



Beechwood
Independent

Bellevue
Independent

Boone County

Bracken County

Campbell County

Covington
Independent

Dayton
Independent

Erlanger-Elsmere
Independent

Fort Thomas
Independent

Kenton County

Ludlow
Independent

Newport
Independent

Northern Kentucky
University

Pendleton County

Southgate
Independent

Walton-Verona
Independent

Williamstown
Independent

August 1, 2019

Stipends for Coaches/Leads

To be in line with the other cooperatives* and to be competitive in the Northern Kentucky region**, I would like to request the Instructional Coaches/Leads be compensated for their work with a stipend. Beyond daily work and trainings, these team members lead evening professional learning events and are expected to represent NKCES at meetings/trainings that involve regular overnight travel. Instructional Coaches/leads who are full-time (190 days or more) would be compensated with a stipend of \$4,000 per year. Instructional Coaches who are part-time (less than 190 days) would receive a partial stipend (as budgets allow).

*Majority of the State Cooperatives, as well as Northern Kentucky School Districts, compensate the instructional coaches' leadership role with stipends.

**To be competitive and attract talent it will be important for NKCES to continue to work on our salary schedule. Below is a regional comparison of a 15 year Rank 1 teacher salary:

District	15 year salary
Beechwood	58332
Bellevue	
Independent	57014
Boone	60687
Bracken	56169
Campbell	60637
Covington	58641
Dayton	59681
Erlanger	56508
Ft Thomas	67125
Kenton	61415
Ludlow	63438
Newport	56427
Pendleton	54835
Southgate	56527
Walton Verona	56723
Williamstown	55399
Average	58722

NKCES	56332
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