

DATE:

April 25, 2022

AGENDA ITEM (ACTION ITEM):

Consider/Approve FY 2023 School Psychologist Index

APPLICABLE BOARD POLICY:

03.121 and 03.221 Salaries

HISTORY/BACKGROUND:

The Special Education Department has been allocated funds to employ nine School Psychologists to perform student evaluations throughout the district. Currently the district employs three School Psychologists and has posted six unfilled positions for over a year. KCSD School Psychologists work 200 days each year. This is a district position that is in high demand throughout our area.

During a review of the administrative index related to this position, it was discovered that it was not in line with the market and thus the annual pay was not competitive with neighboring districts. Management is proposing an increase in the administrative index to 1.19 in order to retain the professionals currently employed and attract additional employees to fill the vacancy that exist. Hiring KCSD personnel provides consistency and continuity to the evaluation process and eliminates the need to outsource the work to contract agencies.

FISCAL/BUDGETARY IMPACT:

\$ 8,200.00 General Fund & IDEA Funds

RECOMMENDATION:

Approval of 2023 School Psychologist Index of 1.19

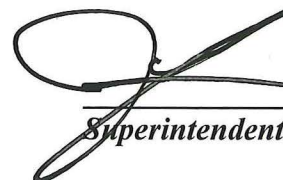
CONTACT PERSON:

Malina Owens, Asst. Superintendent; Susan Bentle, Exec. Director Finance



Principal

District Administrator



Superintendent

KENTON COUNTY BOARD OF EDUCATION
CERTIFIED SALARY INDEX AS OF JULY 1, 2022

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
Up to 100 Days	Interim Assistant Principal	1.30/1.40/1.50

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:

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

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 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.