.45	\$115.89	\$239.85	\$235.49	\$181.85	\$162.84	\$114.30
23		\$140.45	\$115.89	\$239.85	\$235.49	\$181.85	\$162.84	\$114.30
24 - up		\$144.65	\$121.74	\$249.18	\$242.76	\$187.29	\$167.71	\$117.72
	Associates							
	Degree or							
	60 Hours of							
	College Coursework							

Covington Independent Public Schools

[illegible]

Covington Independent Public Schools

[illegible]

2018-2019 Classified Transportation, Mechanic, and Health Services Hourly Rate Salary Schedule
Covington Independent Public Schools

Years Experience	Mechanic	Driver Trainer Router	Bus Driver	Dispatcher	Bus Monitor	Transportation Coordinator	Health Services Coordinator	Registered Nurse	Licensed Practical Nurse	Health Services Assistant
	8 hour days	hourly	182 days	hourly	182 days	8 hour days	204 days	7 hour days	7 hour days	7 hour days
	235 days	as needed	182 days	182 days	182 days	235 days	204 days	185 days	185 days	185 days
0	\$19.41	\$13.66	\$12.41	\$12.39	\$9.32	\$20.50	\$24.02	\$21.35	\$15.14	\$11.09
1	\$19.97	\$14.18	\$12.76	\$13.07	\$9.58	\$21.12	\$24.55	\$21.96	\$15.58	\$11.42
2	\$20.56	\$14.80	\$13.46	\$13.27	\$9.88	\$21.81	\$25.07	\$22.62	\$16.03	\$11.77
3	\$21.04	\$15.03	\$13.66	\$13.66	\$10.27	\$22.41	\$25.61	\$23.30	\$16.52	\$12.12
4	\$21.50	\$15.68	\$14.05	\$14.08	\$10.55	\$23.08	\$26.14	\$23.87	\$16.89	\$12.48
5	\$21.95	\$15.92	\$14.48	\$14.73	\$10.86	\$23.77	\$26.66	\$24.43	\$17.23	\$12.86
6	\$22.32	\$16.68	\$15.15	\$15.41	\$11.38	\$24.49	\$27.19	\$25.02	\$17.90	\$13.25
7	\$23.35	\$17.45	\$15.85	\$16.08	\$11.89	\$25.21	\$27.72	\$25.52	\$19.33	\$13.64
8	\$24.07	\$18.20	\$16.55	\$16.74	\$12.41	\$25.97	\$28.25	\$26.68	\$19.90	\$14.05
9	\$24.80	\$18.97	\$17.23	\$17.43	\$12.92	\$26.75	\$28.77	\$27.86	\$20.51	\$14.48
10	\$25.55	\$19.72	\$17.94	\$17.95	\$13.44	\$27.55	\$29.30	\$28.71	\$21.12	\$14.90
11	\$26.21	\$20.34	\$18.47	\$18.50	\$13.86	\$27.55	\$29.30	\$28.71	\$21.12	\$15.77
12	\$26.93	\$20.93	\$19.03	\$19.02	\$14.26	\$28.25	\$29.30	\$28.71	\$21.12	\$15.77
13	\$27.67	\$21.53	\$19.58	\$19.60	\$14.69	\$28.25	\$29.30	\$28.71	\$21.12	\$15.77
14	\$28.60	\$22.13	\$20.14	\$20.12	\$15.11	\$28.84	\$31.42	\$29.15	\$21.58	\$15.77
15 - up	\$29.32	\$22.95	\$20.69	\$20.66	\$15.53	\$28.84	\$31.42	\$29.15	\$21.58	\$15.77
16						\$28.84	\$31.42	\$29.15	\$21.58	\$16.00
17						\$28.84	\$31.42	\$29.15	\$21.58	\$16.00
18						\$28.84	\$31.42	\$29.15	\$21.58	\$16.00
19						\$29.50	\$34.06	\$29.63	\$22.06	\$16.55
20						\$29.50	\$34.06	\$29.63	\$22.06	\$16.55
21						\$29.50	\$34.06	\$29.63	\$22.06	\$16.55
22						\$29.50	\$34.06	\$29.63	\$22.06	\$16.55
23						\$29.50	\$34.06	\$29.63	\$22.06	\$16.55
24						\$30.17	\$36.70	\$30.28	\$22.67	\$17.39
25 - up						\$30.83	\$37.48	\$31.27	\$23.66	\$18.38

2018-2019 Summer School, Extended School Services, and Supplements Hourly Rate Salary Schedule
Covington Independent Public Schools

Years		Directors, Assistant Directors, Certified Teachers, and Instructional Assistants					
Experience		Summer School / ESS / After School Program / Summer Program					
	Rank I	Rank II	Rank III	Rank IV	Inst. Asst.		
0 - 3	\$23.90	\$21.63	\$19.57	\$16.23	\$8.50	Summer School Director - \$4,950.00	
4 - 9	\$26.01	\$23.69	\$21.37	\$17.77	\$9.01	Substitute Teachers - \$11.00 hour	
10-up	\$28.85	\$26.52	\$23.69	N/A	\$11.33		

Hourly Supplements									
Use the District Hourly Supplemental Authorization Forms									
\$7.25	\$9.50	\$12.00	\$16.50	\$18.50	\$19.50	\$20.00	\$24.00	\$25.00	
Student Worker	Classified Summer Maintenance Worker	Classified/ Instructional Activity Support	Planning Supervisor	Hourly Music Instruction	CAHS Summer Teacher Part-time	Bus Chaperrone	Teacher/ Instructional Activity Support	Language Tutor	
	Non-Student	Campus Monitor				Classified Fitness Club Coach	Fitness Club Coach	Elementary Athletic Official	
	Concessions Worker	Community Schools Supervision							
	Game / Event Worker	Homework Room							
		Clerical Support							
		Friday DT							
		Computer Maintenance Non-Student							
		Tank Monitor							
		Certified Teacher Maintenance Worker							
		Detention							
\$28.00	\$29.00	\$32.00					\$63.00		
Summer Program Lead		CIPS Board Admin. Asst. Per Hour		Speech Therapist Part-time			Architect		
		SBDM Admin. Asst. Per Meeting							
Coordinator									

2018-2019 Instructional Supplement Salary Schedule
Covington Independent Public Schools

Require A Contract With Recommendation From Building Administrator

[illegible]

\$1,500.00	\$1,575.00	\$1,850.00	\$1,875.00	\$2,000.00	\$2,100.00	\$2,200.00	\$2,375.00	\$2,625.00
School WebMaster	SPED	Academic Chair 6-10	HMS Academic	National Board	Academic Chair	TLC	Academic Chair 16-up	Fixed Assets
	Alt. Certification	Members	Head Coach	Certified	11-15 Members	Supplement	Members	Register
	CAHS/TLC				Coord FFS	SPED 1A		Lead PE Teacher
	Head Teacher				Manager	EBD/FMD		Title I Parent
	Academic Chair 1-5				HHS Tech			District Coord.
	Members				Coordinator			Math Mentor
	Program Review							D-Wide Family
	Coordinator							Translator/Adv

\$3,000.00	\$3,150.00	\$3,400.00	\$3,500.00	\$3,675.00	\$5,500.00	\$6,000.00	\$6,275.00	\$9,425.00
HHS Academic Head Coach	Bulldog Leadership Transition Coordinator	ESS District Program Leader	CEF Liaison CLC Activity Leader I	Special Ed Coordinator JEB, TLC, HHS	HHS Tech Support	Webmaster	Reading Mentor	Summer Youth Program Coord.
	Team Leader Small Learning Communities			\$4,500.00			\$6,500.00	
				CLC Activity Leader II			CLC Activity Leader III	
\$1.00-\$8,500.00	Salary Schedule Transitional Supplement							

**2018-2019 Co/Extra-Curricular Supplement Salary Schedule
Covington Independent Public Schools**

Band, Basketball, Baseball, Cheerleading, Football, Soccer, Swim/Diving, Track, ROTC, Cross-Country, Choir/Play Production, Tennis, Volleyball, Special Olympics, Athletic Training, & Wrestling

\$375.00	\$400.00	\$500.00	\$525.00	\$550.00	\$600.00	\$625.00	\$650.00	\$700.00
Band	Band	Band	Intramurals	Cheerleading	ROTC	Band	Cheerleading	Band
Music & Marching	Percussion	Color Guard	Coach	Elementary	Drill Team Coach	Color Guard Camp	Middle School	Marching Camp & Season
Camp(per week)	Rehearsal/Comp	Football/Basketball					Band	
		Announcer/Timekeeper					Marching Design	

\$750.00	\$850.00	\$900.00	\$950.00	\$1,100.00	\$1,125.00	\$1,200.00	\$1,250.00	\$1,425.00
Football/Basketball	ELE/MS	Intramurals	Cheerleading	Basketball	Cross Country	Band	Soccer/Track	Tennis
Statistician	Soccer & Volleyball	Director	Jr. Varsity	Elementary Coach	Swim/Diving	Percussion Camp	Volleyball	Head Coach
Cheerleading	Head Coach	Special Olympics		Band	Wrestling		Asst. Coach	Bowling Coach
Freshman		Head Coach		Color Guard	Asst. Coach		Baseball/Softball	Golf Coach
		MS Football		Rehearsal/Comp			Asst. Coach	
		Asst. Coach						

\$1,450.00	\$1,525.00	\$1,550.00	\$1,650.00	\$1,800.00	\$1,875.00	\$1,950.00	\$2,000.00	\$2,100.00
Swim/Dive	Cheerleading	Football	ROTC Rifle Team	Cross Country	Baseball/Softball	Football	Basketball	Intramurals
Head Coach	Varsity	MS Coordinator	Asst. Coach	Wrestling	Soccer/Track	Freshman	MS Coach	All Sports Coord.
MS Football		Football Weightroom		Head Coach	Volleyball	Asst. Coach		
Head Coach		Coordinator			Head Coach			

\$2,150.00	\$2,400.00	\$2,575.00	\$2,750.00	\$3,000.00	\$3,200.00	\$3,625.00	\$4,350.00	\$4,650.00
Basketball	ROTC	Football	Girls Varsity Basketball	Band	Band	Choir/Arts	Football	Band Director
Freshman Coach	Rifle Team	Freshman	Coordinator	HS/MS Asst. Director	Marching	Alignment	Asst. Varsity Coach	
	Head Coach	Head Coach		Concession	Asst. Director	Play/Musical		
				Manager		Production Director		

\$4,950.00	\$5,100.00	\$5,175.00	\$5,350.00	\$6,950.00	\$7,150.00	\$11,000.00		
Basketball	Asst. Student	Basketball/Football	Band	Intramurals	Athletic Trainer	Basketball/Football		
Asst. Varsity Coach	Activities Coord.	Asst. Head Coach	Marching Director	Sports Facilitator		Head Coach		