



Kenton County School District | *It's about ALL kids.*

**THE KENTON COUNTY BOARD OF
EDUCATION**

1055 EATON DRIVE, FORT WRIGHT, KENTUCKY
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Dr. Henry Webb, Superintendent of Schools

KCSD ISSUE PAPER

DATE:

May 22, 2020

AGENDA ITEM (ACTION ITEM):

Consider/Approve: 2020-21 Certified 187 Day Salary Schedule
2020-21 Certified Administrative Index

APPLICABLE BOARD POLICY:

3.121 Certified Employee Salaries

HISTORY/BACKGROUND:

All salaries for certified personnel shall be based on a single-salary schedule providing, at minimum, for the number of working days required by law.

Management and KCEA have agreed to a specific pay increase for the 2020-21 187 Day Certified Salary Schedule. The increase is in addition to the employee step for another year of experience.

FISCAL/BUDGETARY IMPACT:

Addition of approximately \$1.3 million from General and Special Revenue Funds

RECOMMENDATION:


Approval of the 2020-21 Certified 187 Day Salary Schedule and 2020-21 Certified Administrative Index as presented.

CONTACT PERSON:

Susan Bentle and Matt Rigg


Principal


District Administrator


Superintendent

Kenton County Board of Education

Board Members: Carl Wicklund, Chairperson Karen L. Collins, Vice Chairperson Carla Egan Shannon Herold Jessica Jehn
"The Kenton County Board of Education provides *Equal Education & Employment Opportunities.*"

KENTON COUNTY BOARD OF EDUCATION

2020-21

187 Day Certified Salary Schedule

EXP	Rank III	Rank II	Rank I
0	42,942	44,844	48,914
1	43,598	45,618	49,739
2	44,229	46,383	50,544
3	44,880	47,194	51,425
4	45,530	47,988	52,351
5	46,149	48,787	53,219
6	46,751	49,584	54,081
7	47,395	50,379	54,930
8	48,047	51,174	55,772
9	48,683	52,076	56,699
10	49,328	53,021	57,716
11	50,062	53,922	58,685
12	50,811	54,825	59,659
13	51,558	55,684	60,552
14	52,332	56,564	61,458
15	53,185	57,514	62,415
16	54,103	58,562	63,432
17	55,005	59,597	64,557
18	55,882	60,600	65,645
19	56,706	61,517	66,668
20	57,529	62,441	67,690
21	58,353	63,366	68,689
22	59,227	64,289	69,685
23	60,275	65,563	71,008
24	61,266	66,774	72,292
25	62,196	67,877	73,488
26	63,087	69,003	74,679
27	63,971	70,094	75,831
28	64,793	71,068	76,883
29	65,552	72,039	77,866

RANK IV 31,052

RANK V 28,903

Note: Any certificated employee with Rank I or Rank II and holding an approved doctor's degree will receive an additional three thousand dollars (\$3,000).

KENTON COUNTY BOARD OF EDUCATION
CERTIFIED SALARY INDEX AS OF JULY 1, 2020

DAYS WORKED POSITION

ADMINISTRATIVE POSITIONS:

230 Days	Chief Academic Officer	1.85
230 Days	Chief Operations Officer	1.85
230 Days	Assistant Superintendent	1.77
230 Days	Director	1.55
230 Days	Assistant Director	1.40
230 Days	High School/IGNITE Principal	1.75
230 Days	High School/IGNITE Assistant Principal	1.50
230 Days	Middle School Principal	1.65
230 Days	Middle School Assistant Principal	1.40
230 Days	Preschool - 8th Grade Principal	1.75
230 Days	Preschool - 8th Grade Assistant Principal	1.40
230 Days	Elem. Principal->850 (RR)	1.57
230 Days	Elem. Principal <850	1.55
220 Days	Elem. Assistant Principal	1.30
205 Days	Virtual Learning Supervisor	1.19

COUNSELOR POSITIONS:

205 Days	Counselors High School	1.19
205 Days	Counselors Middle School	1.17
205 Days	Preschool - 8th Grade Counselor	1.17
195 Days	Counselors Elementary	1.08

INSTRUCTIONAL SUPPORT POSITIONS:

230 Days	Lead Consultant	1.35
220 Days	Academic Program Consultant	1.25
230 Days	Coordinator	1.30
187 Days	Program Specialist	1.10
200 Days	School Psychologists	1.13
205 Days	Early College Supervisor	1.19

~~This schedule implies at least an eight (8) hour work day for all listed positions.~~

This schedule implies a standard forty-hour work week for the number of contracted days.

The salary index is applied to the teacher salary schedule.

Effective for all employees beginning one of these administrative positions on or after July 1, 2019.

KENTON COUNTY BOARD OF EDUCATION
CERTIFIED SALARY INDEX AS OF JUNE 30, 2018

DAYS WORKED POSITION		YEARS OF ADMIN. EXPERIENCE				
		0-3	4-9	10-14	15-19	20+
ADMINISTRATIVE POSITIONS:						
230 Days	Assistant Superintendent	1.77	1.78	1.79	1.80	1.81
230 Days	Director	1.55	1.56	1.57	1.58	1.59
230 Days	Assistant Director	1.45	1.46	1.47	1.48	1.49
230 Days	High School Principal	1.77	1.78	1.79	1.80	1.81
230 Days	High School Assistant Principal	1.50	1.51	1.52	1.53	1.54
230 Days	Middle School Principal	1.62	1.63	1.64	1.65	1.66
230 Days	Middle School Assistant Principal	1.45	1.46	1.47	1.48	1.49
230 Days	Preschool - 8th Grade Principal	1.77	1.78	1.79	1.80	1.81
230 Days	Preschool - 8th Grade Assistant Principal	1.45	1.46	1.47	1.48	1.49
230 Days	Elem. Principal->850 (RR)	1.57	1.58	1.59	1.60	1.61
230 Days	Elem. Principal <850	1.53	1.54	1.55	1.56	1.57
220 Days	Elem. Assistant Principal	1.28	1.29	1.30	1.31	1.32
192 Days	Head Teacher - Diversion Program	1.08	1.09	1.10	1.11	1.12
COUNSELOR POSITIONS:						
205 Days	Counselors High School	1.19	1.20	1.21	1.22	1.23
205 Days	Counselors Middle School	1.17	1.18	1.19	1.20	1.21
205 Days	Preschool - 8th Grade Counselor	1.17	1.18	1.19	1.20	1.21
195 Days	Counselors Elementary	1.08	1.09	1.10	1.11	1.12
INSTRUCTIONAL SUPPORT POSITIONS:						
220 Days	ESL Consultant	1.33	1.34	1.35	1.36	1.37
220 Days	Title I Consultant	1.33	1.34	1.35	1.36	1.37
230 Days	Lead Consultant	1.45	1.46	1.47	1.48	1.49
230 Days	Curriculum & Instruction Consultant IV	1.40	1.41	1.42	1.43	1.44
220 Days	Curriculum & Instruction Consultant III	1.33	1.34	1.35	1.36	1.37
210 Days	Curriculum & Instruction Consultant II	1.27	1.28	1.29	1.30	1.31
200 Days	Curriculum & Instruction Consultant I	1.21	1.22	1.23	1.24	1.25
230 Days	Coordinator V	1.40	1.41	1.42	1.43	1.44
220 Days	Coordinator IV	1.33	1.34	1.35	1.36	1.37
210 Days	Coordinator III	1.26	1.27	1.28	1.29	1.30
200 Days	Coordinator II	1.19	1.20	1.21	1.22	1.23
190 Days	Coordinator I	1.12	1.13	1.14	1.15	1.16
187 Days	Program Specialist	1.10	1.11	1.12	1.13	1.14
200 Days	School Psychologists	1.13	1.14	1.15	1.16	1.17

This schedule implies at least an eight (8) hour work day for all listed positions.

This schedule implies a standard forty-hour work week for the number of contracted days.

The salary index is applied to the teacher salary schedule.

Administrative employees remaining in the same position on 7/1/2018 will continue on this Index Schedule.