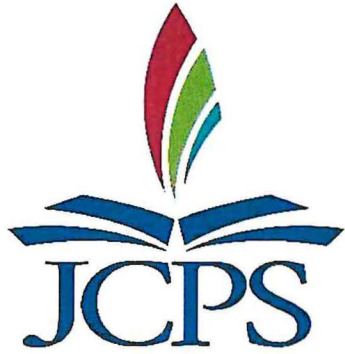
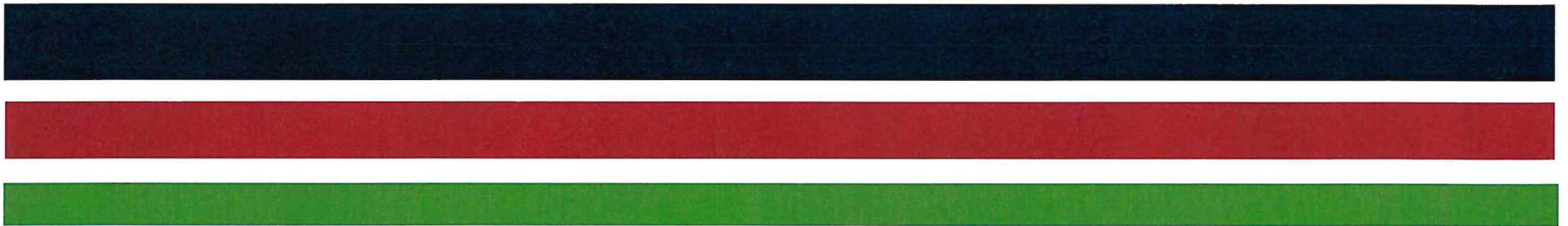




JEFFERSON COUNTY PUBLIC SCHOOLS 2020-2021 SALARY SCHEDULES

Effective JULY 1, 2020

Submitted: June 23, 2020



JOB FAMILY III SALARY SCHEDULE						
2020 - 21						
Annual Salary based on 187 days, 7 hours per day						
STEP	RANK III	RANK III + 15	RANK II	RANK II + 15	RANK I	DOCTORATE
0	43,128.63	44,874.33	48,944.20	50,685.71	54,753.41	57,269.63
1	43,905.43	45,646.91	49,716.76	51,460.40	55,526.00	58,048.58
2	44,682.27	46,423.78	50,491.46	52,038.77	56,304.93	58,819.02
3	45,450.63	47,198.46	51,264.05	53,007.71	57,075.43	59,593.76
4	48,169.50	48,169.50	53,284.25	53,782.43	58,390.54	60,370.56
5	48,944.20	49,524.67	53,590.33	55,333.95	59,401.65	61,919.98
6	50,107.30	51,074.09	55,139.72	56,879.12	60,948.97	63,467.24
7	50,877.76	52,619.28	56,689.12	58,436.96	62,498.37	65,016.70
8	52,429.28	54,175.06	58,240.65	59,984.25	64,049.87	66,570.34
9	53,974.52	55,722.32	59,787.96	61,531.56	65,599.32	68,115.52
10	55,526.00	57,269.63	61,337.40	63,078.86	67,144.48	69,662.85
11	58,629.04	60,370.56	64,438.29	66,177.71	70,251.71	72,763.74
12	60,176.36	61,919.98	65,987.72	67,729.23	71,799.02	74,315.26
13	61,725.78	63,467.24	67,532.92	69,278.64	73,346.34	75,868.91
14	63,275.19	65,016.70	69,086.51	70,825.91	74,895.80	77,414.11
15	64,822.48	66,570.34	70,638.03	72,377.43	76,443.08	78,963.48
16	67,925.54	69,662.85	73,736.92	75,480.51	79,546.10	82,058.14
17	70,251.71	71,991.15	76,054.68	77,804.59	81,870.25	84,384.35
18	70,251.71	71,991.15	76,054.68	77,804.59	81,870.25	84,384.35
19	70,251.71	71,991.15	76,054.68	77,804.59	81,870.25	84,384.35
20	71,799.02	73,542.69	77,608.31	79,351.88	83,419.63	85,933.76
21	71,799.02	73,542.69	77,608.31	79,351.88	83,419.63	85,933.76
22	71,799.02	73,542.69	77,608.31	79,351.88	83,419.63	85,933.76
23	71,799.02	73,542.69	77,608.31	79,351.88	83,419.63	85,933.76
24	71,799.02	73,542.69	77,608.31	79,351.88	83,419.63	85,933.76
25	72,957.92	74,703.68	78,769.30	80,512.91	84,578.53	87,098.99

The 2020-21 teacher salary schedule reflects an increase of 0%. 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	
2020 - 21	
Annual Salary based on 187 days 7 hours per day	
STEP	RANK IV 96-127 HOURS INDEX SALARY
0	42,128.63
1	42,905.43
2	43,682.27
3	44,450.63
4	47,169.50
5	47,944.20
6	49,107.30
7	49,877.76
8	51,429.28
9	52,974.52
10	54,526.00

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

MENTAL HEALTH PRACTITIONER	
2020 - 21	
Annual Salary based on 195 days 8 hours per day	
STEP	ANNUAL SALARY
0	40,749.85
1	42,786.90
2	44,823.95
3	46,861.02
4	48,898.06
5	50,937.32
6	52,976.59
7	52,976.59
8	55,011.39
9	55,011.39
10	57,050.68

The 2020-21 Mental Health Practioner salary schedule reflects an increase of 0%.

JOB FAMILY IV						
Addendum to the Teachers Salary Schedule for Certified Administrators						
2020-21						
SALARY	STEP					
GRADE	0	1	2	3	4	5
18	1.413	1.435	1.457	1.477	1.499	1.520
17	1.367	1.386	1.403	1.422	1.441	1.461
16	1.320	1.338	1.355	1.373	1.388	1.405
15	1.275	1.290	1.306	1.320	1.336	1.352
14	1.230	1.244	1.258	1.272	1.285	1.299
13	1.190	1.201	1.213	1.225	1.237	1.249
12	1.151	1.162	1.172	1.182	1.191	1.201
11	1.111	1.119	1.128	1.138	1.147	1.156
10	1.073	1.080	1.088	1.095	1.103	1.111
09	1.036	1.042	1.049	1.055	1.062	1.068
08	1.001	1.007	1.012	1.017	1.021	1.026

Salary Computation for Certified Administrator:

Job Family III Daily Rate X Certified Administrator Index = Certified Administrator's Daily Rate

Certified Administrator's Daily Rate X Number of Days = Annual Salary

Example Salary Computation for High School Principal who is on Certified Admin Grade 14/Step 5 and Teacher Rank I/Step 25:

Step 1: Find Rank I/Step 25 Annual Salary on Job Family III/Teacher Salary Schedule = \$84,578.53

Step 2: Divide \$84,578.53 by 187 days = \$452.2916 per day

Step 3: Find Certified Administrator Index for High School Principal at Grade 14/Step 5 = 1.299

Step 4: Multiply \$452.2916 x 1.299 = \$587.5268 Certified Admin Daily Rate

Step 5: Multiply \$587.5268 x 260 or applicable Number of Contract Days = \$152,756.97

JOB FAMILY II - SALARY EXEMPT											
2020 - 21											
Daily Rate is based on 8 hour work day.											
GRADE	0	1	2	3	4	5	6	7	8	9	10
18	493.0302	512.7334	532.4368	551.2444	570.9478	590.2034	609.4588	628.7141	648.4175	667.6729	686.9284
17	474.2224	492.5823	511.3900	530.1978	548.5576	567.3652	585.7252	604.5329	623.3406	641.7005	660.5082
16	456.3105	474.6702	492.5823	510.4945	528.4065	545.8709	564.2307	582.1428	599.6070	617.9670	635.4313
15	438.8461	455.8626	473.3270	490.3435	507.3599	524.8240	541.8406	559.3049	576.3213	593.3377	610.8021
14	421.8296	438.3984	454.9671	471.5355	488.1043	504.2252	521.2418	537.3625	553.9313	570.9478	587.0686
13	405.2609	421.3818	437.5027	453.1758	469.2968	485.4175	500.6429	516.7637	532.8846	548.5576	564.6785
12	390.4835	405.7088	420.9341	436.6070	451.3845	467.0576	482.2828	497.5082	512.7334	528.4065	543.1841
11	374.8104	390.0357	404.3653	419.1428	433.9202	448.2499	463.0274	478.2527	492.5823	507.3599	522.1372
10	360.4809	374.8104	389.1400	403.0220	417.3516	431.6813	445.5631	459.4449	473.7747	488.1043	501.9861
9	347.0468	360.0329	373.9146	387.7967	401.2307	414.6649	428.0988	441.9807	455.4148	468.8488	482.7308
8	333.1648	346.5990	359.1373	372.5714	385.5576	398.9917	411.5302	424.9643	437.9506	450.9367	463.9230

Job Family II, Grades 8 - 18 are salaried positions exempt from overtime. Daily Rates are based on 8 hour per work day.

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

The 2020-21 Job Family II salary schedules reflects an increase of 0%.

JOB FAMILY II - SALARY EXEMPT (1)															
2020 - 21															
Daily Rate is based on 8 hour work day.															
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
7	229.9121	241.3997	252.8988	264.3750	275.8741	287.3846	298.8608	298.8608	310.3482	310.3482	321.8701	321.8701	333.3577	333.3577	344.8453
6	208.9736	219.4200	229.8664	240.3129	250.7593	261.2170	271.6748	271.6748	282.1097	282.1097	292.5676	292.5676	303.0255	303.0255	313.4603
5	188.2526	197.6690	207.0743	216.4910	225.9191	235.3356	244.7522	244.7522	254.1460	254.1460	263.5627	263.5627	272.9677	272.9677	282.3960
4	168.1148	176.5126	184.9224	193.3097	201.7424	210.1407	218.5390	218.5390	226.9372	226.9372	235.3471	235.3471	243.7569	243.7569	252.1551
3	148.7552	156.2040	163.6640	171.0896	178.5376	185.9528	193.3784	193.3784	200.8270	200.8270	208.2529	208.2529	215.7015	215.7015	223.1271

(1) Job Family II - SALARY EXEMPT schedule is based on 8 hours per day. Positions are salaried and exempt from overtime.

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 2020-21 Job Family II - Salary Exempt schedule reflects an increase of 0%

Munis Group/BU: CLAS and CLAP

JOB FAMILY II - HOURLY NON-EXEMPT (2)															
2020 - 21															
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	24.4655

(2) Job Family II - HOURLY NON-EXEMPT schedule reflects hourly rates.

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 2020-21 Job Family II - Hourly Non-Exempt schedule reflects an increase of 0%

Munis Group/BU: CLA5 and CLAJ

CLASSIFIED SUPPORT STAFF HOURLY RATES

SALARY SCHEDULE IA

2020 - 21

GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
16	26.2018	27.6092	29.0852	30.5153	31.8541	33.4218	35.1494	35.1494	36.6939	36.6939	38.1357	38.1357	39.8292	39.8292	40.4467	41.0990	41.7512	42.4836
15	24.9776	26.3163	27.7465	29.0852	30.3323	31.8771	33.4902	33.4902	34.9891	34.9891	36.3737	36.3737	37.9983	37.9983	38.5933	39.2112	39.8404	40.5385
14	23.7646	25.0347	26.3963	27.6434	28.8563	30.2636	31.8311	31.8311	33.2844	33.2844	34.5772	34.5772	36.0990	36.0990	36.6596	37.2431	37.8380	38.5018
13	22.4946	23.6617	24.9546	26.1332	27.3116	28.6389	30.1263	30.1263	31.4419	31.4419	32.7009	32.7009	34.1539	34.1539	34.6802	35.2409	35.8015	36.4307
12	21.2245	22.3572	23.5358	24.6685	25.7899	27.0714	28.4216	28.4216	29.7371	29.7371	30.8814	30.8814	32.2431	32.2431	32.7351	33.2728	33.7991	34.3828
11	19.9889	21.0758	22.1628	23.2727	24.2567	25.4467	26.7624	26.7624	27.9753	27.9753	29.0622	29.0622	30.3323	30.3323	30.8128	31.3048	31.7968	32.3575
10	18.7759	19.7943	20.8241	21.8767	22.8036	23.9477	25.1836	25.1836	26.2705	26.2705	27.3116	27.3116	28.5131	28.5131	28.9593	29.4171	29.8861	30.4124
9	17.4832	18.4327	19.3825	20.3436	21.2475	22.2773	23.4100	23.4100	24.4511	24.4511	25.4121	25.4121	26.5564	26.5564	26.9684	27.3918	27.8379	28.3186
8	16.2472	17.1627	18.0666	18.9249	19.7600	20.6982	21.7739	21.7739	22.7578	22.7578	23.6274	23.6274	24.6914	24.6914	25.1035	25.5040	25.9272	26.3735
7	14.9660	15.8127	16.6248	17.4373	18.1696	19.1192	20.0688	20.0688	20.9728	20.9728	21.7739	21.7739	22.7578	22.7578	23.1011	23.4673	23.8562	24.2681
6	14.3525	14.5311	15.3092	16.0414	16.7280	17.5403	18.4899	18.4899	19.2681	19.2681	20.0347	20.0347	20.9386	20.9386	21.2591	21.6135	21.9455	22.3231
5	14.3525	14.3525	14.5884	15.2864	15.9728	16.7280	17.5745	17.5745	18.3871	18.3871	19.1192	19.1192	19.9659	19.9659	20.2635	20.5955	20.9157	21.2818
4	14.3525	14.3525	14.3525	14.5539	15.1947	15.9270	16.7280	16.7280	17.4945	17.4945	18.1696	18.1696	19.0049	19.0049	19.2681	19.5885	19.8973	20.2407
3	14.3525	14.3525	14.3525	14.3525	14.4740	15.1947	15.9728	15.9728	16.6595	16.6595	17.3459	17.3459	18.1008	18.1008	18.3871	18.6846	18.9934	19.3253
2	14.3525	14.3525	14.3525	14.3525	14.3525	14.3525	15.0689	15.0689	15.7439	15.7439	16.3390	16.3390	17.1056	17.1056	17.3459	17.6204	17.9064	18.2268
1	14.3525	14.3525	14.3525	14.3525	14.3525	14.3525	14.3525	14.3525	14.9316	14.9316	15.5036	15.5036	16.2131	16.2131	16.4763	16.7507	17.0139	17.3114

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 (jcc 8190 & 8194): \$.50 per hour

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

The 2020-21 Job Family IA salary schedule reflects an increase of 0%.

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														
2020 - 21														
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13
13	22.1972	23.3756	24.5428	25.9272	27.2087	28.5017	29.7831	31.0760	31.0760	32.3118	32.3118	33.6276	33.6276	35.0463
12	21.2932	22.4146	23.5473	24.8975	26.0989	27.3459	28.5589	29.8403	29.8403	31.0416	31.0416	32.2776	32.2776	33.6276
11	20.4923	21.5563	22.6777	23.9591	25.1263	26.3048	27.4603	28.6963	28.6963	29.8518	29.8518	31.0646	31.0646	32.3231
10	19.7145	20.7212	21.8082	23.0323	24.1538	25.3094	26.4422	27.5633	27.5633	28.7191	28.7191	29.8745	29.8745	31.1219
09	19.0393	20.0118	21.0645	22.2199	23.3184	24.4170	25.4696	26.6022	26.6022	27.6664	27.6664	28.8220	28.8220	30.0005
08	18.2497	19.2223	20.2063	21.3162	22.3572	23.4443	24.4854	25.5609	25.5609	26.5908	26.5908	27.6548	27.6548	28.8449
07	17.5403	18.4785	19.4052	20.5266	21.4991	22.5518	23.5358	24.5772	24.5772	25.5726	25.5726	26.6022	26.6022	27.7465
06	16.8996	17.8150	18.7189	19.7600	20.6982	21.7281	22.6893	23.6617	23.6617	24.6342	24.6342	25.6297	25.6297	26.6938
05	16.2472	17.1284	17.9980	19.0049	19.9202	20.8587	21.8082	22.7578	22.7578	23.6617	23.6617	24.6342	24.6342	25.6412
04	15.0917	15.8812	16.6707	17.5977	18.4785	19.3482	20.2407	21.1102	21.1102	21.9683	21.9683	22.8494	22.8494	23.8105
03	14.3525	14.4626	15.2176	16.0642	16.8195	17.6092	18.4327	19.2223	19.2223	20.0002	20.0002	20.8126	20.8126	21.6595
02	14.3525	14.3525	14.3525	14.6228	15.3435	16.0872	16.7736	17.5060	17.5060	18.2268	18.2268	18.9592	18.9592	19.7600
01	14.3525	14.3525	14.3525	14.3525	14.3525	14.4854	15.1261	15.7784	15.7784	16.4419	16.4419	17.0940	17.0940	17.7921

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 2020-21 Job Family IB salary schedule reflects an increase of 0%.

CLASSIFIED SUPPORT STAFF HOURLY RATES														
SALARY SCHEDULE IB - Nutrition Services														
2020 - 21														
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13
04	15.0917	15.8812	16.6707	17.5977	18.4785	19.3482	20.2407	21.1102	21.1102	21.9683	21.9683	22.8494	22.8494	23.8105
03	14.3525	14.4626	15.2176	16.0642	16.8195	17.6092	18.4327	19.2223	19.2223	20.0002	20.0002	20.8126	20.8126	21.6595
02	14.3525	14.3525	14.3525	14.6228	15.3435	16.0872	16.7736	17.5060	17.5060	18.2268	18.2268	18.9592	18.9592	19.7600
01	14.3525	14.3525	14.3525	14.3525	14.3525	14.4854	15.1261	15.7784	15.7784	16.4419	16.4419	17.0940	17.0940	17.7921
FS	0.0000	14.3525	14.3525	14.3525	14.3525	14.3525	14.3525	14.3525	14.3525	14.6455	14.6455	15.2291	15.2291	15.8355

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 2020-21 Nutrition Services Job Family IB salary schedule reflects an increase of 0%.

CLASSIFIED SUPPORT STAFF HOURLY RATES														
SALARY SCHEDULE IB - SEIU CUSTODIANS AND HOURLY PLANT OPERATORS														
2020 - 21														
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13
5H	16.2472	17.1284	17.9980	19.0049	19.9202	20.8587	21.8082	22.7578	22.7578	23.6617	23.6617	24.6342	24.6342	25.6412
4H	15.0917	15.8812	16.6707	17.5977	18.4785	19.3482	20.2407	21.1102	21.1102	21.9683	21.9683	22.8494	22.8494	23.8105
3H	14.3525	14.4626	15.2176	16.0642	16.8195	17.6092	18.4327	19.2223	19.2223	20.0002	20.0002	20.8126	20.8126	21.6595
2H	14.3525	14.3525	14.3525	14.6228	15.3435	16.0872	16.7736	17.5060	17.5060	18.2268	18.2268	18.9592	18.9592	19.7600
1H	14.3525	14.3525	14.3525	14.3525	14.3525	14.4854	15.1261	15.7784	15.7784	16.4419	16.4419	17.0940	17.0940	17.7921

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 2020-21 Job Family IB salary schedule reflects an increase of 0%.

JOB FAMILY V SALARY SCHEDULE						
PERMANENT FULL-TIME AUXILIARY TEACHER & RESIDENT CLASSROOM INSTRUCTION* SALARY SCHEDULE						
2020 - 21						
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	188.1059	195.6333	203.1608	208.7988	218.2056
II	Master's Degree	169.3023	182.4678	189.9953	197.5127	203.1608
III	Bachelor's Degree	163.6542	169.3023	174.9404	182.4678	188.1059
IV	96 semester hours plus	156.1368	161.7749	169.3023	175.1715	180.5885
V	64-95 semester hours	144.8406	150.4887	156.1368	162.3980	167.4230

*Resident Classroom Instruction salary is Rank III/Step 0 and not eligible for step increases.

The 2020-21 Permanent Full-Time Auxiliary Teacher salary schedule reflects an increase of 0%.

Munis Group/BU: CLAU grades PS1 - PS5

LIMITED SPECIAL PROJECT SUBSTITUTE SALARY SCHEDULE					
RE-EMPLOYED JCPS TEACHER RETIREES*					
2020 - 21					
	RANK III	RANK III + 15	RANK II	RANK II +15	RANK I
Daily Rate	200.8940	207.1259	222.1045	228.3566	243.3150
Hourly Rate	28.6991	29.5894	31.7292	32.6224	34.7593
* Subject to reduction to comply with KTRS daily wage threshold					

The 2020-21 Certified Re-employed Retiree salary schedule reflects an increase of 0%.

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

JOB FAMILY V SALARY SCHEDULE		
SUBSTITUTE TEACHERS SALARY SCHEDULE		
2020 - 21		
RANK	DESCRIPTION	DAILY RATE
I	Master's plus 30 semester hrs	165.0000
II	Master's Degree	155.0000
III	Bachelor's Degree	145.0000
IV	96 semester hours plus	135.0000
V	64-95 semester hours	125.0000

Incentives

Substitute Teacher Incentive Pay:

- \$20.00 per day for substituting for an Exceptional Child Education certified teacher position
- \$20.00 per day for substituting for an Early Childhood certified teacher position

Temporary Appointee (Long-term) Assignment:

- After working 20 consecutive days for the same absent certified teacher, the substitute teacher's pay will increase by 1.5 the normal rate, with other incentives removed, beginning on day 21 until the end of the assignment.
- After working 21 consecutive days for the same absent certified teacher, the substitute teacher will receive a one-time payment of \$1,000 in addition to the increase in the normal rate explained above.
- Temporary Appointees are not eligible to receive the \$20 per day ECE and/or Early Childhood incentive pay at the same time they are receiving the 1.5 pay increase.

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

The 2020-21 Substitute Teacher salary schedule reflects an increase of 0%

RETIRED CERTIFIED SUBSTITUTE ADMINISTRATOR SALARY SCHEDULE - DAILY RATE BASED ON 8 HRS PER DAY						
2020 - 21						
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 2020-21 Part-time Retired Administrator salary schedule reflects an increase of 0%.

RETIRED JOB FAMILY II CLASSIFIED SUBSTITUTE	
2020 - 21	
GRADE II-A	HOURLY RATE
18	61.6288
17	59.2778
16	57.0388
15	54.8558
14	52.7287
13	50.6576
12	48.8104
11	46.8513
10	45.0601
9	43.3809
8	41.6456
7	28.7390
6	26.1217
5	23.5316
4	21.0144
3	18.5944

Classified part-time/substitute retiree administrators are employed at step 0 of the appropriate salary grade.

ADULT EDUCATION (FULL-TIME AND PART-TIME)	
HOURLY SALARY RATE	
2020 - 21	
Adult Ed Instructor I, Temp (SUBC-SUB-STEP 35)	27.4035
Adult Ed Instructor II, Temp (SUBW-SUB-STEP 35)	27.4035
Adult Ed Teacher, Temp (SUBW-SUB-STEP 35)	27.4035
Adult Ed Center Manager (SUBW-SUB-STEP 36)	30.7742
Adult Ed Instructor II, Full Time (CLAU-ADLT-STEP 0)	28.8293
Adult Ed Career Planner, Full Time (CLAU-ADLT-STEP 0)	28.8293
Professional Development	10.7800

The 2020-21 Adult Ed Full-time and Temp salary schedule reflects an increase of 0%

YOUTH STUDENT APPRENTICESHIP / YOUTH APPRENTICESHIP

2020 - 21

CAREER PATHWAY	Job Family 6 Grade YA-x	# Hours Required for Apprenticeship Completion	0-1000 (Step 0)	1000-2000 (Step 1)	2000-3000 (Step 2)	3000-4000 (Step 3)	4000-5000 (Step 4)	5000-6000 (Step 5)	Full Time Salary Schedule & Grade	Entry Level Starting Pay
Accounting	YA-1	4,000	8.3245	8.8245	9.3245	9.8245	-	-	1A, Gr. 5	14.3525
Administrative Support	YA-2	4,000	8.3245	8.8245	9.3245	9.8245	-	-	1A, Gr. 5	14.3525
Medical Assistant	YA-3	4,000	8.3245	8.8245	9.3245	9.8245	-	-	1A, Gr. 4	14.3525
Graphic Design	YA-4	3,000	8.3245	8.8245	9.3245	-	-	-	1A, Gr. 6	14.3525
IT: Specialist	YA-5	2,606	10.8900	11.3900	11.8900	-	-	-	1A, Gr. 10	18.7759
IT: Help Desk	YA-6	2,008	10.8900	11.3900	-	-	-	-	1A, Gr. 10	18.7759
Cook	YA-7	3,000	8.3245	8.8245	9.3245	-	-	-	1B, Gr. FS	14.3525
Maintenance (Facility)	YA-8	4,000	10.1734	10.6734	11.1734	11.6734	-	-	1B, Gr. 7	17.5403
Diesel Mechanic	YA-9	6,000	11.4344	11.9344	12.4344	12.9344	13.4344	13.9344	1B, Gr. 10	19.7145
Early Childhood	YA11	4,000	8.3245	8.8245	9.3245	9.8245	-	-	1A, Gr. 4	14.3525
Industrial Manufacturing Technician	YA12	2,736	9.4234	9.9234	10.4234	-	-	-	1B, Gr. 5	16.2472
Landscape Management Technician	YA13	2,000	8.3245	8.8245	-	-	-	-	1A, Gr. 3	14.3525

Starting Pay is 58% of Entry Level Pay

TEMPORARY SALARIES		
JOB FAMILY 6 (SUBC)		
2020-21		
Description	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	SUBC-SUB-01	11.8222
Classified Temp/Substitute	SUBC-SUB-04	12.4015
Classified Temp/Substitute	SUBC-SUB-05	13.0375
Classified Temp/Substitute	SUBC-SUB-06	13.6733
Classified Temp/Substitute	SUBC-SUB-07	14.8544
Classified Temp/Substitute	SUBC-SUB-08	16.1263
Classified Temp/Substitute	SUBC-SUB-10	18.6363
Temp Health Tech	SUBC-SUB-07	14.8544
Temp/Sub LPN	SUBC-SUB-08	16.1263
Temp/Sub RN	SUBC-SUB-11	21.6118
Temp/Sub Interpreter I	SUBC-SUB-16	18.3523
Temp/Sub Interpreter II	SUBC-SUB-17	22.5883
Temp/Sub Interpreter III	SUBC-SUB-18	27.1083
Bus Driver Trainee	SUBC-SUB-29	17.0010
Retired Bus Driver	SUBC-SUB-51	21.6458
Temp/Sub SNTA	SUBC-SUB-52	18.2956
Sub Custodian	SUBC-SUB-37	13.0715
Summer Grounds & Summer Mover/Maintenance	SUBC-SUB-37	13.0715
Grounds Crewleaders	SUBC-SUB-40	14.3549
Sub In-School Security Monitor	SUBC-SUB-42	16.1263
Painter	SUBC-SUB-42	16.1263
Painter	SUBC-SUB-43	16.7737
High Scaffold Painter	SUBC-SUB-44	17.4097
Lead Painter/Lead Worker	SUBC-SUB-45	18.1139
Lead Painter/Lead Worker	SUBC-SUB-46	18.8974
Lead Painter/Lead Worker	SUBC-SUB-47	19.5677
Lead Painter/Lead Worker	SUBC-SUB-48	20.3398
Lead Painter/Lead Worker	SUBC-SUB-49	21.1346
Lead Painter/Lead Worker	SUBC-SUB-50	22.0320

The 2020-21 Temp/Substitute salary schedule reflects an increase of 0%

EXTRA SERVICE PAY SCHEDULE

2020 - 21

1.0 = .1088 x Rank III, Step 0 (for a 187 day teacher salary schedule)

Rank III, Step 0 = \$43,128.63

Times .1088 = \$4,692

Athletic and Related Activities in Senior High Schools

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
Athletic Director	1.2	5,631	1.3876	6,511	1.5750	7,391	1.7626	8,271	1.9500	9,150
Head Football	1.0	4,692	1.1563	5,426	1.3125	6,159	1.4688	6,892	1.6250	7,625
Head Basketball	1.0	4,692	1.1563	5,426	1.3125	6,159	1.4688	6,892	1.6250	7,625
Asst. Football (1,2)	0.6	2,815	0.6938	3,255	0.7875	3,695	0.8813	4,135	0.9750	4,575
JV Basketball (1,2)	0.6	2,815	0.6938	3,255	0.7875	3,695	0.8813	4,135	0.9750	4,575
Track (1)	0.6	2,815	0.6938	3,255	0.7875	3,695	0.8813	4,135	0.9750	4,575
Baseball (2)	0.6	2,815	0.6938	3,255	0.7875	3,695	0.8813	4,135	0.9750	4,575
Softball (2)	0.6	2,815	0.6938	3,255	0.7875	3,695	0.8813	4,135	0.9750	4,575
Wrestling	0.6	2,815	0.6938	3,255	0.7875	3,695	0.8813	4,135	0.9750	4,575
Volleyball	0.6	2,815	0.6938	3,255	0.7875	3,695	0.8813	4,135	0.9750	4,575
Cheerleaders	0.6	2,815	0.6938	3,255	0.7875	3,695	0.8813	4,135	0.9750	4,575
JROTC Rifle Team	0.6	2,815	0.6938	3,255	0.7875	3,695	0.8813	4,135	0.9750	4,575
School Technology Coordinator	0.6	2,815	0.6938	3,255	0.7875	3,695	0.8813	4,135	0.9750	4,575
Drill Corps	0.5	2,346	0.5782	2,713	0.6563	3,079	0.7344	3,446	0.8125	3,813
Cross Country (1,2)	0.5	2,346	0.5782	2,713	0.6563	3,079	0.7344	3,446	0.8125	3,813
Field Hockey (1,2)	0.5	2,346	0.5782	2,713	0.6563	3,079	0.7344	3,446	0.8125	3,813
Soccer (1,2)	0.5	2,346	0.5782	2,713	0.6563	3,079	0.7344	3,446	0.8125	3,813
Tennis (1,2)	0.5	2,346	0.5782	2,713	0.6563	3,079	0.7344	3,446	0.8125	3,813
JV Volleyball	0.4	1,877	0.4625	2,170	0.5250	2,464	0.5875	2,757	0.6500	3,050
Golf (1,2)	0.4	1,877	0.4625	2,170	0.5250	2,464	0.5875	2,757	0.6500	3,050
Swimming (1,2)	0.4	1,877	0.4625	2,170	0.5250	2,464	0.5875	2,757	0.6500	3,050
Chess Sponsor	0.4	1,877	0.4625	2,170	0.5250	2,464	0.5875	2,757	0.6500	3,050
ROTC Drill Team	0.4	1,877	0.4625	2,170	0.5250	2,464	0.5875	2,757	0.6500	3,050
Asst. Wrestling (2)	0.4	1,877	0.4625	2,170	0.5250	2,464	0.5875	2,757	0.6500	3,050

EXTRA SERVICE PAY SCHEDULE

2020 - 21

Athletic and Related Activities in Senior High Schools

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
Asst. Field Hockey (2)	0.4	1,877	0.4625	2,170	0.5250	2,464	0.5875	2,757	0.6500	3,050
Assistant Track (1,2)	0.3	1,408	0.3469	1,628	0.3938	1,848	0.4406	2,068	0.4875	2,288
Assistant Soccer (1,2)	0.3	1,408	0.3469	1,628	0.3938	1,848	0.4406	2,068	0.4875	2,288
Freshman Basketball (1,2)	0.3	1,408	0.3469	1,628	0.3938	1,848	0.4406	2,068	0.4875	2,288
Freshman Football (1,2)	0.3	1,408	0.3469	1,628	0.3938	1,848	0.4406	2,068	0.4875	2,288
Bowling	0.1	469	0.1156	543	0.1313	616	0.1469	689	0.1625	763

Other activities High School & YPAS

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
Band Director	0.9	4,223	1.0407	4,883	1.1813	5,543	1.3219	6,203	1.4625	6,863
Band Camp (4)	0.2022	949	-	-	-	-	-	-	-	-
Academic Activities Coordinator	0.6	2,815	0.6938	3,255	0.7875	3,695	0.8813	4,135	0.9750	4,575
Assistant Band Director (3)	0.4	1,877	0.4625	2,170	0.5250	2,464	0.5875	2,757	0.6500	3,050
Choral Director *	0.4	1,877	0.4625	2,170	0.5250	2,464	0.5875	2,757	0.6500	3,050
Newspaper Sponsor	0.4	1,877	0.4625	2,170	0.5250	2,464	0.5875	2,757	0.6500	3,050
Yearbook Sponsor	0.4	1,877	0.4625	2,170	0.5250	2,464	0.5875	2,757	0.6500	3,050
Drama *	0.4	1,877	0.4625	2,170	0.5250	2,464	0.5875	2,757	0.6500	3,050
Speech and Debate	0.4	1,877	0.4625	2,170	0.5250	2,464	0.5875	2,757	0.6500	3,050
Instrumental Band Director *	0.4	1,877	0.4625	2,170	0.5250	2,464	0.5875	2,757	0.6500	3,050
Instrumental Strings Director *	0.4	1,877	0.4625	2,170	0.5250	2,464	0.5875	2,757	0.6500	3,050
Orchestra (Concert) Director *	0.4	1,877	0.4625	2,170	0.5250	2,464	0.5875	2,757	0.6500	3,050
Quick Recall Sponsor	0.4	1,877	0.4625	2,170	0.5250	2,464	0.5875	2,757	0.6500	3,050
Science Fair Sponsor	0.073	343	0.0844	396	0.0958	450	0.1072	503	0.1186	557
Science Olympiad Sponsor	0.073	343	0.0844	396	0.0958	450	0.1072	503	0.1186	557
JV Quick Recall Sponsor (5)	-	650	-	-	-	-	-	-	-	-
Future Problem Solving Sponsor(5)	-	443	-	-	-	-	-	-	-	-

EXTRA SERVICE PAY SCHEDULE

2020 - 21

Middle School Athletics & Other Activities

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
School Technology Coordinator	0.5	2,346	0.5782	2,713	0.6563	3,079	0.7344	3,446	0.8125	3,813
Activity/Athletic Director	0.4	1,877	0.4625	2,170	0.5250	2,464	0.5875	2,757	0.6500	3,050
Activities Sponsor	0.1	469	0.1156	543	0.1313	616	0.1469	689	0.1625	763
Basketball (1)	0.3	1,408	0.3469	1,628	0.3938	1,848	0.4406	2,068	0.4875	2,288
Academic Activities Coordinator	0.3	1,408	0.3469	1,628	0.3938	1,848	0.4406	2,068	0.4875	2,288
Football	0.3	1,408	0.3469	1,628	0.3938	1,848	0.4406	2,068	0.4875	2,288
Asst. Football	0.1	469	0.1156	543	0.1313	616	0.1469	689	0.1625	763
6th Grade Basketball	0.1	469	0.1156	543	0.1313	616	0.1469	689	0.1625	763
Baseball Softball	0.1	469	0.1156	543	0.1313	616	0.1469	689	0.1625	763
Volleyball	0.1	469	0.1156	543	0.1313	616	0.1469	689	0.1625	763
Soccer	0.1	469	0.1156	543	0.1313	616	0.1469	689	0.1625	763
Flag Football	0.1	469	0.1156	543	0.1313	616	0.1469	689	0.1625	763
Cross Country	0.1	469	0.1156	543	0.1313	616	0.1469	689	0.1625	763
Track	0.1	469	0.1156	543	0.1313	616	0.1469	689	0.1625	763
Field Hockey	0.1	469	0.1156	543	0.1313	616	0.1469	689	0.1625	763
Cheerleaders	0.2	938	0.2313	1,085	0.2625	1,232	0.2938	1,378	0.3250	1,525
Drill Corps	0.1	469	0.1156	543	0.1313	616	0.1469	689	0.1625	763
Quick Recall Coach	0.1	469	0.1156	543	0.1313	616	0.1469	689	0.1625	763
Future Problem Solving Coach	0.1	469	0.1156	543	0.1313	616	0.1469	689	0.1625	763

Elementary School

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
School Technology Coordinator	0.4	1,877	0.4625	2,170	0.5250	2,464	0.5875	2,757	0.6500	3,050
Quick Recall	0.1	469	0.1156	543	0.1313	616	0.1469	689	0.1625	763

EXTRA SERVICE PAY SCHEDULE

2020 - 21

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

District Evaluation Appeals Panel (DEAP)

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
DEAP Pool (7)	0.4044	1,898	-	-	-	-	-	-	-	-

Accelerated Improvement School (AIS)

TITLE	STEP 0 - 4 (Years)		STEP 5 - 9 (Years)		STEP 10 - 14 (Years)		STEP 15 - 19 (Years)		STEP 20 - 24 (Years)	
AIS Stipend (8)	-	1,600	-	2,000	-	2,400	-	2,800	-	3,200

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
Mentor Teacher Residency (9)	-	5,000	-	10,000	-	-	-	-	-	-

Student Technology Leadership Program (STLP)

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
STLP (10)	-	1,000	-	-	-	-	-	-	-	-

EXTRA SERVICE PAY SCHEDULE
2020 - 21

- (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) DEAP is not subject to step increases.
 - (8) AIS stipend is paid quarterly (i.e. \$1600 stipend is paid in \$400 increments each year). Employees who teach at Level 2 or 3 schools are eligible for AIS stipend pay provided they have been employed at a Level 2 or 3 school since the date of the preceding stipend payment or since the first student day of school. Quarterly AIS stipend payments are increased by \$100 each after a teacher has served five (5) consecutive years at a Level 2 or 3 school.
 - (9) Mentor Teacher Resident increment is not adjusted for cost of living increase and not subject to step increases. Increment is \$5000 per mentee. Step 0 reflects increment for one(1) mentee. Step 1 reflects increment for two(2) mentees
 - (10) STLP is not adjusted for cost of living increases and not subject to step increases.
- * Positions are not subject to shared duty including those of head coaches

Safe School Sponsor: \$469

Safe School Coordinator: \$1408

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

The 2020-21 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.

Munis Group/BU: PARA, CERA, CLAX

JCTA EXTRA SERVICE RATES 2020-21

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*	\$21.4939 per hour
Professional Development - Preparation*	\$21.4939 per hour
(Up to 3 hours prep for each hour of presentation may be paid)	
Accelerated Improvement School (AIS) Transfer Stipend	\$1,000.00
One-time stipend for voluntary transfer to Level 2 or 3 school by teacher with 8+ yrs JCPS teaching experience. Eligible after completing 3 months service at Level 2 or 3 school. Must complete 2 full years service at Level 2 or 3 school after receiving stipend or full stipend must be repaid to JCPS.	
Overcap (Class Size Overage)	\$1.922 per 1/2 hr per student (1/12 of 10% of the daily rate for Step 0, Rank III)
New Teacher Induction	\$19.0273 per hour (8.25% of the daily rate of Step 0, Rank III)
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)	\$25.00 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 2020-21

Administrators - Job Families II and IV

Administrators may not be paid for Extra Service during their work year with the exception of the following. All other exceptions must be approved by the Superintendent or designee.

- Extra service during winter, spring and summer breaks when school is not in session
- After hours instruction for Adult Education and Jefferson County High School
- Bus Compound Coordinators driving the bus as a result of a bus driver shortage
- Salaried Plant Operators may receive straight-time pay when required to work weekends or holidays for building checks, outside sponsored activities, or major building renovations.

Principal Mentor \$2000.00 per year

Experienced successful principals selected to mentor principals around instructional and management responsibilities to increase student achievement. Mentor principal pay is \$2,000 annually per mentee and pro-rated for positions added mid-year.

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 shall continue as long as funds are reimbursed by KLEFPF to the District.

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