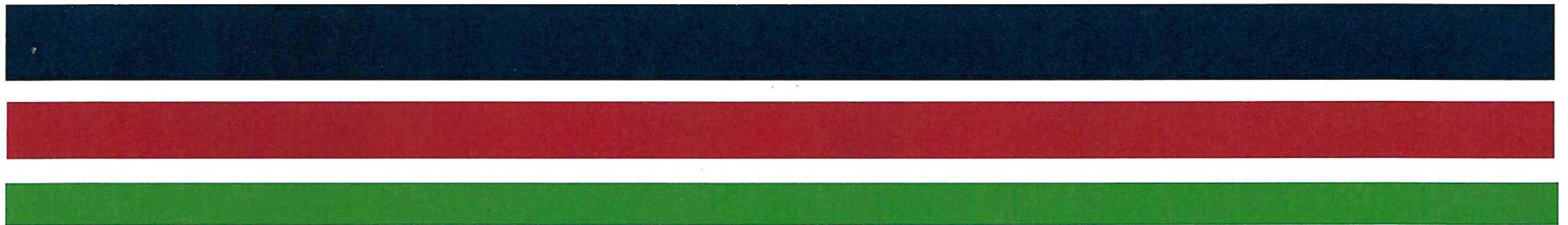


JEFFERSON COUNTY PUBLIC SCHOOLS 2022-2023 SALARY SCHEDULES

Effective JULY 1, 2022

Submitted for update: August 16, 2022



JOB FAMILY III SALARY SCHEDULE						
2022 - 23						
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	44,853.78	46,669.31	50,901.96	52,713.15	56,943.56	59,560.42
1	45,661.64	47,472.77	51,705.43	53,518.82	57,747.04	60,370.52
2	46,469.56	48,280.73	52,511.11	54,120.32	58,557.12	61,171.78
3	47,268.66	49,086.40	53,314.62	55,128.01	59,358.44	61,977.50
4	50,096.27	50,096.27	55,415.62	55,933.74	60,726.17	62,785.38
5	50,901.96	51,505.65	55,733.95	57,547.31	61,777.71	64,396.78
6	52,111.59	53,117.05	57,345.31	59,154.29	63,386.92	66,005.93
7	52,912.87	54,724.05	58,956.69	60,774.44	64,998.30	67,617.37
8	54,526.45	56,342.05	60,570.27	62,383.63	66,611.87	69,233.14
9	56,133.51	57,951.21	62,179.48	63,992.82	68,223.28	70,840.14
10	57,747.04	59,560.42	63,790.90	65,602.01	69,830.27	72,449.35
11	60,974.21	62,785.38	67,015.83	68,824.83	73,061.78	75,674.28
12	62,583.40	64,396.78	68,627.22	70,438.39	74,670.99	77,287.87
13	64,194.82	66,005.93	70,234.23	72,049.79	76,280.20	78,903.66
14	65,806.20	67,617.37	71,849.98	73,658.94	77,891.63	80,510.68
15	67,415.39	69,233.14	73,463.55	75,272.53	79,500.81	82,122.02
16	70,642.56	72,449.35	76,686.40	78,499.74	82,727.94	85,340.46
17	73,061.78	74,870.80	79,096.87	80,916.77	85,145.06	87,759.72
18	73,061.78	74,870.80	79,096.87	80,916.77	85,145.06	87,759.72
19	73,061.78	74,870.80	79,096.87	80,916.77	85,145.06	87,759.72
20	74,670.99	76,484.40	80,712.64	82,525.96	86,756.42	89,371.11
21	74,670.99	76,484.40	80,712.64	82,525.96	86,756.42	89,371.11
22	74,670.99	76,484.40	80,712.64	82,525.96	86,756.42	89,371.11
23	74,670.99	76,484.40	80,712.64	82,525.96	86,756.42	89,371.11
24	74,670.99	76,484.40	80,712.64	82,525.96	86,756.42	89,371.11
25	75,876.24	77,691.82	81,920.06	83,733.42	87,961.68	90,582.95

The 2022-23 teacher salary schedule reflects an increase of 4.0%. Annual salary is based on a 187 days, 7 hours per day work year. MHPs moved to JF III effective 7/1/22
 Munis Group/BU: CERT, CERV, RCET, CLA1, CLA2, CERU, CLAU, and CERX x admin index

EMERGENCY CERTIFICATION	
2022 - 23	
Annual Salary based on 187 days 7 hours per day	
STEP	RANK IV 96-127 HOURS INDEX SALARY
0	43,853.78
1	44,661.64
2	45,469.55
3	46,268.66
4	49,096.27
5	49,901.96
6	51,111.59
7	51,912.86
8	53,526.45
9	55,133.51
10	56,747.04

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

JOB FAMILY IV						
Addendum to the Teachers Salary Schedule for Certified Administrators						
2022 - 23						
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 = \$87,961.68

Step 2: Divide \$87,961.68 by 187 days = \$470.3833 per day

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

Step 4: Multiply \$470.3833 x 1.299 = \$611.0279 Certified Admin Daily Rate

Step 5: Multiply \$611.0279 x 260 or applicable Number of Contract Days = \$158,867.25

JOB FAMILY II - SALARY EXEMPT											
2022 - 23											
Daily Rate is based on 8 hour work day.											
GRADE	0	1	2	3	4	5	6	7	8	9	10
18	512.7514	533.2427	553.7343	573.2942	593.7857	613.8115	633.8372	653.8627	674.3542	694.3798	714.4055
17	493.1913	512.2856	531.8456	551.4057	570.4999	590.0598	609.1542	628.7142	648.2742	667.3685	686.9285
16	474.5629	493.6570	512.2856	530.9143	549.5428	567.7057	586.7999	605.4285	623.5913	642.6857	660.8486
15	456.3999	474.0971	492.2601	509.9572	527.6543	545.8170	563.5142	581.6771	599.3742	617.0712	635.2342
14	438.7028	455.9343	473.1658	490.3969	507.6285	524.3942	542.0915	558.8570	576.0886	593.7857	610.5513
13	421.4713	438.2371	455.0028	471.3028	488.0687	504.8342	520.6686	537.4342	554.2000	570.4999	587.2656
12	406.1028	421.9372	437.7715	454.0713	469.4399	485.7399	501.5741	517.4085	533.2427	549.5428	564.9115
11	389.8028	405.6371	420.5399	435.9085	451.2770	466.1799	481.5485	497.3828	512.2856	527.6543	543.0227
10	374.9001	389.8028	404.7056	419.1429	434.0457	448.9486	463.3856	477.8227	492.7257	507.6285	522.0655
9	360.9287	374.4342	388.8712	403.3086	417.2799	431.2515	445.2228	459.6599	473.6314	487.6028	502.0400
8	346.4914	360.4630	373.5028	387.4743	400.9799	414.9514	427.9914	441.9629	455.4686	468.9742	482.4799

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: \$13.8550 per day

The 2022-23 Job Family II salary schedules reflects an increase of 4.0%.

JOB FAMILY II - SALARY EXEMPT (1)															
2022 - 23															
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	239.1086	251.0557	263.0148	274.9500	286.9091	298.8800	310.8152	310.8152	322.7621	322.7621	334.7449	334.7449	346.6920	346.6920	358.6391
6	217.3325	228.1968	239.0611	249.9254	260.7897	271.6657	282.5418	282.5418	293.3941	293.3941	304.2703	304.2703	315.1465	315.1465	325.9987
5	195.7827	205.5758	215.3573	225.1506	234.9559	244.7490	254.5423	254.5423	264.3118	264.3118	274.1052	274.1052	283.8864	283.8864	293.6918
4	174.8394	183.5731	192.3193	201.0421	209.8121	218.5463	227.2806	227.2806	236.0147	236.0147	244.7610	244.7610	253.5072	253.5072	262.2413
3	154.7054	162.4522	170.2106	177.9332	185.6791	193.3909	201.1135	201.1135	208.8601	208.8601	216.5830	216.5830	224.3296	224.3296	232.0522

(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: \$13.8550 per day

Longevity Pay for Job Family II Grades 3 -7: The rates below are in addition to the above salary schedule:

- 15 years: \$.20 per hour
- 20 years: \$.31 per hour (includes the \$.20 for after 15 years)
- 25 years: \$.43 per hour (includes the \$.31 for after 20 years)

The 2022-23 Job Family II - Salary Exempt schedule reflects an increase of 4.0%

CLASSIFIED SUPPORT STAFF HOURLY RATES																		
SALARY SCHEDULE IA																		
2022 - 23																		
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
16	27.2499	28.7136	30.2486	31.7359	33.1283	34.7587	36.5554	36.5554	38.1617	38.1617	39.6611	39.6611	41.4224	41.4224	42.0646	42.7430	43.4212	44.1829
15	25.9767	27.3690	28.8564	30.2486	31.5456	33.1522	34.8298	34.8298	36.3887	36.3887	37.8286	37.8286	39.5182	39.5182	40.1370	40.7796	41.4340	42.1600
14	24.7152	26.0361	27.4522	28.7491	30.0106	31.4741	33.1043	33.1043	34.6158	34.6158	35.9603	35.9603	37.5430	37.5430	38.1260	38.7328	39.3515	40.0419
13	23.3944	24.6082	25.9528	27.1785	28.4041	29.7845	31.3314	31.3314	32.6996	32.6996	34.0089	34.0089	35.5201	35.5201	36.0674	36.6505	37.2336	37.8879
12	22.0735	23.2515	24.4772	25.6552	26.8215	28.1543	29.5585	29.5585	30.9266	30.9266	32.1167	32.1167	33.5328	33.5328	34.0445	34.6037	35.1511	35.7581
11	20.7885	21.9188	23.0493	24.2036	25.2270	26.4646	27.8329	27.8329	29.0943	29.0943	30.2247	30.2247	31.5456	31.5456	32.0453	32.5570	33.0687	33.6518
10	19.5269	20.5861	21.6571	22.7518	23.7157	24.9056	26.1909	26.1909	27.3213	27.3213	28.4041	28.4041	29.6536	29.6536	30.1177	30.5938	31.0815	31.6289
9	18.1825	19.1700	20.1578	21.1573	22.0974	23.1684	24.3464	24.3464	25.4291	25.4291	26.4286	26.4286	27.6187	27.6187	28.0471	28.4875	28.9514	29.4513
8	16.8971	17.8492	18.7893	19.6819	20.5504	21.5261	22.6449	22.6449	23.6681	23.6681	24.5725	24.5725	25.6791	25.6791	26.1076	26.5242	26.9643	27.4284
7	15.5646	16.4452	17.2898	18.1348	18.8964	19.8840	20.8716	20.8716	21.8117	21.8117	22.6449	22.6449	23.6681	23.6681	24.0251	24.4060	24.8104	25.2388
6	14.9266	15.1123	15.9216	16.6831	17.3971	18.2419	19.2295	19.2295	20.0388	20.0388	20.8361	20.8361	21.7761	21.7761	22.1095	22.4780	22.8233	23.2160
5	14.7773	14.9266	15.1719	15.8979	16.6117	17.3971	18.2775	18.2775	19.1226	19.1226	19.8840	19.8840	20.7645	20.7645	21.0740	21.4193	21.7523	22.1331
4	14.6293	14.7773	14.9266	15.1361	15.8025	16.5641	17.3971	17.3971	18.1943	18.1943	18.8964	18.8964	19.7651	19.7651	20.0388	20.3720	20.6932	21.0503
3	14.4833	14.6296	14.7773	14.9266	15.0530	15.8025	16.6117	16.6117	17.3259	17.3259	18.0397	18.0397	18.8248	18.8248	19.1226	19.4320	19.7531	20.0983
2	14.1960	14.3384	14.4833	14.6296	14.7773	14.9266	15.6717	15.6717	16.3737	16.3737	16.9926	16.9926	17.7898	17.7898	18.0397	18.3252	18.6227	18.9559
1	14.0000	14.0540	14.1960	14.3384	14.4833	14.6296	14.7773	14.9266	15.5289	15.5289	16.1237	16.1237	16.8616	16.8616	17.1354	17.4207	17.6945	18.0039

Longevity Pay for Job Family 1A: The rates below are in addition to the above salary schedule hourly rate:

after 13 years: \$.20 per hour
after 18 years: \$.31 per hour (includes the \$.20 for after 13 yrs)
after 23 years: \$.43 per hour (includes the \$.31 for after 18 yrs)
after 25 years: \$.56 per hour (includes the \$.43 for after 23 yrs)

Shift Differential:

Second Shift: \$.26 per hour
Third Shift: \$.38 per hour

ECE Instructional Assistant Stipend Pay (JCC 8190 & 8194):

\$.50 per hour
\$.50 additional per hour for obtaining Annual Certificate Training

2022-2023 School Year: AIS Classroom Instructional Support Stipend Pay: \$.50 per hour

2023-2024 School Year: AIS and/or CHOICE Zone Classroom Instructional Support Stipend Pay: \$1.00 per hour

The 2022-23 Job Family IA salary schedule reflects an increase of 4.0%.

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														
2022 - 23														
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13
13	23.0851	24.3106	25.5245	26.9643	28.2970	29.6418	30.9744	32.3190	32.3190	33.6043	33.6043	34.9727	34.9727	36.4482
12	22.1449	23.3112	24.4892	25.8934	27.1429	28.4397	29.7013	31.0339	31.0339	32.2833	32.2833	33.5687	33.5687	34.9727
11	21.3120	22.4186	23.5848	24.9175	26.1314	27.3570	28.5587	29.8442	29.8442	31.0459	31.0459	32.3072	32.3072	33.6160
10	20.5031	21.5500	22.6805	23.9536	25.1200	26.3218	27.4999	28.6658	28.6658	29.8679	29.8679	31.0695	31.0695	32.3668
09	19.8009	20.8123	21.9071	23.1087	24.2511	25.3937	26.4884	27.6663	27.6663	28.7731	28.7731	29.9749	29.9749	31.2005
08	18.9797	19.9912	21.0146	22.1688	23.2515	24.3821	25.4648	26.5833	26.5833	27.6544	27.6544	28.7610	28.7610	29.9987
07	18.2419	19.2176	20.1814	21.3477	22.3591	23.4539	24.4772	25.5603	25.5603	26.5955	26.5955	27.6663	27.6663	28.8564
06	17.5756	18.5276	19.4677	20.5504	21.5261	22.5972	23.5969	24.6082	24.6082	25.6196	25.6196	26.6549	26.6549	27.7616
05	16.8971	17.8135	18.7179	19.7651	20.7170	21.6930	22.6805	23.6681	23.6681	24.6082	24.6082	25.6196	25.6196	26.6668
04	15.6954	16.5164	17.3375	18.3016	19.2176	20.1221	21.0503	21.9546	21.9546	22.8470	22.8470	23.7634	23.7634	24.7629
03	14.9266	15.0411	15.8263	16.7068	17.4923	18.3136	19.1700	19.9912	19.9912	20.8002	20.8002	21.6451	21.6451	22.5259
02	14.6296	14.7773	14.9266	15.2077	15.9572	16.7307	17.4445	18.2062	18.2062	18.9559	18.9559	19.7176	19.7176	20.5504
01	14.3384	14.4833	14.6296	14.7773	14.9266	15.0648	15.7311	16.4095	16.4095	17.0996	17.0996	17.7778	17.7778	18.5038

Teamsters

Longevity Pay for Job Family IB: The rates below are in addition to the above salary schedule:

15 years: \$.20 per hour

20 years: \$.31 per hour (includes the \$.20 for after 15 years)

25 years: \$.43 per hour (includes the \$.31 for after 20 years)

Shift Differential:

Second Shift: \$.26 per hour

Third Shift: \$.38 per hour

Challenging Bus Stipend (JCC 8814 & 8818): \$5.00 per hour

Bus Driver & SNTA Differential Pay (all scheduled contract hours must be worked in pay period): \$2.50 per hour*

*For 2022-2023 only: \$6.00 per hour (see Temporary Salary Adjustment schedule)

The 2022-23 Job Family IB salary schedule reflects an increase of 4.0%.

CLASSIFIED SUPPORT STAFF HOURLY RATES														
SALARY SCHEDULE IB - Nutrition Services														
2022 - 23														
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13
04	15.6954	16.5164	17.3375	18.3016	19.2176	20.1221	21.0503	21.9546	21.9546	22.8470	22.8470	23.7634	23.7634	24.7629
03	14.9266	15.0411	15.8263	16.7068	17.4923	18.3136	19.1700	19.9912	19.9912	20.8002	20.8002	21.6451	21.6451	22.5259
02	14.6296	14.7773	14.9266	15.2077	15.9572	16.7307	17.4445	18.2062	18.2062	18.9559	18.9559	19.7176	19.7176	20.5504
01	14.3384	14.4833	14.6296	14.7773	14.9266	15.0648	15.7311	16.4095	16.4095	17.0996	17.0996	17.7778	17.7778	18.5038
FS	0.0000	14.9266	14.9266	14.9266	14.9266	14.9266	14.9266	14.9266	14.9266	15.2313	15.2313	15.8383	15.8383	16.4689

Nutrition Services

Longevity Pay for Job Family 1A: The rates below are in addition to the above salary schedule hourly rate:

13 years: \$.20 per hour

18 years: \$.31 per hour (includes the \$.20 for after 13 yrs)

23 years: \$.43 per hour (includes the \$.31 for after 18 yrs)

25 years: \$.56 per hour (includes the \$.43 for after 23 yrs)

~~Lead Assistant (JCC 8108 & 8109): 4505 per hour~~ (Discontinued effective 7/1/22 due to reclassification to higher grade)

See Temporary Salary Schedule Schedule for 2022-2023 pay adjustments.

The 2022-23 Nutrition Services Job Family IB salary schedule reflects an increase of 4.0%.

CLASSIFIED SUPPORT STAFF HOURLY RATES														
SALARY SCHEDULE IB - SEIU CUSTODIANS AND HOURLY PLANT OPERATORS														
2022 - 23														
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13
5H	16.8971	17.8135	18.7179	19.7651	20.7170	21.6930	22.6805	23.6681	23.6681	24.6082	24.6082	25.6196	25.6196	26.6668
4H	15.6954	16.5164	17.3375	18.3016	19.2176	20.1221	21.0503	21.9546	21.9546	22.8470	22.8470	23.7634	23.7634	24.7629
3H	14.9266	15.0411	15.8263	16.7068	17.4923	18.3136	19.1700	19.9912	19.9912	20.8002	20.8002	21.6451	21.6451	22.5259
2H	14.6296	14.7773	14.9266	15.2077	15.9572	16.7307	17.4445	18.2062	18.2062	18.9559	18.9559	19.7176	19.7176	20.5504
1H	14.3384	14.4833	14.6296	14.7773	14.9266	15.0648	15.7311	16.4095	16.4095	17.0996	17.0996	17.7778	17.7778	18.5038

Longevity Pay:

15 years: \$.20 per hour
 20 years: \$.31 per hour (includes \$.20 after 15 years)
 25 years: \$.43 per hour includes \$.31 after 20 years)

Shift Differential:

Second Shift: \$.26 per hour
 Third Shift: \$.38 per hour

Custodians and Lead Custodians working in a higher classification: \$2.00 per hour

The 2022-2023 Job Family IB salary schedule reflects an increase of 4.0%.

CLASSIFIED SUPPORT STAFF HOURLY RATES															
SALARY SCHEDULE IC - Officer Security & Officer School Safety															
2022 - 23															
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
OS	23.5409	25.8659	29.9132	29.9132	30.4621	30.4621	30.9788	30.9788	31.4848	31.4848	32.0445	32.0445	32.6364	32.6364	33.1962
OSS	22.7448	24.9912	28.9016	28.9016	29.4320	29.4320	29.9312	29.9312	30.4200	30.4200	30.9608	30.9608	31.5328	31.5328	32.0736

Longevity Pay:

15 years: \$0.20 per hour

20 years: \$0.31 per hour (includes the \$.20 for after 15 yrs)

25 years: \$0.43 per hour (includes the \$.31 for after 20 yrs)

Shift Differential Pay:

Second Shift: \$0.26 per hour

Third Shift: \$0.38 per hour

Initial recruit will be placed on Step 0, movement to step 1 will require obtainment of Peace Officer Professional Standards (POPS) certification.
Eligible for \$4,000 Security Training Stipend listed on the Extra Service Information sheet if in compliance with KRS 15.410-15.510.

The 2022-23 Job Family 1C salary schedule reflects an increase of 4.0%.

JOB FAMILY V SALARY SCHEDULE						
PERMANENT FULL-TIME AUXILIARY TEACHER & RESIDENT CLASSROOM INSTRUCTION* SALARY SCHEDULE						
2022 - 23						
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	195.6301	203.4586	211.2872	217.1508	226.9338
II	Master's Degree	176.0744	189.7665	197.5951	205.4132	211.2872
III	Bachelor's Degree	170.2004	176.0744	181.9380	189.7665	195.6301
IV	96 semester hours plus	162.3823	168.2459	176.0744	182.1784	187.8120
V	64-95 semester hours	150.6342	156.5082	162.3823	168.8939	174.1199

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

The 2022-23 Permanent Full-Time Auxiliary Teacher salary schedule reflects an increase of 4.0%.

Munis Group/BU: CLAU grades PS1 - PS5

LIMITED SPECIAL PROJECT SUBSTITUTE SALARY SCHEDULE					
RE-EMPLOYED JCPS TEACHER RETIREES*					
2022 - 23					
	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 TRS Daily Wage Threshold (DWT)					

The 2022-23 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		
2022 - 23		
RANK	DESCRIPTION	DAILY RATE
I	Master's plus 30 semester hrs	185.0000
II	Master's Degree	175.0000
III	Bachelor's Degree	165.0000
IV	96 semester hours plus	155.0000
V	64-95 semester hours	145.0000

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
- See Temporary Salary Adjustments Schedule for additional Critical Need stipends for the 2022-2023 school year

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 the following sub incentive pays at the same time they are receiving the 1.5 pay increase: \$20/day ECE Sub, \$20/day Early Childhood Sub, Temporary Critical Needs Incentives.

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

The 2022-23 Substitutue Teacher salary schedule reflects an increase of 0%

RETIRED CERTIFIED SUBSTITUTE ADMINISTRATOR SALARY SCHEDULE - DAILY RATE BASED ON 8 HRS PER DAY						
2022 - 23						
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

Salary Placement cannot exceed the retiree's TRS Daily Wage Threshold.

The 2022-23 Part-time Retired Certified Administrator salary schedule reflects an increase of 0%.

RETIRED JOB FAMILY II CLASSIFIED SUBSTITUTE	
2022 - 23	
GRADE II-A	HOURLY RATE
18	64.0940
17	61.6489
16	59.3204
15	57.0500
14	54.8378
13	52.6839
12	50.7628
11	48.7254
10	46.8625
9	45.1161
8	43.3114
7	29.8886
6	27.1666
5	24.4729
4	21.8550
3	19.3382

Classified part-time/substitute retiree administrators are employed at step 0 of the appropriate Job Family II salary grade. If position is subject to TRS, the rate cannot exceed the retiree's TRS Daily Wage Threshold (DWT).

Munis BU: SUBC (Grade II-A) and RCEA (Grade II-A/JCC 8381 only)

ADULT EDUCATION (FULL-TIME AND PART-TIME)	
HOURLY SALARY RATE	
2022 - 23	
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)	29.9825
Adult Ed Career Developer, Full Time (CLAU-ADLT-STEP 0)	29.9825
Professional Development	10.7800

The 2022-23 Adult Ed Full-time salary schedule reflects an increase of 4.0%

The 2022-23 Adult Ed Temp salary schedule reflects an increase of 0%

YOUTH STUDENT APPRENTICESHIP / YOUTH APPRENTICESHIP

2022 - 23

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	8.1200	8.6200	9.1200	9.6200	-	-	1A, Gr. 5	14.0000
Administrative Support	YA-2	4,000	8.1200	8.6200	9.1200	9.6200	-	-	1A, Gr. 5	14.0000
Medical Assistant	YA-3	4,000	8.1200	8.6200	9.1200	9.6200	-	-	1A, Gr. 4	14.0000
Graphic Design	YA-4	3,000	8.1200	8.6200	9.1200	-	-	-	1A, Gr. 6	14.0000
IT: Specialist	YA-5	2,606	11.3256	11.8456	12.3656	-	-	-	1A, Gr. 10	19.5269
IT: Help Desk	YA-6	2,008	11.3256	11.8456	-	-	-	-	1A, Gr. 10	19.5269
Cook	YA-7	3,000	8.1200	8.6200	9.1200	-	-	-	1B, Gr. 1	14.0000
Maintenance (Facility)	YA-8	4,000	10.5803	11.1003	11.6203	12.1403	-	-	1B, Gr. 7	18.2419
Diesel Mechanic	YA-9	6,000	11.8918	12.4118	12.9318	13.4518	13.9718	14.4918	1B, Gr. 10	20.5031
Early Childhood	YA11	4,000	8.1200	8.6200	9.1200	9.6200	-	-	1A, Gr. 4	14.0000
Industrial Manufacturing Technician	YA12	2,736	9.8003	10.3203	10.8403	-	-	-	1B, Gr. 5	16.8971
Landscape Management Technician	YA13	2,000	8.1200	8.6200	-	-	-	-	1A, Gr. 3	14.0000

Starting Pay is 58% of Entry Level Pay

TEMPORARY SALARIES JOB FAMILY 6 (SUBC)			
2022 - 23			
DESCRIPTION	Temp Grade/Step	Job Family Grade/Step Equivalent	Entry Level Starting Pay
Americorp Participant	SUBC-SUB-03		Living Wage
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	IA-3-0	14.4833
Classified Temp/Substitute	SUBC-SUB-04	IA-4-0	14.6293
Classified Temp/Substitute	SUBC-SUB-05	IA-5-0	14.7773
Classified Temp/Substitute	SUBC-SUB-06	IA-6-0	14.9266
Classified Temp/Substitute	SUBC-SUB-07	IA-7-0	15.5646
Classified Temp/Substitute	SUBC-SUB-08	IA-8-0	16.8971
Classified Temp/Substitute	SUBC-SUB-10	IA-10-0	19.5269
Temp/Sub RN	SUBC-SUB-11	IA-8-6	22.6449
Temp/Sub Interpreter I	SUBC-SUB-16	IA-6-6	19.2295
Temp/Sub Interpreter II	SUBC-SUB-17	IA-8-8	23.6681
Temp/Sub Interpreter III	SUBC-SUB-18	IA-10-10	28.4041
Bus Driver Trainee	SUBC-SUB-29		20.0000
Retired Bus Driver	SUBC-SUB-51		25.0000
Temp/Sub SNTA	SUBC-SUB-52		18.2956
Sub Custodian	SUBC-SUB-37		16.0000
Grounds Crewleaders	SUBC-SUB-40	IB-3-1	15.0411
Painter	SUBC-SUB-42	IB-5-0	16.8971
Painter	SUBC-SUB-43	IB-6-0	16.8971
High Scaffold Painter	SUBC-SUB-44	IB-7-0	18.2419
Lead Painter/Lead Worker	SUBC-SUB-45	IB-8-0	19.9797
Lead Painter/Lead Worker	SUBC-SUB-46	IB-9-0	19.8009
Lead Painter/Lead Worker	SUBC-SUB-47	IB-10-0	20.5031
Lead Painter/Lead Worker	SUBC-SUB-48	IB-11-0	21.3120
Lead Painter/Lead Worker	SUBC-SUB-49	IB-12-0	22.1449
Lead Painter/Lead Worker	SUBC-SUB-50	IB-13-0	23.0851

The 2022-23 Temp/Substitute salary schedule reflects alignment with equivalent full-time position with the exception of Americorp, Student Worker, Student Worker-Co-op, Sub Bus Driver, Retired Bus Driver, Sub SNTA and Sub Custodian

Munis BU: SUBC (Grade SUB), STDT (Grade 1,2)

EXTRA SERVICE PAY SCHEDULE

2022 - 23

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

Rank III, Step 0 = \$44,853.78

Times .1088 = \$4,880

Athletic and Related Activities in Senior High Schools

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
Athletic Director	1.2000 5,856	1.3876 6,771	1.5750 7,687	1.7626 8,602	1.9500 9,516
Head Football	1.0000 4,880	1.1563 5,643	1.3125 6,405	1.4688 7,168	1.6250 7,930
Head Basketball	1.0000 4,880	1.1563 5,643	1.3125 6,405	1.4688 7,168	1.6250 7,930
Asst. Football (1,2)	0.6000 2,928	0.6938 3,385	0.7875 3,843	0.8813 4,300	0.9750 4,758
JV Basketball (1,2)	0.6000 2,928	0.6938 3,385	0.7875 3,843	0.8813 4,300	0.9750 4,758
Track (1)	0.6000 2,928	0.6938 3,385	0.7875 3,843	0.8813 4,300	0.9750 4,758
Baseball (2)	0.6000 2,928	0.6938 3,385	0.7875 3,843	0.8813 4,300	0.9750 4,758
Softball (2)	0.6000 2,928	0.6938 3,385	0.7875 3,843	0.8813 4,300	0.9750 4,758
Wrestling	0.6000 2,928	0.6938 3,385	0.7875 3,843	0.8813 4,300	0.9750 4,758
Volleyball	0.6000 2,928	0.6938 3,385	0.7875 3,843	0.8813 4,300	0.9750 4,758
Cheerleaders	0.6000 2,928	0.6938 3,385	0.7875 3,843	0.8813 4,300	0.9750 4,758
JROTC Rifle Team	0.6000 2,928	0.6938 3,385	0.7875 3,843	0.8813 4,300	0.9750 4,758
Drill Corps	0.5000 2,440	0.5782 2,822	0.6563 3,202	0.7344 3,584	0.8125 3,966
Cross Country (1,2)	0.5000 2,440	0.5782 2,822	0.6563 3,202	0.7344 3,584	0.8125 3,966
Field Hockey (1,2)	0.5000 2,440	0.5782 2,822	0.6563 3,202	0.7344 3,584	0.8125 3,966
Lacrosse	0.5000 2,440	0.5782 2,822	0.6563 3,202	0.7344 3,584	0.8125 3,966
Soccer (1,2)	0.5000 2,440	0.5782 2,822	0.6563 3,202	0.7344 3,584	0.8125 3,966
Tennis (1,2)	0.5000 2,440	0.5782 2,822	0.6563 3,202	0.7344 3,584	0.8125 3,966
JV Volleyball	0.4000 1,952	0.4625 2,257	0.5250 2,563	0.5875 2,867	0.6500 3,172
Golf (1,2)	0.4000 1,952	0.4625 2,257	0.5250 2,563	0.5875 2,867	0.6500 3,172
Bass Fishing	0.4000 1,952	0.4625 2,257	0.5250 2,563	0.5875 2,867	0.6500 3,172
Swimming (1,2)	0.4000 1,952	0.4625 2,257	0.5250 2,563	0.5875 2,867	0.6500 3,172
Chess Sponsor	0.4000 1,952	0.4625 2,257	0.5250 2,563	0.5875 2,867	0.6500 3,172
E-sports	0.4000 1,952	0.4625 2,257	0.5250 2,563	0.5875 2,867	0.6500 3,172

EXTRA SERVICE PAY SCHEDULE

2022 - 23

Athletic and Related Activities in Senior High Schools

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
ROTC Drill Team	0.4000	1,952	0.4625	2,257	0.5250	2,563	0.5875	2,867	0.6500	3,172
Archery	0.4000	1,952	0.4625	2,257	0.5250	2,563	0.5875	2,867	0.6500	3,172
Assistant Wrestling (2)	0.4000	1,952	0.4625	2,257	0.5250	2,563	0.5875	2,867	0.6500	3,172
Assistant Field Hockey (2)	0.4000	1,952	0.4625	2,257	0.5250	2,563	0.5875	2,867	0.6500	3,172
Assistant Track (1,2)	0.3000	1,464	0.3469	1,693	0.3938	1,922	0.4406	2,151	0.4875	2,380
Assistant Soccer (1,2)	0.3000	1,464	0.3469	1,693	0.3938	1,922	0.4406	2,151	0.4875	2,380
Assistant Baseball (2)	0.3000	1,464	0.3469	1,693	0.3938	1,922	0.4406	2,151	0.4875	2,380
Assistant Softball (2)	0.3000	1,464	0.3469	1,693	0.3938	1,922	0.4406	2,151	0.4875	2,380
Freshman Basketball (1,2)	0.3000	1,464	0.3469	1,693	0.3938	1,922	0.4406	2,151	0.4875	2,380
Freshman Football (1,2)	0.3000	1,464	0.3469	1,693	0.3938	1,922	0.4406	2,151	0.4875	2,380
Bowling	0.1000	488	0.1156	565	0.1313	641	0.1469	717	0.1625	794

EXTRA SERVICE PAY SCHEDULE

2022 - 23

Other activities High School & YPAS

TITLE		STEP 0		STEP 1		STEP 2		STEP 3		STEP 4
Band Director	0.9000	4,392	1.0407	5,078	1.1813	5,765	1.3219	6,451	1.4625	7,138
Band Camp (4)	0.2022	987	-	-	-	-	-	-	-	-
Academic Activities Coordinator	0.6000	2,928	0.6938	3,385	0.7875	3,843	0.8813	4,300	0.9750	4,758
Assistant Band Director (3)	0.4000	1,952	0.4625	2,257	0.5250	2,563	0.5875	2,867	0.6500	3,172
Choral Director *	0.4000	1,952	0.4625	2,257	0.5250	2,563	0.5875	2,867	0.6500	3,172
Newspaper Sponsor	0.4000	1,952	0.4625	2,257	0.5250	2,563	0.5875	2,867	0.6500	3,172
Yearbook Sponsor	0.4000	1,952	0.4625	2,257	0.5250	2,563	0.5875	2,867	0.6500	3,172
Drama *	0.4000	1,952	0.4625	2,257	0.5250	2,563	0.5875	2,867	0.6500	3,172
Speech and Debate	0.4000	1,952	0.4625	2,257	0.5250	2,563	0.5875	2,867	0.6500	3,172
Robotics Sponsor	0.4000	1,952	0.4625	2,257	0.5250	2,563	0.5875	2,867	0.6500	3,172
Instrumental Band Director *	0.4000	1,952	0.4625	2,257	0.5250	2,563	0.5875	2,867	0.6500	3,172
Instrumental Strings Director *	0.4000	1,952	0.4625	2,257	0.5250	2,563	0.5875	2,867	0.6500	3,172
Orchestra (Concert) Director *	0.4000	1,952	0.4625	2,257	0.5250	2,563	0.5875	2,867	0.6500	3,172
Quick Recall Sponsor	0.4000	1,952	0.4625	2,257	0.5250	2,563	0.5875	2,867	0.6500	3,172
Science Fair Sponsor	0.0730	357	0.0844	412	0.0958	468	0.1072	523	0.1186	579
Science Olympiad Sponsor	0.0730	357	0.0844	412	0.0958	468	0.1072	523	0.1186	579
JV Quick Recall Sponsor (5)	-	676	-	-	-	-	-	-	-	-
Future Problem Solving Sponsor(5)	-	461	-	-	-	-	-	-	-	-

EXTRA SERVICE PAY SCHEDULE

2022 - 23

Middle School Athletics & Other Activities

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
Activity/Athletic Director	0.6000 2,928	0.6938 3,385	0.7875 3,843	0.8813 4,300	0.9750 4,758
Activities Sponsor	0.1000 488	0.1156 565	0.1313 641	0.1469 717	0.1625 794
Robotics Sponsor	0.4000 1,952	0.4625 2,257	0.5250 2,563	0.5875 2,867	0.6500 3,172
Basketball (1)	0.3000 1,464	0.3469 1,693	0.3938 1,922	0.4406 2,151	0.4875 2,380
Academic Activities Coordinator	0.3000 1,464	0.3469 1,693	0.3938 1,922	0.4406 2,151	0.4875 2,380
Football	0.3000 1,464	0.3469 1,693	0.3938 1,922	0.4406 2,151	0.4875 2,380
Archery	0.1000 488	0.1156 565	0.1313 641	0.1469 717	0.1625 794
Asst. Football	0.1000 488	0.1156 565	0.1313 641	0.1469 717	0.1625 794
6th Grade Basketball	0.1000 488	0.1156 565	0.1313 641	0.1469 717	0.1625 794
Baseball	0.1000 488	0.1156 565	0.1313 641	0.1469 717	0.1625 794
Softball	0.1000 488	0.1156 565	0.1313 641	0.1469 717	0.1625 794
Volleyball	0.1000 488	0.1156 565	0.1313 641	0.1469 717	0.1625 794
Soccer	0.1000 488	0.1156 565	0.1313 641	0.1469 717	0.1625 794
Flag Football	0.1000 488	0.1156 565	0.1313 641	0.1469 717	0.1625 794
Cross Country	0.1000 488	0.1156 565	0.1313 641	0.1469 717	0.1625 794
Track	0.1000 488	0.1156 565	0.1313 641	0.1469 717	0.1625 794
Field Hockey	0.1000 488	0.1156 565	0.1313 641	0.1469 717	0.1625 794
Lacrosse	0.1000 488	0.1156 565	0.1313 641	0.1469 717	0.1625 794
Cheerleaders	0.2000 976	0.2313 1,128	0.2625 1,281	0.2938 1,433	0.3250 1,586
Drill Corps	0.1000 488	0.1156 565	0.1313 641	0.1469 717	0.1625 794
E-sports	0.1000 488	0.1156 565	0.1313 641	0.1469 717	0.1625 794
Quick Recall Coach	0.1000 488	0.1156 565	0.1313 641	0.1469 717	0.1625 794
Future Problem Solving Coach	0.1000 488	0.1156 565	0.1313 641	0.1469 717	0.1625 794

EXTRA SERVICE PAY SCHEDULE										
2022 - 23										
Elementary School										
TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
School Technology Coordinator	0.4000	1,952	0.4625	2,257	0.5250	2,563	0.5875	2,867	0.6500	3,172
Robotics Sponsor	0.4000	1,952	0.4625	2,257	0.5250	2,563	0.5875	2,867	0.6500	3,172
Quick Recall	0.1000	488	0.1156	565	0.1313	641	0.1469	717	0.1625	794
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
School Technology Coordinator-HS	0.6000	2,928	0.6938	3,385	0.7875	3,843	0.8813	4,300	0.9750	4,758
School Technology Coordinator-MS	0.5000	2,440	0.5782	2,822	0.6563	3,202	0.7344	3,584	0.8125	3,966
District Evaluation Appeals Panel (DEAP)										
TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
DEAP Pool (7)	0.4044	1,974	-	-	-	-	-	-	-	-
Accelerated Improvement School (AIS)										
TITLE	STEP 0 - 4 (Years)		-		-		-		-	
AIS Stipend (8)	-	1,600	-	0	-	0	-	0	-	0
TITLE	STEP 0 (1 Mentee)		STEP 1 (2 Mentees)		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	-	-	-	-	-	-	-	-
Black Student Union Sponsor										
TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
Black Student Union Sponsor (11)	-	2,464	-	-	-	-	-	-	-	-

EXTRA SERVICE PAY SCHEDULE										
2022 - 23										
Career & Tech Student Organization Advisor										
TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
CTSO Advisor (12)	0.4000	1,952	0.4625	2,257	0.5250	2,563	0.5875	2,867	0.6500	3,172

EXTRA SERVICE PAY SCHEDULE
2022 - 23

- (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). See new AIS/Choice Zone Salary Schedule effective 2023-2024
 - (9) Mentor Teacher Resident increment is 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 subject cost of living increases and not subject to step increases.
 - (11) Black Student Union Sponsor is not subject to cost of living increases and not subject to step increases.
 - (12) Career & Tech Student Organization (CTSO) Advisor step placement is determined by the program and requirements of that program. Step are not based on years in the program.
- * Positions are not subject to shared duty including those of head coaches

Safe School Sponsor: \$488

Safe School Coordinator: \$1464

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

The 2022-2023 Extra Service Coaching salary schedule is indexed to Job Family III/Rank III/Step 0 unless noted (6), (8), (9), (10), (11).
Annual amounts are rounded to the nearest whole dollar based on normal rounding rules.

Munis Group/BU: PARA, CERA, CLAX

AIS and Choice Zone Quarterly Stipends								
2023-2024								
Teacher Stipend ⁽¹⁾					Administrator Stipend			
Assignment Year	Munis Grade	Munis Step	Annual Stipend	Quarterly Payment	Position	Munis Grade	Annual Stipend	Quarterly Payment
Yr 1	AC-T	0	8,000.00	2,000.00	Executive Principal	AC-P	10,000.00	2,500.00
Yr 2	AC-T	1	8,120.00	2,030.00	Assistant Principal	ACAP	8,000.00	2,000.00
Yr 3	AC-T	2	8,240.00	2,060.00	Counselor	AC-C	8,000.00	2,000.00
Yr 4	AC-T	3	8,370.00	2,092.50	FRYSC Coordinator	ACFC	5,000.00	1,250.00
Yr 5	AC-T	4	8,500.00	2,125.00				
Yr 6	AC-T	5	8,620.00	2,155.00				
Yr 7	AC-T	6	8,750.00	2,187.50				
Yr 8	AC-T	7	8,880.00	2,220.00				
Yr 9	AC-T	8	9,020.00	2,255.00				
Yr 10	AC-T	9	9,150.00	2,287.50				
Yr 11	AC-T	10	9,290.00	2,322.50				
Yr 12	AC-T	11	9,430.00	2,357.50				
Yr 13	AC-T	12	9,570.00	2,392.50				
Yr 14	AC-T	13	9,720.00	2,430.00				
Yr 15	AC-T	14	9,860.00	2,465.00				
Yr 16	AC-T	15	10,010.00	2,502.50				
Yr 17	AC-T	16	10,160.00	2,540.00				
Yr 18	AC-T	17	10,310.00	2,577.50				
Yr 19	AC-T	18	10,460.00	2,615.00				
Yr 20	AC-T	19	10,620.00	2,655.00				
Yr 21	AC-T	20	10,620.00	2,655.00				
Yr 22	AC-T	21	10,620.00	2,655.00				
Yr 23	AC-T	22	10,620.00	2,655.00				
Yr 24	AC-T	23	10,620.00	2,655.00				
Yr 25	AC-T	24	14,000.00	3,500.00				
					Eligibility & Pay Dates			
					1st Stipend - Paid on 2nd pay date in October. Assigned to the AIS or Choice Zone School since the first Student day through the 1st pay date in October and in active status.			
					2nd Stipend - Paid on 1st pay date in December. Assigned to the AIS or Choice Zone School by 1st pay date in October through the last pay date in November and in active status.			
					3rd Stipend - Paid on 2nd pay date in March. Assigned to the AIS or Choice Zone School since the by the 1st student day after December 31st through 1st pay date in March and in active status.			
					4th Stipend - Paid on last regular paycheck in June. Assigned to the AIS by the 1st pay date in March through the last contract work day of the fiscal year and in active status.			
					(1) Teacher Stipend progression is based on continuous assignment in AIS/Choice Zone School. Stipend for all assigned teachers will be Year 1 (Step 0) effective 7/1/23.			

JCTA EXTRA SERVICE RATES

2022-2023

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*	\$22.3537 per hour
Professional Development - Preparation*	\$22.3537 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 AIS school by teacher with 8+ yrs JCPS teaching experience	
Eligible after completing 3 months service at AIS school. Must complete 2 full years at AIS school after receiving stipend or full stipend must be repaid to JCPS. This stipend will be discontinued effective 7/1/2023.	
Overcap (Class Size Overage)	\$1.9988 per 1/2 hr per student
(1/12 of 10% of the daily rate for Step 0, Rank III)	
New Teacher Induction	\$19.7884 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*
*See Temporary Salary Adjustment Schedule to increase to hourly rate for 2022-2023 only	
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 absences;	
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.	
Mentor New Teacher	\$1,000 per year
Provides support for new teachers. Paid in \$500 increments.	
Funded through Title II, previously funded through KTIP.	

*Professional Development Participation & Preparation rate is adjusted each year by the same percentage as the Extra Service (coaching) salary schedule.

EXTRA SERVICE INFORMATION

2022-2023

Administrators (Job Family II and IV) 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.

- For less than 260 day admins, extra service allowed on non-contract days during winter, spring and summer breaks
- After hours instruction for Adult Education and Jefferson County High School
- Classified Job Family II, Grades 3 through 7, after hours coaching & sponsor of student activities
- Bus Compound Coordinators and Assistant 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 \$2,000.00 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.

Teaching & Learning/Curriculum Design & Learning Innovation:

Deeper Learning Cohort Participant (completion of initial training & evidence of implementation) \$500.00
Deeper Learning Cohort Participant (completion of competency certification) \$1,000.00
Deeper Learning Coach \$2500.00 per year
Portfolio Based Learning (PBL) Certification Assessor (maximum 8 assessments). \$250.00 per portfolio

Jefferson County Leadership Academy (JCLA)

JCLA Mentee/Coach \$2000.00 per mentee
JCLA Faculty - Step 1 (per semester for coursework) \$2,000.00
JCLA Faculty - Step 2 (per year for curriculum development) \$3,000.00
JCLA Faculty - Step 3 (per year for curriculum development and instruction). \$5,000.00
NBCT (National Board Certified Teacher) \$2000.00 per year

Certified Audiologists \$2000.00 per year

Bus Driver Referral Incentive \$200.00 per referral

Referral incentive 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.

Security Training Stipend \$4000.00 per year

Paid in \$2,000 increments in December and May. Employee must be in active status at time of payment to receive the \$2,000 scheduled stipend payment.

Classified Stipend for Doctorate Degree. \$1.7318 hrly or \$13.8550 daily

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.

Temporary Salary Adjustments for 2022-23 (Effective as noted below)

Bus Driver and SNTA - Summer program transportation and student school transportation

- Effective July 1, 2022 through June 30, 2023
- All scheduled hours must be worked in the pay period
- COVID differential pay of \$6.00 per hour for each hour worked through June 30, 2023
- COVID differential pay will end June 30, 2023

Custodian

- COVID differential pay effective July 1, 2022 through June 30, 2023
- Additional \$3.50 per hour added to base hourly rate

Hourly Plant Operators

- COVID differential pay effective July 1, 2022 through June 30, 2023
- Additional \$3.50 per hour added to base hourly rate

Nutrition Services Workers on Salary Schedule IB-Nutrition Services

- Grades 01, 02, 03, 04
- Munis Bargaining Unit CLAG and CLAT (Job Class 8111 only)
- Effective July 1, 2022 through June 30, 2023
- COVID differential pay \$3.50 per hour added to base hourly rate
- Includes the following job titles:
 - Coordinator Nutrition Services I (IB-4)
 - Coordinator Nutrition Services II (IB-3)
 - Lead Assistant Nutrition Service (IB-2)
 - Assistant Nutrition Service (IB-1)
 - Trainer Nutrition Service (IB-4)
 - Lead Assistant Production Nutrition (IB-4)
 - Assistant Production Nutrition (IB-3)

Substitute Teacher Critical Need Stipend

- Effective July 1, 2022 through last student instructional day for the 2022-23 school year
- \$1,000 critical need stipend to be paid after working as a substitute teacher 20 consecutive days at critical needs schools (or)
- \$500 stipend to be paid after working as a substitute teacher 20 consecutive days at any combination of school locations
- Temporary Appointee (long-term) assignment substitute teachers will continue to be paid according to the Temporary Appointee program and are not eligible for either of the above substitute teacher stipends

Temporary Salary Adjustments for 2022-23

Other Bus Driver Transportation

- Classified Hourly staff driving bus for transportation and reported by transportation paid their hourly rate plus an additional \$6.00 per hour incentive pay if eligible. To be eligible for the additional \$6.00 per hour the employee must work and be present every contract day in the applicable pay period based on their regular/primary working calendar assignment
- Substitutes any time reported by transportation for a classified substitute driving the bus, the substitute will be paid their normal hourly rate plus \$6.00 per hour for every hour they are reported by transportation for driving the bus
- Certified Teachers driving a bus for the transportation department and reported by transportation are normally paid \$25 per hour. For 2022-23 certified teachers will be paid their hourly rate plus an additional \$6.00 per hour incentive pay if eligible for driving the bus for transportation. To be eligible for the \$6.00 per hour, the employee must work and be present every contract day in the applicable pay period based on their regular/primary working calendar assignment. If the employee has a paid leave day, dock hours, or dock days in their primary position with the District, they will not be eligible for the \$6.00 per hour for the entire pay period. If retroactive corrections to attendance reporting are received, the \$6.00 per hour incentive pay will be adjusted accordingly. This additional \$6.00 per hour is for hours the teacher drives the bus only and is not paid on their regular contract work hours or any other extra service. The additional \$6.00 per hour is not subject to KTRS withholdings.

Continuity of Services Stipend

- All full and permanent part-time employees active as of November 11, 2022, will receive a one-time payment of \$500 paid on November 25, 2022.
- All full and permanent part-time employees active as of May 12, 2023, will receive a one-time payment of \$500 paid on May 26, 2023.