

DRAFT

ESTILL COUNTY

SALARY SCHEDULES

2022-2023

TEACHER SALARY SCHEDULE 2022-2023

DRAFT

| Yrs. of Experience | RANK I Salary | RANK II Salary | RANK III Salary | Yrs. of Experience |
|-----------------------|------------------|-------------------|--------------------|-----------------------|
| 0 | \$48,064 | \$ 43,741 | \$ 39,347 | 0 |
| 1 | \$48,756 | \$ 44,434 | \$ 40,037 | 1 |
| 2 | \$49,449 | \$ 45,125 | \$ 40,731 | 2 |
| 3 | \$50,143 | \$ 45,815 | \$ 41,421 | 3 |
| 4 | \$52,450 | \$ 48,064 | \$ 43,741 | 4 |
| 5 | \$53,076 | \$ 48,671 | \$ 44,346 | 5 |
| 6 | \$53,699 | \$ 49,277 | \$ 44,951 | 6 |
| 7 | \$54,323 | \$ 49,881 | \$ 45,555 | 7 |
| 8 | \$54,947 | \$ 50,487 | \$ 46,163 | 8 |
| 9 | \$55,572 | \$ 51,099 | \$ 46,766 | 9 |
| 10 | \$58,260 | \$ 53,591 | \$ 49,293 | 10 |
| 11 | \$58,706 | \$ 54,197 | \$ 49,726 | 11 |
| 12 | \$59,152 | \$ 54,641 | \$ 50,160 | 12 |
| 13 | \$59,599 | \$ 55,090 | \$ 50,589 | 13 |
| 14 | \$60,042 | \$ 55,532 | \$ 51,026 | 14 |
| 15 | \$60,356 | \$ 55,846 | \$ 51,337 | 15 |
| 16 | \$60,668 | \$ 56,158 | \$ 51,650 | 16 |
| 17 | \$60,980 | \$ 56,468 | \$ 51,965 | 17 |
| 18 | \$61,293 | \$ 56,781 | \$ 52,275 | 18 |
| 19 | \$61,604 | \$ 57,094 | \$ 52,585 | 19 |
| 20 | \$61,913 | \$ 57,407 | \$ 52,897 | 20 |
| 21-23 | \$62,227 | \$ 57,717 | \$ 53,211 | 21-23 |
| 24-26 | \$62,517 | \$ 58,011 | \$ 53,502 | 24-26 |
| 27-29 | \$62,810 | \$ 58,304 | \$ 53,795 | 27-29 |
| 30+ | \$63,104 | \$ 58,595 | \$ 54,085 | 30+ |

1. RANK IV - \$33,022.83 - All experience levels.
2. RANK V - \$30,312.90 - All experience levels.
3. National Board Certification - \$2,000
4. All salaries listed are for 9.25 months (187 days).
5. Finance Director shall be paid from the Rank II Salary and is employed for 240 days.
6. Payroll Director shall be paid from the Rank IV Salary and is employed for 240 days.
7. ROTC personnel will be paid based on their Minimum Instructor Pay (MIP), and/or teacher salary schedule; whichever is greater.
Changes occur throughout the year based on several different adjustments as determined by Cadet Command JROTC Instructor Management Division.
8. Speech Pathologists with Kentucky license and not a teaching certificate will be paid from the Rank I or Rank II Salary based on education and are employed for 187 days.
9. Retired teachers signed to a contract shall be paid no more than their Daily Wage Threshold (DWT).
10. If supported by appropriate documentation, military service will be granted up to a maximum of three (3) years.
11. Out-of-district experience is acceptable with approved documentation up to a maximum shown in the above salary schedule.
12. Rank shall be determined on September 15 and February 15.

**STIPENDS FOR DETERMINING SALARIES FOR ADMINISTRATIVE
AND INSTRUCTIONAL SERVICE POSITIONS
2022-2023**

| STIPEND | POSITION |
|----------------|---|
| \$2,500 | Elementary Assistant Principal (2) |
| \$3,500 | District Psychologist (2) |
| \$5,000 | District Principal/Preschool Director District Assistant Principal ECHS |
| \$8,500 | Instructional Supervisor/GTP Coordinator Federal Programs Coordinator/Supervisor Technology Coordinator Human Resources/Personnel DPP/Instructional Supervisor Safety/Operational Director Finance Director Assistant High School Principal Assistant Middle School Principal |
| \$10,500 | Elementary Principal Grades K-5 (2) Middle School Principal |
| \$12,500 | High School Principal |
| \$14,500 | Assistant Superintendent/Instructional Supervisor |

**EXTENDED EMPLOYMENT SCHEDULE
2022-2023**

DRAFT

| CERTIFIED POSITIONS | DAYS EXTENDED | TOTAL DAYS |
|--|----------------------|-------------------|
| SUPERINTENDENT | 53 | 240 |
| ASSISTANT SUPERINTENDENT/INSTRUCTIONAL SUPERVISOR | 53 | 240 |
| HIGH SCHOOL PRINCIPAL | 53 | 240 |
| INSTRUCTIONAL SUPERVISOR/GTP COORDINATOR | 53 | 240 |
| SPECIAL EDUCATION/FEDERAL PROGRAMS DIRECTOR | 53 | 240 |
| HUMAN RESOURCES/PERSONNEL/SUPERVISOR | 53 | 240 |
| PUPIL PERSONNEL | 53 | 240 |
| TECHNOLOGY COORDINATOR/SCHOOL TECHNOLOGY RESOURCE | 53 | 240 |
| FINANCE DIRECTOR | 53 | 240 |
| SAFETY/OPERATIONS DIRECTOR | 53 | 240 |
| MIDDLE SCHOOL PRINCIPAL | 53 | 240 |
| ELEMENTARY PRINCIPAL (2) | 53 | 240 |
| DISTRICT PRINCIPAL/PRESCHOOL DIRECTOR | 53 | 240 |
| DISTRICT PRINCIPAL/SUCCESS PRIN./ATHLETIC DIRECTOR | 53 | 240 |
| VOCATIONAL AGRICULTURE TEACHER 9-12 | 53* | 240 |
| ROTC COMMANDER 9-12 | 33-53 | 220-240 |
| ROTC TEACHER 9-12 | 13-33 | 200-220 |
| GUIDANCE COUNSELOR 6-8/9-12 | 26 | 213 |
| ASSISTANT PRINCIPAL 9-12 | 26 | 213 |
| ASSISTANT PRINCIPAL 6-8 | 26 | 213 |
| PSYCHOMETRIST/PSYCHOLOGIST | 18 | 205 |
| DISTRICT HEALTH COORDINATOR | 18 | 205 |
| DISTRICT ASSISTANT PRINCIPAL 9-12 | 13 | 200 |
| ASSISTANT ELEMENTARY PRINCIPAL | 13 | 200 |
| GUIDANCE COUNSELOR K-2/3-5 | 13 | 200 |
| LIBRARIAN K-2/3-5/6-8/9-12 | 13 | 200 |
| PROJECT LEAD THE WAY ATC INSTRUCTOR (KDE MOA) | 13 | 200 |
| JKG TEACHER 9-12 | 8 | 195 |
| GUIDANCE COUNSELOR PRESCHOOL | 8 | 195 |
| GEAR-UP ACADEMIC INTERVENTIONIST | 8 | 195 |
| CURRICULUM COACHES | 8 | 195 |
| CAREER/TECHNICAL TEACHER 6-12 | 3* | 190 |

Any person serving in a part-time position or in more than one extended employment position where the terms of employment overlap shall be subject a pro rata reduction as determined by the Superintendent.

*CTE teachers are strongly encouraged to attend the Career & Technical conference.

**EXTENDED EMPLOYMENT SCHEDULE
GUIDELINES - CERTIFIED POSITIONS
2022-2023**

DRAFT

CERTIFIED POSITIONS

DAYS EXTENDED

| | |
|-----------------------|---|
| 53 Extended Days | 15 July/ 15 June/ 23 Supervisor Discretion |
| 33 Extended Days | 10 July/ 10 June/ 13 Supervisor Discretion |
| 28 Extended Days | 10 July/ 10 June/ 8 Supervisor Discretion |
| 26 Extended Days | 10 July/ 10 June/ 6 Supervisor Discretion |
| 18 Extended Days | 6 July/ 6 June/ 6 Supervisor Discretion |
| 13 Extended Days | 5 July/ 5 June/ 3 Supervisor Discretion |
| 8 Extended Days | 5 July/ 3 June |
| 3 Extended Days (CTE) | Attendance at Career and Technical Conference |

**EXTENDED EMPLOYMENT SCHEDULE
GUIDELINES - CLASSIFIED POSITIONS
2021-2022**

CLASSIFIED POSITIONS

DAYS EXTENDED

| | |
|----------------------|--|
| 261 Day Employees | Works every day |
| 55 Extended Days | 15 July/ 15 June/ 25 Supervisor Discretion |
| 41 Extended Days | 15 July/ 15 June/ 11 Supervisor Discretion |
| 35 Extended Days | 15 July/ 15 June/ 5 Supervisor Discretion |
| 30 Extended Days | 10 July/ 10 June/ 10 Supervisor Discretion |
| 25 Extended Days | 10 July/ 10 June/ 5 Supervisor Discretion |
| 20 Extended Days | 10 July/ 5 June/ 5 Supervisor Discretion |
| 15 Extended Days | 8 July/ 7 June |
| 10 Extended Days | 5 July/ 5 June |
| 5 Extended Days (LR) | Director's Discretion |

Estill County Board of Education Extra Service Pay Schedule FY 23

| HIGH SCHOOL | | | | | | | | |
|-----------------------------|------------------|-------------------|--------------------|--------------------|-----------------|--|--|---|
| <i>Experience*</i> | <i>0 to 5yrs</i> | <i>6 to 10yrs</i> | <i>11 to 15yrs</i> | <i>16 to 20yrs</i> | <i>21 yrs +</i> | | | |
| Head Coach (Level I) | \$7,000 | \$7,500 | \$8,000 | \$8,500 | \$9,000 | | | |
| Head Coach (Level II) | \$3,500 | \$3,750 | \$4,000 | \$4,250 | \$4,500 | | | |
| Head Coach (Level III) | \$1,500 | \$1,750 | \$2,000 | \$2,250 | \$2,500 | | | |
| Head Coach (Level IV) | \$600 | \$700 | \$800 | \$900 | \$1,000 | | | |
| Assistant Coach (Level I) | \$3,500 | \$4,000 | \$4,500 | \$4,750 | \$5,000 | | | |
| Assistant Coach (Level II) | \$2,000 | \$2,250 | \$2,500 | \$2,750 | \$3,000 | | | |
| Assistant Coach (Level III) | \$1,000 | \$1,100 | \$1,200 | \$1,300 | \$1,400 | | | |
| District Athletic Director | \$5,000 | \$5,500 | \$6,000 | \$6,500 | \$7,000 | | | |
| Athletic Training Service | Contract | * | * | * | * | | | * |

* Actual PAID coaching experience at the High School/College level as an assistant or head coach in the sport they are coaching. (All other coaching experience must be approved by the superintendent)

| High School Extra Service Pay Positions | | | | | | | | |
|---|-----------------------------------|-------------------|------------------------------------|--------------------|------------------------------|--|--|--|
| <i>Head Coach (Level I)</i> | <i>Head Coach (Level II)</i> | | <i>Head Coach (Level III)*</i> | | <i>Head Coach (Level IV)</i> | | | |
| Football | Academic Team | | Boy's/Girl's Golf | | Archery | | | |
| Boys Basketball | Baseball | | Game Managers (4) | | Bass Fishing | | | |
| Girls Basketball | Cheerleading | | Boy's/Girl's Tennis | | Clay Target | | | |
| Band | Softball | | Boy's/Girl's X-Country | | E. Sports | | | |
| | Track | | Dance Team | | Dual Credit | | | |
| | Volleyball | | Academic Team | | Public Address | | | |
| | Soccer B&G | | Choral Music | | | | | |
| | | | Yearbook | | | | | |
| | | | Color Guard | | | | | |
| | | | Percussion | | | | | |
| <i>Assistant Coach (Level I)</i> | <i>Assistant Coach (Level II)</i> | | <i>Assistant Coach (Level III)</i> | | | | | |
| Pep Band | Football (2) | | Academic | Cheer | | | | |
| Football (2) | Girls Basketball | | Baseball (2) | Volleyball | | | | |
| Boys Basketball | Boys Basketball | | Softball (2) | Track | | | | |
| Girls Basketball | | | Soccer B & G | | | | | |
| MIDDLE SCHOOLS | | | | | | | | |
| <i>Experience**</i> | <i>0 to 5yrs</i> | <i>6 to 10yrs</i> | <i>11 to 15yrs</i> | <i>16 to 20yrs</i> | <i>21 yrs +</i> | | | |
| Head Coach Level I | \$2,000 | \$2,250 | \$2,500 | \$2,750 | \$3,000 | | | |
| Head Coach Level II | \$1,200 | \$1,300 | \$1,400 | \$1,500 | \$1,600 | | | |
| Assistant Coach (Level I) | \$1,200 | \$1,300 | \$1,400 | \$1,500 | \$1,600 | | | |
| Assistant Coach (Level II) | \$700 | \$800 | \$900 | \$1,000 | \$1,100 | | | |

** Actual PAID coaching experience at the Middle School/High School/College level as an assistant or head coach in the sport they are coaching. (All other coaching experience must be approved by the superintendent)

| Middle School Extra Service Pay Positions | | | | | | | | |
|---|--|--|----------------------------------|------------------|--|--|--|--|
| <i>Level I Head Coach</i> | | | <i>Level II Head Coach</i> | | | | | |
| Football | | | Baseball | Cheer | | | | |
| Boys Basketball | | | Softball | Track | | | | |
| Girls Basketball | | | Volleyball | Soccer B & G | | | | |
| Academic | | | Science Olympiad | | | | | |
| <i>Level I Assistant Coach</i> | | | <i>Level II Assistance Coach</i> | | | | | |
| Football (2) | | | Baseball | Cheer | | | | |
| Boys Basketball | | | Fastpitch | Track | | | | |
| Girls Basketball | | | Volleyball | Soccer B & G | | | | |
| Game Managers (2) | | | Academic | Science Olympiad | | | | |
| | | | Yearbook | | | | | |

| ELEMENTARY SCHOOLS | | | | | | | | |
|--------------------|-----------|------------|-------------|-------------|----------|--|--|--|
| Experience** | 0 to 5yrs | 6 to 10yrs | 11 to 15yrs | 16 to 20yrs | 21 yrs + | | | |
| Head Coach | \$1,000 | \$1,100 | \$1,200 | \$1,300 | \$1,400 | | | |
| Assistant Coach | \$600 | \$700 | \$800 | \$900 | \$1,000 | | | |

** Actual PAID coaching experience at the Elementary/Middle School/High School/College level as an assistant or head coach in the sport they are coaching. (All other coaching experience must be approved by the superintendent)

| Elementary School Extra Service Pay Positions | | | | | | | | |
|---|--|--|--|-----------------------|--|--|--|--|
| Head Coach Other | | | | Assistant Coach/Other | | | | |
| Cheer | | | | Boy's Basketball | | | | |
| Boy's Basketball | | | | Girl's Basketball | | | | |
| Girl's Basketball | | | | | | | | |
| Academic Team | | | | | | | | |

| OTHER: SCHOOL PAID POSITIONS: No Experience Increases | | | | | | | | |
|---|--|------------|--|------------------------|--|------------|--|--|
| School Paid Positions | | \$500 | | School Paid Positions | | \$250 | | |
| Core Content HS | | Section VI | | Writing Cluster Leader | | Section VI | | |
| Team Leads MS | | Section VI | | Drama Club | | FRYSC | | |
| Grade Level Lead Elem. | | Section VI | | Let Me Run (2) | | School | | |
| School Technology Leaders | | KETS | | Jump Rope (2) | | School | | |
| ART Club | | FRYSC | | | | | | |

| Band Boosters: 7 Total Paid Positions (Yearly Basis) | | | | | | | | |
|--|---------------------------|--|--|--|--|--|--|--|
| \$1,000 | Color Guard #2 | | | | | | | |
| \$1,000 | Percussion #'s 2, 3, 4, 5 | | | | | | | |
| \$1,000 | Woodwinds #'s 1, 2 | | | | | | | |

| DISTRICT Postions: No Experience Increase | | | | | | | | |
|---|-------------------------|------------------------|--|---------------------|--|--------------------|--|--|
| \$8,000 | Gear-up Coordinator | | | | | | | |
| \$5,000 | Maintenance | | | | | | | |
| \$3,600 | Bidding/Procurement | Infinite Campus | | | | | | |
| \$2,000 | Vocational/TEDS | | | | | | | |
| \$1,500 | Nursing Supervisor | Speech & OT | | Board Secretary | | Medicaid Reporting | | |
| \$1,000 | Gifted and Talanted (5) | Safe Crisis Cordinator | | Head Custodians (5) | | | | |

Coaching Experience Guidelines:

Only paid coaching experience by a school district or university counts toward years of experience.
Assistant coaching experience does not count when individuals are promoted to head coach.
Head coaching experience can be counted when an individual is hired as an assistant coach.
Experience does not count from sport to sport. Exp. Football to Basketball.
If any other situation arises, the district AD will consult with the superintendent for final decision.

**EXTENDED EMPLOYMENT SCHEDULE
FOR CLASSIFIED POSITIONS
2022-2023**

DRAFT

| CLASSIFIED POSITIONS | DAYS EXTENDED | Hours Per Day | TOTAL DAYS |
|---|----------------------|----------------------|-------------------|
| PAYROLL DIRECTOR/CLERK II | 55 | 8 | 240 |
| ACCOUNTS PAYABLE CLERK | 55 | 8 | 240 |
| FRYSC PROGRAM MANAGER (PER GRANT) | 55 | 7 | 240 |
| COMMUNITY EDUCATION/PR DIRECTOR | 41 | 8 | 226 |
| SECRETARY TO SUPERINTENDENT ADMIN II | 35 | 8 | 220 |
| DISTRICT OFFICE CLERK | 35 | 8 | 220 |
| LAW ENFORCEMENT/SAFETY SUPERVISOR | 35 | 8 | 220 |
| TRANSPORTATION MANAGER/ ADMIN I | 35 | 8 | 220 |
| ADMINISTRATIVE SECRETARY III 9-12, I.C. | 30 | 8 | 215 |
| ADMINISTRATIVE SECRETARY III 6-8 | 30 | 8 | 215 |
| ADMINISTRATIVE SECRETARY III P-5 | 20 | 8 | 205 |
| OCCUPATIONAL THERAPIST with MASTERS | 15 | 8 | 200 |
| LICENSED PROF. CLINICAL COUNSELOR | 15 | 8 | 200 |
| SCHOOL BASED CLERKS (Full-time) | 10 | 8 | 195 |
| GEAR-UP COLLEGE/CAREER NAVIGATOR | 10 | 7.5 | 195 |
| FRYSC ASSISTANT | 5 | 7.5 | 190 |
| LICENSED PROF. SOCIAL WORKER | 5 | 8 | 190 |
| COLLEGE & CAREER COUNSELOR ATC/HS | 5 | 8 | 190 |
| LUNCHROOM MANAGERS | 5 | 8 | 190 |
| SCHOOL BASED NURSES/C.M.A. | 0 | 7.5 | 185 |
| PARAEDUCATORS/LUNCHROOM CLERKS | 0 | 7.5 | 185 |
| BUS DRIVER TRAINER | 0 | 2 | 185 |

The following personnel are employed for 261, 8 hour days annually with 10-20 days vacation granted as per board policy.

| | |
|-------------------------|--------------------------------------|
| TECHNOLOGY TECHNICIAN I | FOOD SERVICE DIRECTOR |
| MAINTENANCE DIRECTOR | ADMIN. SECRETARY I - IC COORDINATOR |
| MAINTENANCE | ADMINI.SECRETARY III - 9-12, Finance |
| DIESEL MECHANIC | CUSTODIAL SERVICES MANAGER |
| MECHANIC | SCHOOL-BASED CUSTODIANS |

1. Related experience from out-of-district may be accepted with appropriate documentation upon approval of Superintendent.
2. If supported by appropriate documentation, each year of college, vocational school, or equivalent training from an accredited institution shall be equal to one (1) year of experience, upon approval of Superintendent.
3. If supported by appropriate documentation, military service will be granted up to a maximum of three (3) years.

**CLASSIFIED POSITIONS REQUIRING DEGREE
2022-2023 HOURLY SALARY SCHEDULE**

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| O.T. with MASTERS & L.P.C.C. | | FRC/YSC MANAGER (PRIOR TO 11/21/11) RN (4 year degree) COLLEGE & CAREER COUNSELOR | |
|------------------------------------|--------|---|-----------------------|
| Yrs. of Exp. | Salary | Salary | Yrs. of Experience |
| 0 | 35.10 | 27.96 | 0 |
| 1 | 35.41 | 28.33 | 1 |
| 2 | 35.70 | 28.90 | 2 |
| 3 | 36.00 | 29.46 | 3 |
| 4 | 36.30 | 30.04 | 4 |
| 5 | 36.61 | 30.49 | 5 |
| 6 | 36.90 | 30.91 | 6 |
| 7 | 37.21 | 31.34 | 7 |
| 8 | 37.52 | 31.79 | 8 |
| 9 | 37.83 | 32.18 | 9 |
| 10 | 38.12 | 32.68 | 10 |
| 11 | 38.72 | 33.12 | 11 |
| 12 | 39.02 | 33.56 | 12 |
| 13 | 39.33 | 33.98 | 13 |
| 14 | 39.63 | 34.35 | 14 |
| 15 | 39.92 | 34.81 | 15 |
| 16 | 40.22 | 35.27 | 16 |
| 17 | 40.53 | 35.74 | 17 |
| 18 | 40.83 | 36.21 | 18 |
| 19 | 41.14 | 36.66 | 19 |
| 20+ | 41.44 | 37.13 | 20+ |

FRC/YSC MNGR/ TECHNOLOGY TECH I/GU CAREER&COLLEGE NAVIGATOR/SOCIAL WORKER

| Yrs. of Exp. | Salary |
|--------------|--------|
| 0-3 | 23.07 |
| 4-9 | 24.28 |
| 10-14 | 25.39 |
| 15-19 | 26.65 |
| 20+ | 27.92 |

- Occupational Therapist (O.T.) with Masters is employed for 200 days/8 hrs. per day.
- Licensed Professional Clinical Counselor (L.P.C.C.) is employed for 200 days/8hrs. per day.
- FRYSC Managers are employed for 240 days/7 hrs. per day.
- Technology Technician I is employed for 261 days/8hrs. per day.
- GEAR-UP CCN's are employed for 195 days/7.5 hrs. per day.
- Related experience from out-of-district may be accepted with appropriate documentation upon approval of Superintendent.
- If supported by appropriate documentation, military service will be granted up to a maximum of three (3) years.

**SCHOOL-BASED PERSONNEL
2022-2023 HOURLY SALARY SCHEDULE
185 DAY CONTRACTS**

DRAFT

| OFFICE ASST./CAF. CLERKS/ PARAEDUCATORS/COOKS/ | | | | |
|---|------------------|-------------------------|----------------------|-----------------------|
| Yrs. of Experience | CLERKS Salary | ADM. SEC. III Salary | CUSTODIANS Salary | Yrs. of Experience |
| 0 | 12.00 | 12.73 | 12.11 | 0 |
| 1 | 12.11 | 12.80 | 12.19 | 1 |
| 2 | 12.18 | 12.89 | 12.26 | 2 |
| 3 | 12.27 | 12.97 | 12.35 | 3 |
| 4 | 12.38 | 13.06 | 12.45 | 4 |
| 5 | 12.45 | 13.16 | 12.53 | 5 |
| 6 | 12.53 | 13.24 | 12.64 | 6 |
| 7 | 12.62 | 13.31 | 12.74 | 7 |
| 8 | 12.71 | 13.42 | 12.81 | 8 |
| 9 | 12.79 | 13.50 | 12.90 | 9 |
| 10 | 12.87 | 13.59 | 12.98 | 10 |
| 11 | 12.98 | 13.67 | 13.09 | 11 |
| 12 | 13.07 | 13.76 | 13.16 | 12 |
| 13 | 13.15 | 13.85 | 13.25 | 13 |
| 14 | 13.23 | 13.93 | 13.36 | 14 |
| 15 | 13.31 | 14.04 | 13.45 | 15 |
| 16 | 13.42 | 14.12 | 13.53 | 16 |
| 17 | 13.50 | 14.21 | 13.63 | 17 |
| 18 | 13.59 | 14.28 | 13.71 | 18 |
| 19 | 13.67 | 14.36 | 13.80 | 19 |
| 20 | 13.76 | 14.49 | 13.90 | 20 |
| 21-23 | 13.83 | 14.56 | 14.00 | 21-23 |
| 24-26 | 13.95 | 14.62 | 14.09 | 24-26 |
| 27-29 | 14.03 | 14.72 | 14.16 | 27-29 |
| 30+ | 14.11 | 14.82 | 14.27 | 30+ |

1. Cooks will work either 4, 5, 6 or 7 hours per day, 185 days per year.
2. Cooks who serve as lunchroom managers will work 8 hours per day, 190 days per year and receive a supplement of 1.00 per hour.
Food service managers who have obtained Level 2 certification shall receive an additional supplement of .30 per hour.
Food service managers who have obtained Level 4 certification shall receive an additional supplement of .50 per hour.
3. Lunchroom monitor rate shall be \$12.00 per hour/maximum 2 hrs/day.
Substitute rate for Cooks shall be \$12.00 per hour.
Substitute rate for Clerks/Paraeducators shall be \$12.00 per hour.
Substitute rate for Custodians shall be \$12.11 per hour.
Substitute rate for Administrative Secretary III shall be \$12.74 per hour.
Substitute rate for Custodians (Retired with Experience) shall be \$14.00
Substitute rate for Nurses shall be \$19.05 per hour.
4. FRYSC Assistant will work 190 days per year at 7.5 hours per day.
5. Paraeducators who have teaching certification/statement of eligibility will receive an additional \$1.00 per hour.
Paraeducators who have CDA certification will receive an additional \$.50 per hour.
6. Related experience from out-of-district may be accepted upon approval of Superintendent.
7. If supported by appropriate documentation, each year of college, vocational school, or equivalent training from an accredited institution shall be equal to one (1) year of experience, upon approval of Superintendent.
8. If supported by appropriate documentation, military service will be granted up to a maximum of three (3) years.

**TRANSPORTATION PERSONNEL
2022-2023 HOURLY SALARY SCHEDULE**

DRAFT

| Yrs. of Experience | DIESEL MECHANIC Salary | MECHANICS Salary | BUS DRIVERS Salary | BUS ASSISTANTS Salary | Yrs. of Experience |
|-----------------------|------------------------------|---------------------|-----------------------|--------------------------|-----------------------|
| 0 | 18.08 | 14.47 | 15.94 | 11.36 | 0 |
| 1 | 18.24 | 14.63 | 16.15 | 11.76 | 1 |
| 2 | 18.37 | 14.77 | 16.30 | 11.84 | 2 |
| 3 | 19.59 | 15.98 | 16.45 | 11.94 | 3 |
| 4 | 19.73 | 16.12 | 16.61 | 12.04 | 4 |
| 5 | 19.87 | 16.27 | 16.76 | 12.11 | 5 |
| 6 | 22.96 | 19.36 | 16.97 | 12.19 | 6 |
| 7 | 23.05 | 19.45 | 17.23 | 12.27 | 7 |
| 8 | 23.19 | 19.58 | 17.48 | 12.38 | 8 |
| 9 | 23.27 | 19.66 | 17.64 | 12.46 | 9 |
| 10 | 23.34 | 19.73 | 18.01 | 12.53 | 10 |
| 11 | 23.43 | 19.82 | 18.16 | 12.64 | 11 |
| 12 | 23.51 | 19.90 | 18.31 | 12.73 | 12 |
| 13 | 23.57 | 19.97 | 18.46 | 12.80 | 13 |
| 14 | 23.68 | 20.08 | 18.67 | 12.89 | 14 |
| 15 | 24.05 | 20.45 | 18.82 | 12.98 | 15 |
| 16 | 24.16 | 20.56 | 19.04 | 13.08 | 16 |
| 17 | 24.26 | 20.65 | 19.19 | 13.16 | 17 |
| 18 | 24.34 | 20.73 | 19.34 | 13.25 | 18 |
| 19 | 24.42 | 20.81 | 19.55 | 13.33 | 19 |
| 20 | 24.51 | 20.90 | 19.70 | 13.42 | 20 |
| 21-23 | 24.58 | 20.97 | 19.85 | 13.50 | 21-23 |
| 24-26 | 24.68 | 21.08 | 20.12 | 13.60 | 24-26 |
| 27-29 | 24.75 | 21.15 | 20.37 | 13.69 | 27-29 |
| 30+ | 24.87 | 21.26 | 20.78 | 13.77 | 30+ |

1. Regular drivers will work from 4 to 6 hours per day in 15-minute increments, 185 days per year.
2. Regular bus assistants will work from 4 to 5 hours per day, 185 days per year.
3. Substitute bus driver rate shall be \$15.94 per hour.
Substitute bus assistant rate shall be \$11.36 per hour.
Substitute mechanic rate shall be \$14.47 per hour.
Driver trainer rate shall be based on their hourly rate.
4. Extra trip rate shall be the normal hourly rate for each individual.
5. The vocational bus driver will be entitled to a maximum of 4 additional hours for each day the vocational run is made.
6. Extra trips, including over night trips are limited to a maximum of 14 hours per day.
7. Related experience from out-of-district may be accepted upon approval of Superintendent.
8. See district-wide hourly rate schedule for bus driver trainees rate.
9. If supported by appropriate documentation, each year of college, vocational school, or equivalent training from an accredited institution shall be equal to one (1) year of experience, upon approval of Superintendent.
10. If supported by appropriate documentation, military service will be granted up to a maximum of three (3) years.

**DISTRICT PERSONNEL
2022-2023 HOURLY SALARY SCHEDULE**

DRAFT

| Years Completed | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 |
|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Office Clerk/FRYSC Assistant | 12.00 | 12.11 | 12.18 | 12.27 | 12.38 | 12.44 | 12.52 | 12.62 | 12.70 | 12.79 | 12.89 | 12.99 |
| Administrative Secretary III | 12.74 | 12.81 | 12.90 | 12.97 | 13.06 | 13.16 | 13.23 | 13.33 | 13.41 | 13.49 | 13.58 | 13.67 |
| Mnt. Asst./A.P. Clerk/Adm. Sec. II/Secretary to Supt. | 14.47 | 14.62 | 14.76 | 14.89 | 15.05 | 15.20 | 15.32 | 15.46 | 15.61 | 15.75 | 15.91 | 16.06 |
| Maintenance | 15.46 | 16.62 | 16.78 | 17.98 | 18.12 | 18.27 | 19.36 | 19.44 | 19.57 | 19.65 | 19.73 | 19.81 |
| Food Service/Payroll Clerk I/ Community Ed Director (PR) /Transportation Manager/Admin. Sec I - IC Cor | 15.53 | 15.69 | 15.84 | 15.98 | 16.12 | 16.27 | 16.41 | 16.56 | 17.32 | 17.45 | 17.92 | 18.06 |
| CMA | 14.47 | 14.62 | 14.76 | 14.89 | 15.05 | 15.20 | 15.32 | 15.46 | 15.61 | 15.75 | 15.91 | 16.06 |
| LPN Nurse | 19.38 | 19.44 | 19.57 | 19.64 | 19.70 | 19.79 | 19.86 | 19.94 | 20.07 | 20.15 | 20.23 | 20.31 |
| RN (2 year degree) | 26.48 | 26.60 | 26.72 | 26.85 | 26.97 | 27.10 | 27.22 | 27.34 | 27.46 | 27.58 | 27.70 | 27.83 |
| Law Enf. Safety Officer | 26.48 | 26.60 | 26.72 | 26.85 | 26.97 | 27.10 | 27.22 | 27.34 | 27.46 | 27.58 | 27.70 | 27.83 |

| Years Completed | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21-23 | 24-26 | 27-29 | 30+ |
|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Office Clerk/FRYSC ASSISTANT | 13.07 | 13.15 | 13.23 | 13.31 | 13.42 | 13.49 | 13.58 | 13.67 | 13.76 | 13.83 | 13.96 | 14.04 | 14.11 |
| Administrative Secretary III | 13.77 | 13.86 | 13.94 | 14.04 | 14.12 | 14.21 | 14.28 | 14.35 | 14.46 | 14.55 | 14.62 | 14.72 | 14.82 |
| Mnt. Asst./A.P. Clerk/Adm. Sec. II/Secretary to Supt. | 16.18 | 16.30 | 16.47 | 16.61 | 16.74 | 16.90 | 17.04 | 17.19 | 17.33 | 17.47 | 17.60 | 17.77 | 17.91 |
| Maintenance | 19.91 | 19.98 | 20.08 | 20.45 | 20.55 | 20.64 | 20.74 | 20.81 | 20.91 | 20.98 | 21.07 | 21.28 | 21.60 |
| Food Service/Payroll Clerk I/ Community Ed Director (PR) /Transportation Manager/Admin. Sec I - IC Cor | 18.20 | 18.34 | 18.49 | 18.63 | 18.77 | 18.94 | 19.08 | 19.20 | 19.37 | 19.50 | 19.65 | 19.79 | 19.96 |
| CMA | 16.18 | 16.30 | 16.47 | 16.61 | 16.74 | 16.90 | 17.04 | 17.19 | 17.33 | 17.47 | 17.60 | 17.77 | 17.91 |
| LPN Nurse | 20.41 | 20.48 | 20.58 | 20.95 | 21.05 | 21.14 | 21.24 | 21.31 | 21.41 | 21.48 | 21.57 | 21.78 | 22.10 |
| RN (2 year degree) | 27.95 | 28.08 | 28.20 | 28.32 | 28.44 | 28.56 | 28.68 | 28.81 | 28.93 | 29.06 | 29.18 | 29.30 | 29.42 |
| Law Enf. Safety Officer | 27.95 | 28.08 | 28.20 | 28.32 | 28.44 | 28.56 | 28.68 | 28.81 | 28.93 | 29.06 | 29.18 | 29.30 | 29.42 |

1. Substitute maintenance assistant rate shall be \$14.47 per hour.
2. Related experience from out-of-district may be accepted upon approval of Superintendent.
3. If supported by appropriate documentation, each year of college, vocational school, or equivalent training from an accredited institution shall be equal to one (1) year of experience, upon approval of Superintendent.
(N/A to Nursing positions which require degrees)
4. If supported by appropriate documentation, military service will be granted up to a maximum of three (3) years.

**DISTRICT-WIDE RATES
2022-2023 DAILY SALARY SCHEDULE**

DRAFT

| | |
|---|---------------------|
| Certified Staff (ESS, Summer School, counseling, professional development, preschool screening, teacher mentor, etc.) | \$30/hr. |
| Classified Staff (Summer School, preschool screening, other) | Current Hourly Rate |
| Traffic Controller (2 hrs. maximum per day) | \$15.00/hr. |
| Part-time Student Technicians I/Summer Maintenance | \$9.00/hr. |
| Coop Student | \$9.00/hr. |
| Peer Tutor | \$9.00/hr. |
| Post-secondary Exceptional Food Service Worker | \$85/month |
| DataSeam Apprentice: | |
| Phase I & Phase II (July 2021-August 2022) | \$9.00/hr. |
| Phase III (September 2022-May 2023) | \$9.50/hr. |

Retiree hourly rates shall not exceed their HWT.

**FACILITY RENTAL SERVICE
2022-2023 DAILY SALARY SCHEDULE**

Compensation for facility rental will be based upon an employee's normal hourly wage multiplied by 1.5.

Certified employees will be paid at the rate of the building's senior custodian.

**BUS DRIVER TRAINEES
2022-2023 DAILY SALARY SCHEDULE**

1. Fifty dollar (\$50) payment for completing and passing all the requirements to obtain a CDL license.
2. One hundred dollar (\$100) payment after forty hours of driving (20 routes and/or trips).
3. One hundred dollar (\$100) payment after additional forty hours of driving.

*Trainees are not paid by the hour during training to obtain a CDL license.
The payments in #2 & #3 are made in addition to hourly rate.

**SUBSTITUTE TEACHER
2022-2023 DAILY SALARY SCHEDULE**

| RANK | DAILY PAY |
|-------------|------------------|
| I | \$130 |
| II | \$125 |
| III | \$120 |
| IV | \$100 |
| V | \$95 |

1. A year of experience constitutes a minimum of 140 days as a regular or substitute teacher.
2. When an assignment of a substitute teacher (that holds a certified teaching degree) exceeds twenty (20) days, the substitute will transfer from this salary schedule to the regular teacher's salary schedule for all days in excess of twenty (20). To be eligible for this provision, the service must have been continuous within the same position. This does not apply to retired teachers who are held to a Daily Wage Threshold.
3. Full-time substitute teachers shall be paid \$26,000 for 187 days.
4. Substitute Principal shall be paid \$210 per day

RANK DEFINITIONS:

Rank V = 64-95 semester credit hours

Rank IV = 96+ semester credit hours

Rank III = Bachelor's degree (teaching certificate)

Rank II = Master's degree (teaching certificate)

Rank I = 30 semester hours of approved graduate credit in addition to Rank II