



# **SALARY SCHEDULE**

## **2022 - 2023**

*The Mercer County Board of Education is an equal opportunity employer. No person will be discriminated against on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, veteran or disability status.*

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# 2022 - 2023 SCHOOL CALENDAR

**Mercer County**  
07/01/2022 through 06/30/2023

**Mercer County Schools**  
2022-2023 Calendar Year

Board Approved on  
April 21

Aug 4-5 ..... Professional Day  
Aug 8 ..... Opening Day for Staff  
Aug 9 ..... Planning  
Sep 5 ..... Holiday  
Oct 10-14 ..... Fall Break  
Nov 4 ..... Professional Day  
Nov 23-25 ..... Thanksgiving Break  
Dec 19-30 ..... Winter Break  
Jan 2 ..... Holiday  
Jan 3 ..... Planning  
Jan 16 ..... MLK Day  
Feb 20 ..... President's Day/Make-up Day  
Mar 17 ..... Professional Day  
Apr 3-7 ..... Spring Break  
May 19 ..... \*Last Instructional Day for Students  
May 22 ..... Closing

\*Make-up days will be added to the end of the calendar.

\*Closing Day for staff will follow the students' last day.

\*1 PD day is scheduled to follow closing day for staff

\*Titan Academy Days will be in the summer

(white)	Student Instructional Day
	Students Return to School
	Full Instructional Day Before Break
	Holidays/Breaks
	Early Release Instructional Day
	Staff Work Days (Opening, Closing, Plan)
	Staff Professional Days
	Make-up days

July						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

August						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

September						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

October						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

November						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

December						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

January						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

February						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

March						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

April						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

May						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

June						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

**CONTRACT LENGTH**

**EMPLOYEE HOLIDAYS**

180-187 days

Labor Day, Thanksgiving Day, Christmas Day, New Year's Day

188-215 days

Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, Martin Luther King Day, Memorial Day

216-240 days

Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, Martin Luther King Day, Memorial Day, July 4th  
Classified Only - Presidential Election Day

# 2022 - 2023 PAYROLL DATES

TIME WORKED	DUE TO CENTRAL OFFICE	PAY DATE
JULY 1 - JULY 9	JULY 13	JULY 29
JULY 10 - JULY 23	JULY 27	AUGUST 15
JULY 24 - AUGUST 6	AUGUST 10	AUGUST 30
AUGUST 7 - AUGUST 20	AUGUST 24	SEPTEMBER 15
AUGUST 21 - SEPTEMBER 3	SEPTEMBER 7	SEPTEMBER 30
SEPTEMBER 4 - SEPTEMBER 17	SEPTEMBER 21	OCTOBER 14
SEPTEMBER 18 - OCTOBER 1	OCTOBER 5	OCTOBER 28
OCTOBER 2 - OCTOBER 15	OCTOBER 19	NOVEMBER 15
OCTOBER 16 - OCTOBER 29	NOVEMBER 2	NOVEMBER 30
OCTOBER 30 - NOVEMBER 12	NOVEMBER 16	DECEMBER 15
NOVEMBER 13 - NOVEMBER 26	NOVEMBER 30	DECEMBER 30
NOVEMBER 27 - DECEMBER 10	DECEMBER 14	JANUARY 13
DECEMBER 11 - DECEMBER 31	JANUARY 4	JANUARY 30
JANUARY 1 - JANUARY 14	JANUARY 18	FEBRUARY 15
JANUARY 15 - JANUARY 28	FEBRUARY 1	FEBRUARY 28
JANUARY 29 - FEBRUARY 11	FEBRUARY 15	MARCH 15
FEBRUARY 12 - FEBRUARY 25	MARCH 1	MARCH 30
FEBRUARY 26 - MARCH 11	MARCH 15	APRIL 14
MARCH 12 - MARCH 25	MARCH 29	APRIL 28
MARCH 26 - APRIL 15	APRIL 19	MAY 15
APRIL 16 - APRIL 29	MAY 3	MAY 30
APRIL 30 - MAY 13	MAY 17	JUNE 15
MAY 14 - JUNE 3	JUNE 7	JUNE 15
JUNE 4 - JUNE 17	JUNE 21	JUNE 30
JUNE 18 - JUNE 24	JUNE 26	JUNE 30
JUNE 25 - JUNE 30	JUNE 30	JULY 14

All payroll is distributed via direct deposit according to a schedule approved annually by the Board. Paystubs will be provided electronically.

Permanent employees will be paid on the 15th and 30th of the month following these rules:

- 195 day contracts or less receive paychecks starting August 15th - June 30th, with 2 additional paychecks in June.
- 196-205 day contracts receive paychecks starting July 30th - June 30th, with 1 additional paycheck in June.
- 206 day contracts and higher receive paychecks starting July 15th - June 30th.

*If the 15th or 30th falls on a holiday or weekend, pay will be direct deposited the business day prior.*

The pay date on this schedule will be used to pay substitute employee time worked and additional time worked.

All timesheets with approval signatures are due to payroll by noon on the due date.

# CALCULATING PAY

Employees who are paid an hourly rate and are also contracted for a specific number of days and a specific number of hours per day, will have their salary divided evenly over 24 paychecks even though the number of days worked during a pay period may differ.

HOURLY RATE X HOURS PER DAY X DAYS PER YEAR / 24

Hourly Rate	\$15.00
Hours Per Day	7.5
Days Per Year	180
Total Gross Annual Salary	\$20,250
Gross Salary Per Paycheck	\$843.75

- If the total number of hours worked in a week is more than the contracted hours, additional salary owed will be paid according to the payroll schedule.
- Employees who fail to work their total number of contracted hours in a week will be docked according to the payroll schedule or sooner due to overpayment.

The salaried pay scale is based on 185 days. Employees who work a different number of days per year or partial days will be paid on a prorated basis. To calculate the base pay (if the employee works an alternate number of days or fte), use the following formula.

ANNUAL RATE / 185 X CONTRACTED DAYS / 24

Annual Rate	\$39,500
Contracted Days	200
Total Gross Annual Salary	\$42,702.70
Gross Salary Per Paycheck	\$1,779.28

This formula should be used if the employee works more or less than 185 days per year.

(ANNUAL RATE / 185 x FTE) X CONTRACTED DAYS / 24

Annual Rate	\$39,500
Contracted Days	185
Contracted Fte	.50
Total Gross Annual Salary	\$19,750
Gross Salary Per Paycheck	\$822.92

This formula should be used if the employee works less than 1.0 fte.



# CERTIFIED PAY SCHEDULE

## 185 DAY CONTRACT

Experience	Doctorate	Rank 1	Rank 2	Rank 3	Rank 4	Rank 5
0	\$52,329	\$50,329	\$45,482	\$40,656	\$35,037	\$33,732
1	\$52,563	\$50,563	\$45,645	\$40,820	\$35,170	\$33,864
2	\$52,727	\$50,727	\$45,833	\$41,009	\$35,301	\$33,994
3	\$52,891	\$50,891	\$45,985	\$41,184	\$35,431	\$34,124
4	\$57,318	\$55,318	\$50,329	\$45,716	\$38,954	\$37,650
5	\$57,458	\$55,458	\$50,493	\$45,903	\$39,084	\$37,781
6	\$57,704	\$55,704	\$50,669	\$46,091	\$39,216	\$37,911
7	\$57,845	\$55,845	\$50,844	\$46,254	\$39,345	\$38,041
8	\$58,008	\$56,008	\$51,032	\$46,442	\$39,477	\$38,172
9	\$58,173	\$56,173	\$51,196	\$47,600	\$39,608	\$38,303
10	\$63,618	\$61,618	\$56,675	\$51,852	\$44,698	\$43,393
11	\$63,921	\$61,921	\$56,816	\$52,027	\$44,830	\$43,524
12	\$64,044	\$62,044	\$57,015	\$52,192	\$44,960	\$43,655
13	\$64,168	\$62,168	\$57,156	\$52,355	\$45,091	\$43,784
14	\$64,331	\$62,331	\$57,367	\$52,543	\$45,220	\$43,915
15	\$65,491	\$63,491	\$58,655	\$53,140	\$47,374	\$46,069
16	\$65,690	\$63,690	\$58,831	\$53,714	\$47,505	\$46,201
17	\$65,866	\$63,866	\$59,006	\$54,053	\$47,635	\$46,331
18	\$66,030	\$64,030	\$59,170	\$54,252	\$47,764	\$46,461
19	\$66,205	\$64,205	\$59,346	\$54,404	\$47,895	\$46,591
20	\$67,224	\$65,224	\$60,458	\$55,353	\$48,679	\$47,374
21	\$67,388	\$65,388	\$60,646	\$55,517	\$48,812	\$47,505
22	\$67,575	\$65,575	\$60,809	\$55,704	\$48,941	\$47,635
23	\$67,763	\$65,763	\$60,985	\$55,879	\$49,072	\$47,764
24	\$67,927	\$65,927	\$61,161	\$56,056	\$49,202	\$47,895
25	\$68,103	\$66,103	\$61,324	\$56,207	\$49,723	\$48,418
26	\$68,267	\$66,267	\$61,512	\$56,384	\$49,723	\$48,418
27	\$68,442	\$66,442	\$61,664	\$56,535	\$49,723	\$48,418
28	\$68,614	\$66,614	\$61,836	\$56,707	\$49,723	\$48,418
29	\$68,786	\$66,786	\$62,008	\$56,880	\$49,723	\$48,418
30	\$68,960	\$66,960	\$62,169	\$57,027	\$49,723	\$48,418
31	\$69,134	\$67,134	\$62,331	\$57,176	\$49,723	\$48,418
32+	\$69,308	\$67,308	\$62,493	\$57,324	\$49,723	\$48,418

*National Board Certification is an additional \$2,000/school year.*

Employees shall notify human resources of any anticipated rank or qualification change by September 15th in order to qualify for an increased salary for the current year.

140 days worked in a school year equals one year of experience (KRS 157.320(10)).

# CLASSIFIED SALARIED POSITIONS

## 185 DAY CONTRACT

Experience	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9
0	\$53,550	\$44,835	\$42,840	\$39,165	\$32,130	\$23,100	\$21,420	\$20,685	\$19,635
1	\$53,740	\$45,025	\$43,030	\$39,355	\$32,320	\$23,290	\$21,610	\$20,875	\$19,826
2	\$53,929	\$45,215	\$43,219	\$39,545	\$32,509	\$23,480	\$21,799	\$21,065	\$20,016
3	\$54,119	\$45,405	\$43,409	\$39,735	\$32,699	\$23,670	\$21,989	\$21,255	\$20,206
4	\$59,581	\$50,865	\$47,800	\$39,925	\$37,090	\$23,860	\$26,380	\$24,615	\$22,516
5	\$59,770	\$51,055	\$47,989	\$44,335	\$37,279	\$28,272	\$26,569	\$24,805	\$22,706
6	\$59,960	\$51,245	\$48,179	\$44,525	\$37,469	\$28,462	\$26,759	\$24,995	\$22,896
7	\$60,150	\$51,435	\$48,369	\$44,715	\$37,659	\$28,652	\$26,949	\$25,185	\$23,086
8	\$60,339	\$51,625	\$48,558	\$44,905	\$37,848	\$28,842	\$27,138	\$25,375	\$23,276
9	\$60,529	\$51,815	\$48,748	\$45,095	\$38,038	\$29,033	\$27,328	\$25,565	\$23,466
10	\$67,062	\$56,225	\$54,210	\$50,558	\$43,500	\$34,495	\$32,790	\$28,925	\$25,776
11	\$67,251	\$56,415	\$54,399	\$50,748	\$43,689	\$34,685	\$32,979	\$29,115	\$25,967
12	\$67,441	\$56,606	\$54,589	\$50,938	\$43,879	\$34,875	\$33,169	\$29,306	\$26,157
13	\$67,630	\$56,796	\$54,778	\$51,128	\$44,068	\$35,065	\$33,359	\$29,496	\$26,347
14	\$67,820	\$56,986	\$54,968	\$51,318	\$44,258	\$35,255	\$33,548	\$29,686	\$26,537
15	\$70,176	\$59,296	\$56,253	\$53,630	\$45,329	\$38,405	\$34,619	\$30,757	\$27,608
16	\$70,366	\$59,486	\$56,443	\$53,820	\$45,519	\$38,595	\$34,809	\$30,947	\$27,798
17	\$70,555	\$59,676	\$56,632	\$54,010	\$45,708	\$38,785	\$34,998	\$31,137	\$27,988
18	\$70,745	\$59,866	\$56,822	\$54,200	\$45,898	\$38,975	\$35,188	\$31,327	\$28,178
19	\$70,934	\$60,056	\$57,011	\$54,390	\$46,087	\$39,165	\$35,377	\$31,517	\$28,368
20	\$73,184	\$62,156	\$58,190	\$56,702	\$47,158	\$42,525	\$36,448	\$32,588	\$30,489
21	\$73,373	\$62,346	\$58,379	\$56,892	\$47,348	\$42,715	\$36,638	\$32,778	\$30,686
22	\$73,563	\$62,536	\$58,569	\$57,082	\$47,537	\$42,905	\$36,827	\$32,968	\$30,869
23	\$73,752	\$62,726	\$58,758	\$57,272	\$47,727	\$43,095	\$37,017	\$33,158	\$31,059
24	\$73,942	\$62,916	\$58,948	\$57,462	\$47,917	\$43,285	\$37,207	\$33,348	\$31,249
25	\$74,131	\$63,106	\$59,137	\$57,652	\$48,106	\$43,475	\$37,396	\$33,538	\$31,439
26	\$74,321	\$63,296	\$59,327	\$57,842	\$48,296	\$43,665	\$37,586	\$33,728	\$31,629
27	\$74,511	\$63,486	\$59,517	\$58,032	\$48,485	\$43,855	\$37,775	\$33,918	\$31,819
28	\$74,700	\$63,676	\$59,706	\$58,223	\$48,675	\$44,045	\$37,965	\$34,108	\$32,009
29	\$74,890	\$63,866	\$59,896	\$58,413	\$48,864	\$44,235	\$38,154	\$34,298	\$32,199
30	\$75,084	\$64,032	\$60,051	\$58,564	\$48,991	\$44,350	\$38,254	\$34,387	\$32,283
31	\$75,280	\$64,199	\$60,208	\$58,717	\$49,119	\$44,466	\$38,353	\$34,477	\$32,367
32+	\$75,475	\$64,366	\$60,364	\$58,869	\$49,247	\$44,581	\$38,453	\$34,566	\$32,451

New classified employees may be recognized for previous, related experience if certified from a previous employer.

140 days worked in a school year equals one year of experience (KRS 157.320(10)).

# CLASSIFIED SALARIED LEVELS

LEVEL	JOB CLASS/TITLE	CONTRACT DAYS
1	7185 Director of Finance 7261 Nurse Practitioner 7881 Behavior Coach	235 days 220 days 185 days
2	7472 Random Drug Testing/Dropout Prevention	130 days
3	7655 Director of Human Resources	235 days
4	7336 Interpreter 2 BA 7273 Athletic Trainer	185 days 185 days
5	7467 Director of Food Service	235 days
6	7489 FRYSC/YSC with MA 7886 ELL/Migrant	240 days 196 days
7	7338 Interpreter 1 Non-degreed 7902 Director of Transportation	185 days 235 days
8	7490 FRC/YSC with BA	240 days
9	7492 FRC/YSC 7904 Transportation Assistant	240 days 240 days

## OTHER CLASSIFIED SALARIED POSITIONS

JOB CLASS/TITLE	SALARY SCHEDULE
Social Worker (LSW)	Certified Rank 3
Social Worker (CSW)	Certified Rank 2
Social Worker (LCSW)	Certified Rank 1
7291 Occupational/Physical Therapist	Certified Rank 2



# HOURLY PAY SCHEDULE

Experience	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8
0	\$11.03	\$12.77	\$13.37	\$14.26	\$15.98	\$17.42	\$17.47	\$20.81
1	\$11.13	\$12.88	\$13.62	\$14.46	\$16.12	\$17.56	\$17.68	\$21.01
2	\$11.38	\$13.04	\$13.89	\$14.65	\$16.21	\$17.86	\$17.88	\$21.33
3	\$11.63	\$13.19	\$14.15	\$14.86	\$16.31	\$18.15	\$18.34	\$21.67
4	\$11.86	\$13.33	\$14.40	\$15.06	\$16.43	\$18.45	\$18.48	\$21.99
5	\$12.12	\$13.48	\$14.66	\$15.26	\$16.52	\$18.74	\$18.81	\$22.32
6	\$12.18	\$13.57	\$14.92	\$15.45	\$16.61	\$18.89	\$19.00	\$22.57
7	\$12.22	\$13.66	\$15.19	\$15.65	\$16.73	\$19.02	\$19.16	\$22.80
8	\$12.28	\$13.76	\$15.45	\$15.84	\$16.83	\$19.17	\$19.35	\$23.04
9	\$12.34	\$13.83	\$15.70	\$16.03	\$16.92	\$19.32	\$19.51	\$23.27
10	\$12.38	\$13.92	\$15.96	\$16.25	\$16.99	\$19.45	\$19.70	\$23.52
11	\$12.44	\$14.02	\$16.13	\$16.39	\$17.35	\$19.61	\$19.88	\$23.76
12	\$12.50	\$14.12	\$16.29	\$16.55	\$17.42	\$19.71	\$20.07	\$23.98
13	\$12.53	\$14.21	\$16.45	\$16.68	\$17.54	\$19.80	\$20.26	\$24.23
14	\$12.59	\$14.33	\$16.60	\$16.83	\$17.67	\$19.89	\$20.46	\$24.46
15	\$12.63	\$14.43	\$16.76	\$16.96	\$17.82	\$19.99	\$20.67	\$24.70
16	\$12.69	\$14.53	\$16.92	\$17.12	\$17.95	\$20.08	\$20.86	\$24.93
17	\$12.73	\$14.62	\$17.08	\$17.27	\$18.08	\$20.17	\$21.05	\$25.18
18	\$12.78	\$14.75	\$17.23	\$17.42	\$18.55	\$20.27	\$21.25	\$25.42
19	\$12.81	\$14.78	\$17.39	\$17.55	\$18.58	\$20.33	\$21.31	\$25.49
20	\$12.84	\$14.81	\$17.55	\$17.71	\$18.64	\$20.37	\$21.35	\$25.55
21	\$12.88	\$14.87	\$17.71	\$17.84	\$18.67	\$20.42	\$21.41	\$25.61
22	\$12.90	\$14.92	\$17.86	\$18.00	\$18.71	\$20.49	\$21.46	\$25.67
23	\$13.03	\$14.99	\$18.02	\$18.13	\$18.81	\$20.64	\$21.50	\$25.73
24	\$13.16	\$15.08	\$18.18	\$18.28	\$18.96	\$20.77	\$21.55	\$25.76
25	\$13.29	\$15.14	\$18.34	\$18.44	\$19.00	\$20.93	\$21.59	\$25.82
26	\$13.41	\$15.18	\$18.50	\$18.57	\$19.15	\$21.06	\$21.62	\$25.86
27	\$13.50	\$15.21	\$18.65	\$18.72	\$19.28	\$21.20	\$21.66	\$25.91
28	\$13.60	\$15.31	\$18.75	\$18.82	\$19.38	\$21.30	\$21.76	\$26.01
29	\$13.70	\$15.41	\$18.85	\$18.92	\$19.48	\$21.40	\$21.86	\$26.11
30	\$13.80	\$15.51	\$18.95	\$19.02	\$19.58	\$21.50	\$21.96	\$26.21
31	\$13.90	\$15.61	\$19.05	\$19.12	\$19.68	\$21.60	\$22.06	\$26.31
32+	\$14.00	\$15.71	\$19.15	\$19.22	\$19.78	\$21.70	\$22.16	\$26.41

# HOURLY POSITIONS

LEVEL	JOB CLASS/TITLE	HOURS	DAYS
1	7942 Bus Monitor 7943 Bus Assistant	4 hours 4 hours	181 days 181 days
2	7241 Cook/Baker 7320 Instructional Assistant I 7324 Daycare Director 7784 FRYSC Clerk	4-8 hours 6.5-8 hours 8 hours 3-8 hours	180 days 180-185 days 190 days 140-185 days
3	7232 Cafeteria Lead Assist 7609 Custodian 7773 Secretary (High School & District) 7774/5 School Secretary (Middle/Elem) 7777/8/9 School Bookkeeper 7783 Clerical Assistant/Attendance	7 hours 4-8 hours 7.5-8 hours 7.5 hours 7.5 hours 7 hours	180 days 175-240 days 203-220 days 203 days 213 days 185 days
4	7212 Lunchroom Manager 7318 Instructional Assistant II 7605 Custodial Supervisor 7872 Employment Specialist	8 hours 6.5 hours 8 hours 6.5 hours	192 days 185 days 240 days 180 days
5	7761 Administrative Assistant I 7762 Administrative Secretary I 7772 Secretary I/Attendance Specialist	8 hours 6 hours 6-8 hours	240 days 185 days 185-240 days
6	7443 Maintenance Technician III 7941 Bus Driver	8 hours 4 hours	240 days 181 days
7	7164 Account Clerk II 7263 School Nurse LPN 7534 Computer Specialist 7771 Administrative Secretary II 7915 Vehicle Mechanic	8 hours 7-8 hours 7-8 hours 8 hours 8 hours	225-240 days 190 days 185-235 days 227-240 days 240 days
8	7191 Payroll Clerk I 7525 Computer Maintenance Technician 7914 Lead Vehicle Mechanic	8 hours 7 hours 8 hours	240 days 237 days 240 days

New classified employees may be recognized for previous, related experience if certified from a previous employer.

140 days worked in a school year equals one year of experience (KRS 157.320(10)).

# SUBSTITUTE & ADDITIONAL TIME

DESCRIPTION	RATE
<b>Certified Substitute Rank 1</b> <i>Completed 30+ hrs in addition to completing rank 2 and 3</i>	\$125/day
<b>Certified Substitute Rank 2</b> <i>Completed master's degree program in addition to rank 3</i>	\$115/day
<b>Certified Substitute Rank 3</b> <i>Completed teacher certification program &amp; bachelor's degree</i>	\$105/day
<b>Certified Substitute Rank 4</b> <i>Completed 64+ college credit hrs, minimum 2.5 GPA</i>	\$95/day
<b>Certified Substitute Rank 5</b> <i>High School diploma &amp; age 25 or older</i>	\$85/day
<b>Classified Substitute</b>	0 years on Hourly Scale for position
<b>Certified Additional Hours</b>	\$30/hour
<b>Classified ESS Tutors</b>	Regular Hourly Rate
<b>Bus Driver Trainers</b>	Regular Hourly Rate
<b>Bus Driver Field Trip Rate</b>	Regular Hourly Rate
<b>Bus Driver ESS Rate</b>	2 times Regular Hourly Rate
<b>Summer Maintenance/Technology</b>	\$14/hour
<b>Food Service Extra Services</b> <i>Catering, Summer Feeding</i>	\$25/hour
<b>Health Services Assistant</b>	\$14/hour
<b>Student Workers</b>	\$10/hour
<b>Classified covering Certified Position</b>	\$10 additional - Half Day \$20 additional - Full Day

- The maximum number of days a substitute teacher or classified substitute may work in one school year is 129. Exceptions only made with prior approval from the Superintendent.
- Certified substitutes will be paid in ½ day increments (Up to 3.5 hours will count as a ½ day, above 3.5 hours will count as 1 day).
- A long-term substitute is defined as an individual who holds teaching certification and works 20 consecutive days in the same position.
- Long-term substitutes will be paid according to their rank (0 years) or Daily Wage Threshold for retirees, whichever is the lesser of the two rates.
- Substitute positions that turn into a long-term substitute position will be prorated on the first paycheck after reaching long-term substitute status.

TITAN ACADEMY	RATE
District Level Coordinator	\$5,000/year
Building Level Coordinator	\$800-\$3,500/year
Certified Instructional	\$2,500/year
Classified Instructional	\$1,250/year
<b>Classified Hourly</b> <i>Bus Drivers, Food Service, Nurse</i>	\$25/hour

**Certified Time** - A half day is considered 3.5 hours or less, a full day is considered over 3.5 hours.

# DISTRICT POSITIONS

POSITION	EXTENDED DAYS	INDEX/STIPEND
Chief Academic Officer	50	26% index
Director of Federal And Instructional Programs	50	20% index
Director of Pupil Personnel/Safe Schools	50	20% index
Director of Special Education	50	20% index
Director of Facilities	50	17% index
District Athletic Director	50	17% index
Director of Technology	50	
District Instructional Coach (4)	10	\$1,000
District Communications and Web Mgt.	21	\$5,000
Food Service District Trainer/Coordinator	23	\$7,500
Special Education Alternate Assessment Coordinator	5	
Special Education Consultant (3)	10	
School Psychologist (3)	18	
Gifted & Talented Coordinator	10	
ELL/Migrant Teacher	10	

STIPEND AMOUNT	POSITION
\$5,000	District Health Coordinator Covid Response Liaison (1) <i>Through 2023-24</i> Covid Federal Funds Liaison (2) <i>Through 2023-24</i> Summer Feeding Coordinator At Risk Feeding Coordinator
\$3,000	Board Secretary
\$2,000	National Board Certified Teacher Certified Speech Language Pathologist Doctorate for Classified Salaried Positions
\$1,500	Deeper Learning Grant Members (8)
\$1,000	New Teacher Mentor Gifted & Talented (2)
\$200	Second Year Teacher Mentor

Extra duty supplements under \$2,500 will be paid half on December 15th and half on May 15th.

Extra duty supplements \$2,500 and over will be divided on the employee's checks.

An index is a salary additive for administrative job duties related to the position.

ANNUAL RATE / 185 X INDEX PERCENT X TOTAL DAYS

Annual Rate*	\$50,176
Total Number of Days	235
Daily Rate	\$213.51
Index Percentage	17%
Daily Index	\$36.30
Annual Index	\$8,530.50

*\*Annual Rate to include Base and Extended Days.*



# ELEMENTARY SCHOOL POSITIONS

POSITION	EXTENDED DAYS	INDEX/STIPEND
Principal	50	18% index
Assistant Principal	30	10% index
School Counselor (2)	20	
Media Specialist	15	
Preschool Director	18	\$2,000

STIPEND AMOUNT	POSITION
\$8,000	Preschool Partnership Grant Coordinator Preschool Partnership Grant Psychologist
\$6,000	Daycare Director
\$5,000	Preschool Partnership Grant Liaison
\$1,500	School Technology
\$1,000	Sub Caller
\$500	Building Assessment Coordinator (BAC)
\$350	Annual Sponsor Department Head (4)

# INTERMEDIATE SCHOOL POSITIONS

POSITION	EXTENDED DAYS	INDEX/STIPEND
Principal	50	18% index
Assistant Principal	30	10% index
School Counselor (2)	20	
Media Specialist	15	

STIPEND AMOUNT	POSITION
\$1,800	School Technology
\$1,000	Academic Team Coach (2) Assistant Archery Coach Sub Caller
\$700	Chorus
\$500	Building Assessment Coordinator (BAC)
\$350	Annual Sponsor Department Head (4)

Extra duty supplements under \$2,500 will be paid half on December 15th and half on May 15th.

Extra duty supplements \$2,500 and over will be divided on the employee's checks.

Paraprofessional coaches will be paid in one lump sum payment at the end of the season for that particular sport.

# MIDDLE SCHOOL POSITIONS

POSITION	EXTENDED DAYS	INDEX
Principal	50	23% index
Assistant Principal (2)	40	16% index
School Counselor (2)	30	
Media Specialist	15	
Agriculture	5	

Extra duty supplements under \$2,500 will be paid half on December 15th and half on May 15th.

Extra duty supplements \$2,500 and over will be divided on the employee's checks.

Paraprofessional coaches will be paid in one lump sum payment at the end of the season for that particular sport.

STIPEND AMOUNT	POSITION
\$3,000	Assistant Athletic Director
\$2,000	School Technology Head Boys Basketball Coach Head Girls Basketball Coach Head Football Coach
\$1,500	Assistant Boys Basketball Coach Assistant Girls Basketball Coach Assistant Football Coach (4)
\$1,000	Academic Team Coach (2) Sub Caller 6th Grade Boys Basketball Coach 6th Grade Girls Basketball Coach Head Boys Soccer Coach Head Girls Soccer Coach Assistant Archery Coach Head Boys Tennis Coach Head Girls Tennis Coach Head Baseball Coach Head Softball Coach Head Volleyball Coach Head Track Coach Head Cheerleading Coach
\$750	Annual Sponsor Game Manager
\$500	Building Assessment Coordinator (BAC) Assistant Boys Soccer Coach Assistant Girls Soccer Coach Head Golf Coach Assistant Golf Coach Assistant Baseball Coach Assistant Softball Coach Assistant Volleyball Coach Assistant Track Coach Assistant Cheerleading Coach
\$350	6th Grade Coordinator (2) 7th Grade Coordinator (2) 8th Grade Coordinator (2) Special Education Coordinator Department Head (6)

# HIGH SCHOOL POSITIONS

POSITION	EXTENDED DAYS	INDEX/STIPEND
Principal	50	31% index
Assistant Principal (3)	40	17% index
School Counselor (2)	30	
Media Specialist	15	
Agriculture (2)	53	
Band Director	30	\$4,725
Assistant Band Director	10	\$2,350
Home Economics (2)	5	
Vocational Coordinator	3	

# MERCER CENTRAL/DAY TREATMENT POSITIONS

POSITION	EXTENDED DAYS	INDEX/STIPEND
Principal	50	17% index
Day Treatment Social Worker	45	
Day Treatment Head Teacher	45	
Day Treatment Instructional Assistant	17.5	
School Counselor	30	

Extra duty supplements under \$2,500 will be paid half on December 15th and half on May 15th.

Extra duty supplements \$2,500 and over will be divided on the employee's checks.

Paraprofessional coaches will be paid in one lump sum payment at the end of the season for that particular sport.

# HIGH SCHOOL POSITIONS

STIPEND AMOUNT	POSITION
\$11,000	Head Boys Basketball Coach Head Girls Basketball Coach Head Football Coach
\$6,000	Academic Team Coach Head Boys Soccer Coach Head Girls Soccer Coach Head Baseball Coach Head Softball Coach Head Assistant Football Coach (2)
\$5,000	Assistant Athletic Director Head Assistant Boys Basketball Coach Head Assistant Girls Basketball Coach Football Assistant Skills Coach (3)
\$4,000	Assistant Boys Basketball Coach Assistant Girls Basketball Coach Head Volleyball Coach Head Cheerleading Coach
\$3,650	Head Boys Track Coach Head Girls Track Coach
\$3,000	Freshman Football Coach Head Assistant Baseball Coach Head Assistant Softball Coach Head Archery Coach
\$2,500	Assistant Boys Soccer Coach (2) Assistant Girls Soccer Coach (2) Football Strength Coach Dance Team Coach
\$2,250	Head Boys Tennis Coach Head Girls Tennis Coach Head Boys Cross Country Coach Head Girls Cross Country Coach Head Boat Captain
\$2,000	School Technology Freshman Boys Basketball Coach Freshman Girls Basketball Coach Head Boys Golf Coach Head Girls Golf Coach Assistant Varsity Baseball Coach Assistant Varsity Softball Coach

STIPEND AMOUNT	POSITION
\$1,500	Assistant Boys Track Coach (2) Assistant Girls Track Coach (2) Assistant Cheerleading Coach
\$1,280	Choral Music Director Drama Coach Art Director
\$1,250	Basketball Strength & Conditioning Coach (Booster paid - Boys & Girls) Assistant Boys Golf Coach Assistant Girls Golf Coach
\$1,000	Annual Sponsor Sub Caller ACT Math Coordinator ACT Reading/English Coordinator Jazz/Ensemble Performance & Events Assistant Football WR/OLB/Strength Assistant Football JV/Strength/OLB Assistant Boys Tennis Coach Assistant Girls Tennis Coach Assistant Volleyball Coach Freshman Volleyball Coach Assistant Archery Coach
\$800	Prom Coordinator Project Graduation Coordinator
\$750	Athletic Game Manager (2) Assistant Drama Coach (SBDM Paid)
\$500	Building Assessment Coordinator (BAC) Leadership Team (10) Senior Trip/Homecoming Coordinator Athletic Media Manager Football OL/DL Trainer (Football paid) Football Ball Skills/Footwork Trainer (Football paid) Football Linebacker Trainer (Football paid) Assistant Boys Cross Country Coach Assistant Girls Cross Country Coach
\$250	Basketball Support Staff - (Booster paid - Boys & Girls)