



JEFFERSON COUNTY PUBLIC SCHOOLS

2018-19 SALARY SCHEDULES

JOB FAMILY III SALARY SCHEDULE						
2018 - 19						
STEP	RANK III	RANK III + 15	RANK II	RANK II + 15	RANK I	DOCTORATE
0	42,914.07	44,651.07	48,700.69	50,433.54	54,481.01	56,984.70
1	43,687.00	45,419.81	49,469.41	51,204.38	55,249.75	57,759.77
2	44,459.96	46,192.81	50,240.26	51,779.87	56,024.81	58,526.38
3	45,224.51	46,963.65	51,009.00	52,743.99	56,791.47	59,297.27
4	47,929.86	47,929.86	53,019.16	53,514.86	58,100.04	60,070.20
5	48,700.69	49,278.28	53,323.70	55,058.65	59,106.12	61,611.92
6	49,858.01	50,820.00	54,865.39	56,596.13	60,645.75	63,151.49
7	50,624.64	52,357.49	56,407.09	58,146.23	62,187.43	64,693.23
8	52,168.44	53,905.54	57,950.89	59,685.82	63,731.23	66,239.14
9	53,705.99	55,445.09	59,490.50	61,225.45	65,272.95	67,776.64
10	55,249.75	56,984.70	61,032.24	62,765.04	66,810.43	69,316.26
11	58,337.36	60,070.20	64,117.70	65,848.46	69,902.21	72,401.73
12	59,876.97	61,611.92	65,659.42	67,392.28	71,441.82	73,945.52
13	61,418.69	63,151.49	67,196.94	68,933.96	72,981.43	75,491.45
14	62,960.39	64,693.23	68,742.81	70,473.55	74,523.18	77,028.97
15	64,499.98	66,239.14	70,286.61	72,017.35	76,062.75	78,570.63
16	67,587.60	69,316.26	73,370.07	75,104.98	79,150.35	81,649.88
17	69,902.21	71,632.99	75,676.30	77,417.50	81,462.92	83,964.53
18	69,902.21	71,632.99	75,676.30	77,417.50	81,462.92	83,964.53
19	69,902.21	71,632.99	75,676.30	77,417.50	81,462.92	83,964.53
20	71,441.82	73,176.80	77,222.19	78,957.08	83,004.61	85,506.22
21	71,441.82	73,176.80	77,222.19	78,957.08	83,004.61	85,506.22
22	71,441.82	73,176.80	77,222.19	78,957.08	83,004.61	85,506.22
23	71,441.82	73,176.80	77,222.19	78,957.08	83,004.61	85,506.22
24	71,441.82	73,176.80	77,222.19	78,957.08	83,004.61	85,506.22
25	72,594.95	74,332.01	78,377.40	80,112.35	84,157.74	86,665.65

The 2018-2019 teacher salary schedule reflects an increase of 0.5%. Annual salary is based on a 187 days, 7 hours per day work year.

Munis Group/BU: CERT, CERV, RCET, CLA1, CLA2, CERU, CLAU, and CERX x admin index

EMERGENCY CERTIFICATION	
2018 - 19	
STEP	RANK IV 96-127 HOURS INDEX SALARY
0	41,914.07
1	42,686.99
2	43,459.96
3	44,224.51
4	46,929.86
5	47,700.69
6	48,858.01
7	49,624.64
8	51,168.44
9	52,705.99
10	54,249.75

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

RETIRED PART-TIME ADMINISTRATOR SALARY SCHEDULE - DAILY RATE BASED ON 8 HRS PER DAY						
2018 - 19						
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 2018-2019 Part-time Retired Administrator salary schedule reflects an increase of 0%.

JOB FAMILY IV						
Addendum to the Teachers Salary Schedule for Certified Administrators						
2018 - 19						
SALARY	STEP					
GRADE	0	1	2	3	4	5
25	1.805	1.846	1.885	1.927	1.967	2.007
24	1.745	1.782	1.818	1.857	1.892	1.931
23	1.685	1.720	1.754	1.789	1.821	1.857
22	1.628	1.661	1.691	1.723	1.754	1.785
21	1.575	1.602	1.631	1.660	1.687	1.717
20	1.521	1.548	1.574	1.600	1.624	1.651
19	1.470	1.493	1.516	1.541	1.565	1.588
18	1.420	1.442	1.464	1.484	1.506	1.527
17	1.373	1.392	1.410	1.429	1.448	1.468
16	1.326	1.344	1.361	1.379	1.394	1.412
15	1.281	1.296	1.312	1.326	1.342	1.358
14	1.236	1.250	1.264	1.278	1.291	1.305
13	1.195	1.207	1.219	1.231	1.243	1.255
12	1.156	1.167	1.177	1.187	1.196	1.207
11	1.116	1.124	1.133	1.143	1.152	1.161
10	1.078	1.085	1.093	1.100	1.108	1.116
09	1.041	1.047	1.054	1.060	1.067	1.073
08	1.006	1.012	1.017	1.022	1.026	1.031

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

The 2018-2019 Job Family IV Administrator Index reduced to prevent .5% increase added to the Job Family III Salary Schedule.
Nominal increase in daily rate may occur due to rounding of Index rate to 3 decimals. Retro pay will not be issued due to nominal increase.

School Based Administrators who are active as of 10/1/18 will receive a one time payment of .5% of current annual salary as of 10/1/18.

JOB FAMILY II - GRADES 8 -18											
CLASSIFIED SUPERVISOR/ADMINISTRATOR SALARY SCHEDULE											
INDEX 2018-2019											
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 2017-2018 Job Family III Salary Schedule.

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

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

The 2018-2019 Job Family II salary schedules reflect an increase of 0%

Salary calculation frozen at 2017-2018 base daily rate of \$447.8024 to prevent .5% increase on Job Family III Schedule effective 7/1/18.

JOB FAMILY II - SALARY EXEMPT (1)															
2018 - 19															
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
7	59,479.76	62,451.66	65,426.56	68,395.52	71,370.42	74,348.25	77,317.21	77,317.21	80,289.09	80,289.09	83,269.89	83,269.89	86,241.79	86,241.79	89,213.72
6	54,062.81	56,765.38	59,467.93	62,170.50	64,873.04	67,578.52	70,284.03	70,284.03	72,983.61	72,983.61	75,689.12	75,689.12	78,394.65	78,394.65	81,094.21
5	48,702.16	51,138.26	53,571.47	56,007.61	58,446.73	60,882.85	63,318.97	63,318.97	65,749.22	65,749.22	68,185.36	68,185.36	70,618.52	70,618.52	73,057.66
4	43,492.38	45,664.94	47,840.62	50,010.48	52,192.06	54,364.75	56,537.44	56,537.44	58,710.13	58,710.13	60,885.81	60,885.81	63,061.49	63,061.49	65,234.16
3	-	-	-	-	-	-	50,028.24	50,028.24	51,955.25	51,955.25	53,876.37	53,876.37	55,803.38	55,803.38	57,724.42

(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 2018-2019 Job Family II - Salary Exempt schedule reflects an increase of 0.5%

Munis Group/BU: CLAS and CLAP

JOB FAMILY II															
2018 - 19															
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
3	18.5019	19.4284	20.3562	21.2798	22.2062	23.1285	-	-	-	-	-	-	-	-	-
2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	24.3438

(2) Job Family II - HOURLY NON-EXEMPT reflects hourly rates. Employees in assigned to position in Grade 4/Step 2 will be moved to the next applicable step 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/Grade 7 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 2018- 2019 Job Family II - Hourly Non-Exempt schedule reflects an increase of 0.5%

Munis Group/BU: CLAS and CLAJ

CLASSIFIED SUPPORT STAFF HOURLY RATES																		
SALARY SCHEDULE IA																		
2018 - 19																		
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
16	26.0714	27.4718	28.9405	30.3635	31.6956	33.2555	34.9745	34.9745	36.5113	36.5113	37.9460	37.9460	39.6310	39.6310	40.2455	40.8945	41.5435	42.2722
15	24.8533	26.1854	27.6085	28.9405	30.1814	31.7185	33.3236	33.3236	34.8150	34.8150	36.1927	36.1927	37.8093	37.8093	38.4013	39.0161	39.6422	40.3368
14	23.6464	24.9101	26.2650	27.5059	28.7127	30.1130	31.6727	31.6727	33.1188	33.1188	34.4052	34.4052	35.9194	35.9194	36.4772	37.0578	37.6498	38.3102
13	22.3827	23.5440	24.8304	26.0032	27.1757	28.4964	29.9764	29.9764	31.2855	31.2855	32.5382	32.5382	33.9840	33.9840	34.5077	35.0656	35.6234	36.2495
12	21.1189	22.2460	23.4187	24.5458	25.6616	26.9367	28.2802	28.2802	29.5892	29.5892	30.7278	30.7278	32.0827	32.0827	32.5722	33.1073	33.6309	34.2117
11	19.8895	20.9709	22.0525	23.1569	24.1360	25.3201	26.6293	26.6293	27.8361	27.8361	28.9176	28.9176	30.1814	30.1814	30.6595	31.1491	31.6386	32.1965
10	18.6825	19.6958	20.7205	21.7679	22.6901	23.8286	25.0583	25.0583	26.1398	26.1398	27.1757	27.1757	28.3712	28.3712	28.8152	29.2707	29.7374	30.2611
9	17.3962	18.3410	19.2861	20.2424	21.1418	22.1665	23.2935	23.2935	24.3295	24.3295	25.2857	25.2857	26.4243	26.4243	26.8342	27.2555	27.6994	28.1777
8	16.1664	17.0773	17.9767	18.8307	19.6617	20.5952	21.6656	21.6656	22.6446	22.6446	23.5099	23.5099	24.5686	24.5686	24.9786	25.3771	25.7982	26.2423
7	14.8915	15.7340	16.5421	17.3505	18.0792	19.0241	19.9690	19.9690	20.8685	20.8685	21.6656	21.6656	22.6446	22.6446	22.9862	23.3505	23.7375	24.1474
6	14.2811	14.4588	15.2330	15.9616	16.6448	17.4530	18.3979	18.3979	19.1722	19.1722	19.9350	19.9350	20.8344	20.8344	21.1533	21.5060	21.8363	22.2120
5	14.2811	14.2811	14.5158	15.2103	15.8933	16.6448	17.4871	17.4871	18.2956	18.2956	19.0241	19.0241	19.8666	19.8666	20.1627	20.4930	20.8116	21.1759
4	14.2811	14.2811	14.2811	14.4815	15.1191	15.8478	16.6448	16.6448	17.4075	17.4075	18.0792	18.0792	18.9103	18.9103	19.1722	19.4910	19.7983	20.1400
3	14.2811	14.2811	14.2811	14.2811	14.4020	15.1191	15.8933	15.8933	16.5766	16.5766	17.2596	17.2596	18.0107	18.0107	18.2956	18.5916	18.8989	19.2292
2	14.2811	14.2811	14.2811	14.2811	14.2811	14.2811	14.9939	14.9939	15.6656	15.6656	16.2577	16.2577	17.0205	17.0205	17.2596	17.5327	17.8173	18.1361
1	14.2811	14.2811	14.2811	14.2811	14.2811	14.2811	14.2811	14.2811	14.8573	14.8573	15.4265	15.4265	16.1324	16.1324	16.3943	16.6674	16.9293	17.2253

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: \$.50 per hour

Classroom Instructional Assistant Stipend Pay for Level 2 & Level 3 School Assignment: \$.50 per hour

The 2018-2019 Job Family IA salary schedule reflects an increase of 0.5%.

Employees paid from Job Family 1A Salary Schedule are in bargaining units: CLAA, CLAR, CLA5, CLAB, CLA8, CLAD, RCLA

CLASSIFIED SUPPORT STAFF HOURLY RATES														
SALARY SCHEDULE IB														
2018 - 19														
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13
13	22.0868	23.2593	24.4207	25.7982	27.0733	28.3599	29.6349	30.9214	30.9214	32.1510	32.1510	33.4603	33.4603	34.8719
12	21.1873	22.3031	23.4301	24.7736	25.9691	27.2099	28.4168	29.6918	29.6918	30.8872	30.8872	32.1170	32.1170	33.4603
11	20.3903	21.4491	22.5649	23.8399	25.0013	26.1739	27.3237	28.5535	28.5535	29.7033	29.7033	30.9100	30.9100	32.1623
10	19.6164	20.6181	21.6997	22.9177	24.0336	25.1835	26.3106	27.4262	27.4262	28.5762	28.5762	29.7259	29.7259	30.9671
09	18.9446	19.9122	20.9597	22.1094	23.2024	24.2955	25.3429	26.4699	26.4699	27.5288	27.5288	28.6786	28.6786	29.8512
08	18.1589	19.1267	20.1058	21.2101	22.2460	23.3277	24.3636	25.4337	25.4337	26.4585	26.4585	27.5172	27.5172	28.7014
07	17.4530	18.3866	19.3087	20.4245	21.3921	22.4396	23.4187	24.4549	24.4549	25.4454	25.4454	26.4699	26.4699	27.6085
06	16.8155	17.7264	18.6258	19.6617	20.5952	21.6200	22.5764	23.5440	23.5440	24.5116	24.5116	25.5022	25.5022	26.5610
05	16.1664	17.0432	17.9085	18.9103	19.8211	20.7549	21.6997	22.6446	22.6446	23.5440	23.5440	24.5116	24.5116	25.5136
04	15.0166	15.8022	16.5878	17.5101	18.3866	19.2519	20.1400	21.0052	21.0052	21.8590	21.8590	22.7357	22.7357	23.6920
03	14.2811	14.3906	15.1419	15.9843	16.7358	17.5216	18.3410	19.1267	19.1267	19.9007	19.9007	20.7091	20.7091	21.5517
02	14.2811	14.2811	14.2811	14.5500	15.2672	16.0072	16.6901	17.4189	17.4189	18.1361	18.1361	18.8649	18.8649	19.6617
01	14.2811	14.2811	14.2811	14.2811	14.2811	14.4133	15.0508	15.6999	15.6999	16.3601	16.3601	17.0090	17.0090	17.7036

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

Bus Driver & SNTA Differential Pay (all scheduled contract hours must be worked in pay period): \$2.50 per hour

The 2018-2019 Job Family IB salary schedule reflects an increase of 0.5%.

CLASSIFIED SUPPORT STAFF HOURLY RATES														
SALARY SCHEDULE IB - Nutrition Services														
2018 - 19														
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13
04	15.0166	15.8022	16.5878	17.5101	18.3866	19.2519	20.1400	21.0052	21.0052	21.8590	21.8590	22.7357	22.7357	23.6920
03	14.2811	14.3906	15.1419	15.9843	16.7358	17.5216	18.3410	19.1267	19.1267	19.9007	19.9007	20.7091	20.7091	21.5517
02	14.2811	14.2811	14.2811	14.5500	15.2672	16.0072	16.6901	17.4189	17.4189	18.1361	18.1361	18.8649	18.8649	19.6617
01	14.2811	14.2811	14.2811	14.2811	14.2811	14.4133	15.0508	15.6999	15.6999	16.3601	16.3601	17.0090	17.0090	17.7036
FS	0.0000	14.2811	14.2811	14.2811	14.2811	14.2811	14.2811	14.2811	14.2811	14.5726	14.5726	15.1533	15.1533	15.7567

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 2018-2019 Nutrition Services Job Family IB salary schedule reflects an increase of 0.5%.

CLASSIFIED SUPPORT STAFF HOURLY RATES														
SALARY SCHEDULE IB - SEIU CUSTODIANS AND HOURLY PLANT OPERATORS														
2018 - 19														
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13
5H	16.1664	17.0432	17.9085	18.9103	19.8211	20.7549	21.6997	22.6446	22.6446	23.5440	23.5440	24.5116	24.5116	25.5136
4H	15.0166	15.8022	16.5878	17.5101	18.3866	19.2519	20.1400	21.0052	21.0052	21.8590	21.8590	22.7357	22.7357	23.6920
3H	14.2811	14.3906	15.1419	15.9843	16.7358	17.5216	18.3410	19.1267	19.1267	19.9007	19.9007	20.7091	20.7091	21.5517
2H	14.2811	14.2811	14.2811	14.5500	15.2672	16.0072	16.6901	17.4189	17.4189	18.1361	18.1361	18.8649	18.8649	19.6617
1H	14.2811	14.2811	14.2811	14.2811	14.2811	14.4133	15.0508	15.6999	15.6999	16.3601	16.3601	17.0090	17.0090	17.7036

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 2018-2019 Job Family IB salary schedule reflects an increase of 0.5%.

JOB FAMILY V SALARY SCHEDULE						
SUBSTITUTE TEACHERS SALARY SCHEDULE						
2018 - 19						
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	131.9545	137.2090	142.4856	146.0539	153.0385
II	Master's Degree	122.8267	127.7334	132.6508	137.5573	142.4856
III	Bachelor's Degree	113.7207	118.2901	122.8267	127.4178	131.9545
IV	96 semester hours plus	108.8687	113.2204	117.5721	121.9782	126.3190
V	64-95 semester hours	100.4917	104.5170	108.5314	112.7525	116.7778

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 2018-2019 Certified Classroom Substitute salary schedule reflects an increase of 0.5%.

JOB FAMILY V SALARY SCHEDULE						
PERMANENT FULL-TIME SUBSTITUTE TEACHERS SALARY SCHEDULE						
2018 - 19						
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	187.1700	194.6600	202.1500	207.7600	217.1200
II	Master's Degree	168.4600	181.5600	189.0500	196.5300	202.1500
III	Bachelor's Degree	162.8400	168.4600	174.0700	181.5600	187.1700
IV	96 semester hours plus	155.3600	160.9700	168.4600	174.3000	179.6900
V	64-95 semester hours	144.1200	149.7400	155.3600	161.5900	166.5900

New Permanent Certified Classroom Substitute effective 2018-2019.

Munis Group/BU: CLAU grades PS1 - PS5

LIMITED SPECIAL PROJECT SUBSTITUTE SALARY SCHEDULE					
RE-EMPLOYED JCPS TEACHER RETIREES*					
2018 - 19					
	RANK III	RANK III + 15	RANK II	RANK II +15	RANK I
Full Day Rate	199.8945	206.0954	220.9995	227.2205	242.1045
Hourly Rate	28.5564	29.4422	31.5714	32.4601	34.5864
* Subject to reduction to match KTRS daily wage threshold					

The 2018-2019 Certified Re-employed Retiree salary schedule reflects an increase of 0.5%.

Munis Group/BU: SUB7/Step 5 and RCET/Step 41

ADULT EDUCATION (FULL-TIME AND PART-TIME)	
HOURLY SALARY RATE	
2018 - 19	
Adult Ed Instructor I, Temp (SUBC-SUB-STEP 35)	27.2672
Adult Ed Instructor II, Temp (SUBW-SUB-STEP 35)	27.2672
Adult Ed Teacher, Temp (SUBW-SUB-STEP 35)	27.2672
Adult Ed Center Manager (SUBW-SUB-STEP 36)	30.6211
Adult Ed Instructor II, Full Time (CLAU-ADLT-STEP 0)	28.6859
Adult Ed Career Planner, Full Time (CLAU-ADLT-STEP 0)	28.6859
Professional Development	10.7800

The 2018-2019 Adult Ed Full-time and Temp salary schedule reflects an increase of 0.5%

TEMPORARY SALARIES			
JOB FAMILY 6 (SUBC)			
2018-2019			
Description	Job Family Grade/Step Equivalent	Temp Grade/Step	Hourly Rate
Americorp Participant		SUBC-SUB-03	Living Allowance
Student Worker		STDT-1-00	8.2500
Student Worker - Co-op Vehicle Maintenance		STDT-2-00	10.0000
Classified Temp/Substitute		SUBC-SUB-30	10.2500
Classified Temp/Substitute	IA-3-0	SUBC-SUB-01	11.7634
Classified Temp/Substitute	IA-4-0	SUBC-SUB-04	12.3398
Classified Temp/Substitute	IA-5-0	SUBC-SUB-05	12.9726
Classified Temp/Substitute	IA-6-0	SUBC-SUB-06	13.6053
Classified Temp/Substitute	IA-7-0	SUBC-SUB-07	14.7805
Classified Temp/Substitute	IA-8-0	SUBC-SUB-08	16.0461
Classified Temp/Substitute	IA-10-0	SUBC-SUB-10	18.5436
Temp Health Tech	IA-7-0	SUBC-SUB-07	14.7805
Temp/Sub LPN	IA-8-0	SUBC-SUB-08	16.0461
Temp/Sub RN	IA-8-6	SUBC-SUB-11	21.5043
Temp/Sub Interpreter I	IA-6-6	SUBC-SUB-16	18.2610
Temp/Sub Interpreter II	IA-8-8	SUBC-SUB-17	22.4759
Temp/Sub Interpreter III	IA-10-10	SUBC-SUB-18	26.9734
Bus Driver Trainee	IB-5-1	SUBC-SUB-29	16.9164
Retired Bus Driver	IB-5-6	SUBC-SUB-51	21.5381
Temp/Sub SNTA	IB-3-6	SUBC-SUB-52	18.2046
Sub Custodian	IB-2-1	SUBC-SUB-37	13.0065
Summer Grounds & Summer Mover/Maintenance	IB-2-1	SUBC-SUB-37	13.0065
Grounds Crewleaders	IB-3-1	SUBC-SUB-40	14.2835
Painter	IB-5-0	SUBC-SUB-42	16.0461
Painter	IB-6-0	SUBC-SUB-43	16.6902
High Scaffold Painter	IB-7-0	SUBC-SUB-44	17.3231
Lead Painter/Lead Worker	IB-8-0	SUBC-SUB-45	18.0238
Lead Painter/Lead Worker	IB-9-0	SUBC-SUB-46	18.8034
Lead Painter/Lead Worker	IB-10-0	SUBC-SUB-47	19.4703
Lead Painter/Lead Worker	IB-11-0	SUBC-SUB-48	20.2386
Lead Painter/Lead Worker	IB-12-0	SUBC-SUB-49	21.0295
Lead Painter/Lead Worker	IB-13-0	SUBC-SUB-50	21.9224

The 2017-2018 Temp/Substitute salary schedule reflects an increase of 0.5%

EXTRA SERVICE PAY SCHEDULE - COACHING

2018 - 19

Athletic and Related Activities in Senior High Schools

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
Athletic Director	5,603	6,479	7,354	8,229	9,105
Head Football	4,669	5,399	6,128	6,858	7,587
Head Basketball	4,669	5,399	6,128	6,858	7,587
Asst. Football (1,2)	2,801	3,239	3,677	4,115	4,552
JV Basketball (1,2)	2,801	3,239	3,677	4,115	4,552
Track (1)	2,801	3,239	3,677	4,115	4,552
Baseball (2)	2,801	3,239	3,677	4,115	4,552
Softball (2)	2,801	3,239	3,677	4,115	4,552
Wrestling	2,801	3,239	3,677	4,115	4,552
Volleyball	2,801	3,239	3,677	4,115	4,552
Cheerleaders	2,801	3,239	3,677	4,115	4,552
JROTC Rifle Team	2,801	3,239	3,677	4,115	4,552
School Technology Coordinator	2,801	3,239	3,677	4,115	4,552
Drill Corps	2,335	2,699	3,064	3,429	3,794
Cross Country (1,2)	2,335	2,699	3,064	3,429	3,794
Field Hockey (1,2)	2,335	2,699	3,064	3,429	3,794
Soccer (1,2)	2,335	2,699	3,064	3,429	3,794
Tennis (1,2)	2,335	2,699	3,064	3,429	3,794
JV Volleyball	1,868	2,160	2,451	2,743	3,035
Golf (1,2)	1,868	2,160	2,451	2,743	3,035
Swimming (1,2)	1,868	2,160	2,451	2,743	3,035
Chess Sponsor	1,868	2,160	2,451	2,743	3,035
ROTC Drill Team	1,868	2,160	2,451	2,743	3,035
Asst. Wrestling (2)	1,868	2,160	2,451	2,743	3,035
Asst. Field Hockey (2)	1,868	2,160	2,451	2,743	3,035
Assistant Track (1,2)	1,401	1,620	1,838	2,057	2,276
Assistant Soccer (1,2)	1,401	1,620	1,838	2,057	2,276

EXTRA SERVICE PAY SCHEDULE - COACHING

2018 - 19

Athletic and Related Activities in Senior High Schools

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
Freshman Basketball (1,2)	1,401	1,620	1,838	2,057	2,276
Freshman Football (1,2)	1,401	1,620	1,838	2,057	2,276
Bowling	467	540	613	686	759

Other activities High School & YPAS

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
Band Director	4,202	4,859	5,515	6,172	6,828
Band Camp (4)	944	0	0	0	0
Academic Activities Coordinator	2,801	3,239	3,677	4,115	4,552
Assistant Band Director (3)	1,868	2,160	2,451	2,743	3,035
Choral Director *	1,868	2,160	2,451	2,743	3,035
Newspaper Sponsor	1,868	2,160	2,451	2,743	3,035
Yearbook Sponsor	1,868	2,160	2,451	2,743	3,035
Drama *	1,868	2,160	2,451	2,743	3,035
Speech and Debate	1,868	2,160	2,451	2,743	3,035
Instrumental Band Director *	1,868	2,160	2,451	2,743	3,035
Instrumental Strings Director *	1,868	2,160	2,451	2,743	3,035
Orchestra (Concert) Director *	1,868	2,160	2,451	2,743	3,035
Quick Recall Sponsor	1,868	2,160	2,451	2,743	3,035
Science Fair Sponsor	341	394	447	501	554
Science Olympiad Sponsor	341	394	447	501	554
JV Quick Recall Sponsor (5)	647	0	0	0	0
Future Problem Solving Sponsor(5)	441	0	0	0	0

EXTRA SERVICE PAY SCHEDULE - COACHING

2018 - 19

Middle School Athletics & Other Activities

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
School Technology Coordinator	2,335	2,699	3,064	3,429	3,794
Activity/Athletic Director	1,868	2,160	2,451	2,743	3,035
Activities Sponsor	467	540	613	686	759
Basketball (1)	1,401	1,620	1,838	2,057	2,276
Academic Activities Coordinator	1,401	1,620	1,838	2,057	2,276
Football	1,401	1,620	1,838	2,057	2,276
Asst. Football	467	540	613	686	759
6th Grade Basketball	467	540	613	686	759
Baseball Softball	467	540	613	686	759
Volleyball	467	540	613	686	759
Soccer	467	540	613	686	759
Flag Football	467	540	613	686	759
Cross Country	467	540	613	686	759
Track	467	540	613	686	759
Field Hockey	467	540	613	686	759
Cheerleaders	934	1,080	1,226	1,372	1,517
Drill Corps	467	540	613	686	759
Quick Recall Coach	467	540	613	686	759
Future Problem Solving Coach	467	540	613	686	759

Elementary School

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
School Technology Coordinator	1,868	2,160	2,451	2,743	3,035
Quick Recall	467	540	613	686	759

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 - COACHING					
2018 - 19					
Local Evaluation Appeals Panel (LEAP)					
TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
LEAP Pool (7)	1,888	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 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: \$467

Safe School Coordinator: \$1403

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

The 2018-2019 Extra Service Coaching salary schedule is indexed to Job Family III/Rank III/Step 0 unless noted (6), (8).
Annual amounts are rounded to the nearest whole dollar based on normal rounding rules.

JCTA EXTRA SERVICE RATES 2018-2019

Teachers / Librarians / Resource Teachers - Job Family III

Instruction (example: ESS)	Daily/Hourly Rate
Substitute Shortage (make-up planning one hour after school)	Hourly Rate
Mandatory Professional Development - Participation	Hourly Rate
Professional Development - Presentation	Hourly Rate
Professional Development - Participation*	\$21.3870 per hour
Professional Development - Preparation* (Up to 3 hours prep for each hour of presentation may be paid)	\$21.3870 per hour
Overcap (Class Size Overage). (1/12 of 10% of the daily rate for Step 0, Rank III)	\$1.9124 per 1/2 hr per student
New Teacher Induction (8.25% of the daily rate of Step 0, Rank III)	\$18.9327 per hour
Department Head (Middle & High School) 2+ teachers in department.	\$125.00 per full-time teacher in department
Team Leader/Grade Group Leader (Elementary School)	\$125.00 per full-time teacher on team
Cultural Contact	\$250.00 per year
Curriculum Preparation	\$10.78 per hour
Other Extra Service Duties (non-certified work, activity bus driver).	\$10.00 per hour
Transportation Support (monitor, driver, supervision)	\$15.00 per hour
Tutoring for the following activities	\$15.00 per hour
Aiding students in the completion of homework assignments and completing students' notes;	
Supervising study time;	
Providing classroom and resources for project completion (i.e supervision of science lab);	
Making up classroom activities missed because of absentees;	
Computer Curriculum Corporation (CCC);	
Study skills program;	
Tutoring centers;	
Supervising National Honor Student volunteers in peer tutoring;	
Supervising students in computer lab;	
One on one;	
Supervising students completing long term projects; and	
Student supervision for TEDS high school activities related to career pathways.	

*Professional Development Participation & Preparation rate is adjusted each year by the same percentage as the Extra Service (coaching) salary schedule.

EXTRA SERVICE INFORMATION 2018-2019

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