



**CHRISTIAN COUNTY**  
— PUBLIC SCHOOLS —  
A Community Committed to Phenomenal Schools

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**TO:** Christian County Board of Education

**FROM:** Jessica Darnell, Director of Business

**DATE:** May 16, 2022

**SUBJECT:** Salary Schedule 2022-23

Attached you will find the updated Salary Schedule for the 2022 - 2023 school year.

The attached salary schedule calculates an across the board raise of 3% for all positions, except Co-Curricular Extra Services Schedule, which will be revised as explained below. The following shows a list of changes made to the salary schedule:

- **Certified Salary Schedule:**
  - Currently funded 4 Department Head chairs at each high school. Add one for each high school for each of the following areas: Agriculture, Business, and Family Consumer Science. Add one per building for Special Education Department Head. Increase stipend from \$835 to \$1,500 for all department head positions
  - Add Speech Language Pathologist ASHA certification stipend \$2,000
  - Remove stipend for Kentucky Network Representatives \$861 - this is an old group that is not being utilized at this time.
  - Add 10 extended days to School Psychologist positions due to increased demand, paperwork, and caseload. This is comparable to Elementary Guidance Counselor positions.
  - Add Athletic Trainer position with 53 extended days.
- **Administrative Index:**
  - New position - High School Consolidation Coordinator (238 days) to Level III
  - Elementary Principals - currently all principals on Level IV 1.13 Index; change index based on enrollment of school. School Enrollment PK-6 greater than 550 - Elementary Principal Index 1.18. School Enrollment PK-6 less than 550 - Elementary Principal Index 1.13
  - Restore Director of Pupil Personnel and Director of Personnel positions to 1.35 index (changing from 1.23 index)
  - Restore Assistant Principals by additional 10 extended days
  - Add 15 extended days to Athletic Director positions

- Substitute Teacher/Instructional Assistants:
  - No changes
- Classified Salary Schedule:
  - Interpreter I, II, III positions - increase each level starting hourly rate by \$8 per hour
  - FMD/EBD Assistant positions - increase starting hourly rate by \$3 per hour
  - Preschool Instructional Assistant positions - move to Level 3 (with FMD/EBD Assistants) which also increases hourly rate by \$3 per hour
  - Job Coach position - increase starting hourly rate by \$3 per hour
  - Nurses : Change LPN to starting pay to \$21.43 per hour (increase \$4.98 per hour) and increase to 8 hours/day. Change RN to starting pay \$24.29 (increase \$5.36 per hour) and increase to 8 hours/day.
  - Instructor II (Permanent Substitute) positions (change to Certified position) - grandfather in any new positions to be paid from Substitute Teacher schedule daily rate based on their level of education. (see attachment)
  - Move Account Clerk III /Payroll Clerk II from Level 7 to Level 8
  - Combine Levels 1B and 2 for starting hourly rate \$12.02 for Instructional Assistants, Clerical Assistants, and Bus Monitors
  - Move Assistant Food Service Manager from Level 5 to Level 3B, changes starting pay from \$12.72 to \$13.04 per hour
  - Move Secretary to the Superintendent from Level 8 to Level 10B, changes starting pay from \$15.57 to \$19.45 per hour
- Classified Administrative Salary Schedule:
  - Director of Communications position move from Level 4 (205 days) to Level 1 (238 days) - this move eliminates Level 4
  - Eliminate Level 8: District Technology Coordinator (position is on Certified Admin schedule)
- FRYSC Coordinator and OT/PT Schedule
  - Add Speech Language Pathologists to OT/PT level instead of Teacher Schedule
  - Add pay steps out for FRYSC Coordinator positions, as long as funds are available from FRYSC Grants
- Co-Curricular Extra Services Schedule:
  - Changes are outlined on the schedule to increase stipends between 30% and 40% based on comparisons from other school districts
  - Addition of the following new positions:
    - Bowling Team \$3,500
    - Special Olympics \$3,000
    - Special Olympics Assistant Coach \$1,500
    - Middle School Athletic Directors \$1,000

### **Permanent Substitute Positions**

For the 2022-23 schedule (including 3% raise)

starting pay \$12.47 per hour X 7.5 hrs/day X 183 days = \$17,115.08

Cost of Fringes for the District:

- FICA 1,061.14
- Medicare 248.17
- CERS 4,585.13
- TOTAL Fringe 5,894.44

Change to Substitute Scale:

1. Lowest Level Rank V (64 - 95 hours) = \$90 per day X 183 days = \$16,470
  - a. Cost of Fringes:
    - i. Medicare 238.82
    - ii. KTRS 494.10
    - iii. TOTAL 732.92
2. Bachelor's Degree (no teacher certification) = \$100 per day X 183 days = 18,300
  - a. Cost of Fringes:
    - i. Medicare 265.35
    - ii. KTRS 549.00
    - iii. TOTAL 814.35

This is an incentive to continue college work to become a certified teacher, since the retirement would be under the same system.

With the revised Substitute Teacher Salary Schedule, some employees can make more as a substitute than as a full-time Permanent Substitute Instructor II.