



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

**THE KENTON COUNTY BOARD OF  
EDUCATION**

1055 EATON DRIVE, FORT WRIGHT, KENTUCKY  
41017

TELEPHONE: (859) 344-8888 / FAX: (859) 344-1531

WEBSITE: [www.kenton.kyschools.us](http://www.kenton.kyschools.us)

Dr. Henry Webb, Superintendent of Schools

**KCSD ISSUE PAPER**

**DATE:**

May 24, 2019

**AGENDA ITEM (ACTION ITEM):**

Consider/Approve: 2019-20 Certified 187 Day Salary Schedule  
2019-20 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 2019-20 187 Day Certified Salary Schedule. The increase is in addition to the employee step for another year of experience. The Certified Administrative Index reflects the addition of the approved Administrative positions for the IGNITE High School.

**FISCAL/BUDGETARY IMPACT:**


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

**RECOMMENDATION:**

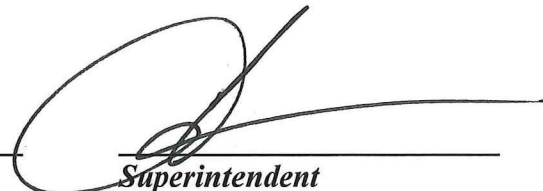
Approval of the 2019-20 Certified 187 Day Salary Schedule and 2019-20 Certified Administrative Index as presented.

**CONTACT PERSON:**

Susan Bentle

  
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

2019-20

## 187 Day Certified Salary Schedule

EXP	Rank III	Rank II	Rank I
0	42,542	44,444	48,514
1	43,155	45,143	49,264
2	43,717	45,822	49,974
3	44,318	46,594	50,836
4	44,918	47,333	51,788
5	45,455	48,081	52,623
6	45,959	48,824	53,447
7	46,547	49,563	54,245
8	47,151	50,303	55,030
9	47,725	51,258	55,983
10	48,314	52,298	57,118
11	49,083	53,249	58,156
12	49,880	54,206	59,203
13	50,674	55,074	60,089
14	51,523	55,984	61,002
15	52,429	56,960	61,915
16	53,464	58,131	62,950
17	54,468	59,276	64,199
18	55,422	60,355	65,376
19	56,269	61,266	66,421
20	57,116	62,188	67,466
21	57,963	63,114	68,464
22	58,911	64,035	69,455
23	60,108	65,433	70,901
24	61,189	66,704	72,269
25	62,150	67,759	73,462
26	63,032	68,862	74,643
27	63,901	69,895	75,747
28	64,644	70,692	76,651
29	65,261	71,484	77,418

RANK IV 30,745

RANK V 28,617

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, 2019**

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/ <b>IGNITE</b> Principal	1.75
230 Days	High School/ <b>IGNITE</b> 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
<del>230 Days</del>	<del>KCAIT Principal</del>	<del>1.55</del>
192 Days	Head Teacher - Diversion Program	1.08

**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

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

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. ~~Administrative employees remaining in the same position on 7/1/2018 will continue on the June 30, 2018 Index Schedule.~~

**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+
<b>ADMINISTRATIVE POSITIONS:</b>						
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
<b>COUNSELOR POSITIONS:</b>						
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
<b>INSTRUCTIONAL SUPPORT POSITIONS:</b>						
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.

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.