

GARRARD COUNTY SCHOOLS



SALARY SCHEDULE 2023-2024

Approved: _____

GARRARD COUNTY SCHOOLS

2023-2024 SCHOOL CALENDAR

JULY 2023						
Su	M	Tu	W	Th	F	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 2023						
Su	M	Tu	W	Th	F	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 2023						
Su	M	Tu	W	Th	F	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 2023						
Su	M	Tu	W	Th	F	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 2023						
Su	M	Tu	W	Th	F	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 2023						
Su	M	Tu	W	Th	F	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 2024						
Su	M	Tu	W	Th	F	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 2024						
Su	M	Tu	W	Th	F	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		

MARCH 2024						
Su	M	Tu	W	Th	F	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 2024						
Su	M	Tu	W	Th	F	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 2024						
Su	M	Tu	W	Th	F	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 2024						
Su	M	Tu	W	Th	F	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						

	Regular Instructional
	No School Days
	Holiday - No School

	Professional Development
	Staff Days
	Opening/Closing Day

	Make Up Days
	Transition Day

August 2nd-7th	Professional Development (Staff Only)
August 8th - 9th	Staff Day (Staff Only)
August 14th	Opening Day
August 15th	Transition Day (K, 6th, 9th only)
August 16th	Students First Day
September 4th	Holiday - Labor Day
October 2nd - 6th	Fall Break (No School)
November 6th	No School
November 7th	Staff Day (Staff Only)
November 22nd	No School
November 23rd	Holiday - Thanksgiving - No School

November 24th	No School
December 18th -29th	Holiday Break
January 1st	No School
January 2nd	Staff Day (Staff Only)
January 15th	Holiday - MLK Day - No School
February 19th	No School
March 15th	Staff Day (Staff Only)
April 1st - 5th	Spring Break - No School
May 14th	Election Day - No School
May 23rd	Last Day for Kids
May 24th	Closing Day

Contract Days	Employee Paid Holidays
180-239	Labor Day—Thanksgiving Day—Christmas Day—Martin Luther King Day
240-243	July 4th—Labor Day—Thanksgiving Day—Day after Thanksgiving—Christmas Day—New Years Day—Martin Luther King Day—Memorial Day
244+	July 4th—Labor Day—Thanksgiving Day—Day after Thanksgiving—Christmas Eve—Christmas Day—Day after Christmas—New Years Day—Martin Luther King Day—Memorial Day

2023-2024 PAYROLL DATES

TIME WORKED	DUE TO CENTRAL OFFICE	PAY DATE	Included Employees
June 16—June 30	July 5	July 14	Summer Workers
July 1—July 15	July 19	August 1	Sum Workers & 12 mo
July 16—July 31	August 3	August 15	Sum Workers & 12 mo
August 1— August 15	August 18	September 1	All employees
August 16—August 31	September 6	September 15	All employees
September 1—September 15	September 20	September 29	All employees
September 16—September 30	October 4	October 13	All employees
October 1—October 15	October 18	November 1	All employees
October 16—October 31	November 3	November 15	All employees
November 1—November 15	November 20	December 1	All employees
November 16—November 30	December 5	December 15	All employees
December 1—December 15	December 20	December 29	All employees
December 16—December 31	January 3	January 12	All employees
January 1—January 15	January 18	February 1	All employees
January 16—January 31	February 5	February 15	All employees
February 1—February 15	February 20	March 1	All employees
February 16—February 29	March 5	March 15	All employees
March 1—March 15	March 20	April 1	All employees
March 16—March 31	April 3	April 15	All employees
April 1—April 15	April 18	May 1	All employees
April 16—April 30	May 3	May 15	All employees
May 1—May 15	May 20	May 31	All employees
May 16—May 31	June 5	June 14	All employees
	Summer payout	June 20	All employees
	Summer payout	June 21	All employees
	Summer Payout	June 25	10 month only
	Summer Payout	June 26	10 month only
June 1—June 15	June 19	July 1	Summer Workers
June 16—June 30	July 3	July 15	Summer Workers

All payroll is distributed via direct deposit according to a schedule approved annually by the Board. Paystubs will be provided electronically via [e-stub](#)

Full Time employees will be paid on the 1st and 15th of the month following these rules:

- * 199 day contract or less will receive 24 paychecks starting September 1st thru June 26th.
- * 200 day contract or greater will receive 24 paychecks starting August 1st thru June 21st.

If the 1st or 15th falls on a holiday or weekend, pay will be direct deposited the business day prior.

The pay dates on this schedule will be used to pay substitutes' time worked and any additional time worked by full time employees.

All electronic and paper time-sheets with approved 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	\$12.50
Hours Per Day	7
Days Per Year	182
Total Gross Annual Salary	\$15,925.00
Gross Salary Per Paycheck	\$663.54

- ⇒ 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. Any additional time must be preapproved by the Superintendent.
- ⇒ Employees who fail to work their total number of contracted hours in a week will be docked according to the payroll schedule, or sooner, to avoid overpayment.

The salaried pay scale is based on 186 days. Employees who work a different number of days per year or partial days will be paid on a prorated basis.

ANNUAL RATE / 186 X CONTRACTED DAYS / 24

Annual Rate (186 Days)	\$40,000
Daily Rate (186 Days)	\$215.05
Total Gross (206 Days)	\$44,300.30
Gross Per Pay period	\$1,845.84

- ⇒ This formula should be used if the employee works more or less than 186 days per year.

CERTIFIED PAY SCHEDULE

186 DAY CONTRACT

YEARS OF EXPERIENCE	RANK I	RANK II	RANK III	RANK IV	RANK V	CERTIFIED OCCUPATIONAL STAFF-ATC
0	\$46,927.83	\$42,714.10	\$38,463.29	\$33,491.48	\$31,347.02	\$47,779.00
1	\$47,088.51	\$42,848.00	\$38,543.63	\$33,491.48	\$31,347.02	\$47,779.00
2	\$47,249.19	\$42,980.87	\$38,623.97	\$33,491.48	\$31,347.02	\$47,779.00
3	\$47,409.87	\$43,114.77	\$38,703.28	\$33,491.48	\$31,347.02	\$47,779.00
4	\$51,171.43	\$46,952.55	\$42,740.88	\$33,491.48	\$31,347.02	\$47,779.00
5	\$51,332.11	\$47,087.48	\$42,821.22	\$33,491.48	\$31,347.02	\$52,589.00
6	\$51,492.79	\$47,220.35	\$42,900.53	\$33,491.48	\$31,347.02	\$52,589.00
7	\$51,654.50	\$47,355.28	\$42,980.87	\$33,491.48	\$31,347.02	\$52,589.00
8	\$51,814.15	\$47,488.15	\$43,062.24	\$33,491.48	\$31,347.02	\$52,589.00
9	\$51,975.86	\$47,623.08	\$43,142.58	\$33,491.48	\$31,347.02	\$52,589.00
10	\$56,670.60	\$52,415.67	\$48,168.98	\$33,491.48	\$31,347.02	\$54,377.00
11	\$56,831.28	\$52,549.57	\$48,249.32	\$33,491.48	\$31,347.02	\$54,377.00
12	\$56,991.96	\$52,682.44	\$48,330.69	\$33,491.48	\$31,347.02	\$54,377.00
13	\$57,152.64	\$52,818.40	\$48,410.00	\$33,491.48	\$31,347.02	\$54,377.00
14	\$57,313.32	\$52,951.27	\$48,491.37	\$33,491.48	\$31,347.02	\$54,377.00
15	\$58,319.63	\$54,072.94	\$49,824.19	\$33,491.48	\$31,347.02	\$54,921.00
16	\$58,480.31	\$54,206.84	\$49,849.94	\$33,491.48	\$31,347.02	\$54,921.00
17	\$58,640.99	\$54,339.71	\$49,877.75	\$33,491.48	\$31,347.02	\$54,921.00
18	\$58,801.67	\$54,474.64	\$49,904.53	\$33,491.48	\$31,347.02	\$54,921.00
19	\$58,962.35	\$54,608.54	\$49,931.31	\$33,491.48	\$31,347.02	\$54,921.00
20	\$59,655.54	\$55,383.10	\$49,978.69	\$33,491.48	\$31,347.02	\$57,007.00
21	\$59,816.22	\$55,517.00	\$50,005.47	\$33,491.48	\$31,347.02	\$57,007.00
22	\$59,977.93	\$55,651.93	\$50,032.25	\$33,491.48	\$31,347.02	\$57,007.00
23	\$60,137.58	\$55,784.80	\$50,058.00	\$33,491.48	\$31,347.02	\$57,007.00
24	\$60,299.29	\$55,919.73	\$50,085.81	\$33,491.48	\$31,347.02	\$57,007.00
25	\$61,279.85	\$56,889.99	\$51,337.26	\$33,491.48	\$31,347.02	\$57,007.00
26	\$61,441.56	\$57,025.95	\$51,365.07	\$33,491.48	\$31,347.02	\$57,007.00
27	\$61,601.21	\$57,160.88	\$51,391.85	\$33,491.48	\$31,347.02	\$57,007.00
28	\$61,761.89	\$57,296.84	\$51,418.63	\$33,491.48	\$31,347.02	\$57,007.00
29	\$61,922.57	\$57,431.77	\$51,446.44	\$33,491.48	\$31,347.02	\$57,007.00
30+	\$62,904.16	\$58,403.06	\$52,697.89	\$33,491.48	\$31,347.02	\$57,007.00

CLASSIFIED POSITIONS PAID ON CERTIFIED SALARY SCHEDULE

POSITION	RANK
Director of Finance	Rank I
Speech Pathologist	Rank I
Director of Technology	Rank II
Director of Food Service	Rank III

Certified Extended Service Beyond 186 Days

District	Days	Index	HIGH SCHOOL	Days	Index
Director of Federal Programs	54	17%	Principal	54	23%
Director of Finance	54	17%	1st Assistant Principal	35	15%
Director of Food Service	54		2nd Assistant Principal	19	15%
Director of Public Relations & Visible Technology	54		Guidance Counselor (2)	10	
Director of Pupil Personnel	54	17%	Media Librarian	9	
Director of Special Education	54	17%	Vocational School Instructor (Agriculture) (2)	54	
Superintendent	54		Interventionist	14	
Director of Teaching and Learning (2)	54	17%	MIDDLE SCHOOL	Days	Index
Director of Technology	54		Principal	54	18%
Career & Tech Special Ed Outreach Coord	25		Assistant Principal	23	14%
District School Psychologist (2)	20		Guidance Counselor	10	
District Wide MTSS & Behavior Coordinator	15		Media Librarian	9	
Special Education Consultant	15		ELEMENTARY SCHOOL (3)	Days	Index
			Principal (3)	49	17/16%
			Assistant Principal (2)	14	10%
			Guidance Counselor (3)	9	
			Media Librarian (3)	9	

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

Calculation: Base Salary + Cost of Extended Days * Index percentage

Certified Substitute Teacher Daily Rate Pay Scale

Retired Teacher	\$105.00
Rank I with Teaching Certificate	\$105.00
Rank II with Teaching Certificate	\$95.00
Rank III with Teaching Certificate	\$90.00
Rank IV Bachelors deg or equivalent	\$85.00
Rank V Min 64 Semester Hours	\$83.00
Emergency Non-Certified	\$73.00

NOTE: When a substitute teacher is employed ten (10) days in succession, the salary of the substitute would then be based on the regular teacher salary schedule at the substitutes' current Rank, beginning on the eleventh (11th) day. Retired teachers will be limited to their daily wage threshold, that is set by TRS. Long Term Substitutes will be required to perform all the duties of the regular teacher, as assigned by the principal, beginning on the 11th day in the same position. Substitutes will be allowed to miss two (2) days for illness that will not break their days of succession for pay purposes.

** It is the responsibility of the Retired Teacher to keep up with how many days they are allowed to work and how it can impact their retirement.

CLASSIFIED HOURLY SALARY SCHEDULE

	DAYS	JOB CLASS	SUB	0-3	4-9	10-14	15-19	20-24	25+
CENTRAL OFFICE									
Secretary to the Superintendent	244	7761	17.84	21.80	22.21	22.56	22.91	23.31	23.64
Accounts Payable	244	8165	13.68	19.50	20.00	20.50	21.00	21.50	22.00
Insurance Coordinator	244	8651	13.68	19.50	20.00	20.50	21.00	21.50	22.00
Payroll Clerk	244	8192	13.68	19.50	20.00	20.50	21.00	21.50	22.00
Secretary to the Director of Pupil Personnel	244	8763	13.68	19.50	20.00	20.50	21.00	21.50	22.00
Food Service Administrative Secretary I	240	8762	13.68	19.50	20.00	20.50	21.00	21.50	22.00
SCHOOL ADMINISTRATION									
School Bookkeeper	215-240	8771	12.38	14.48	14.86	15.20	15.57	15.95	16.19
Secretary	187	8772	11.29	13.34	13.73	14.10	14.47	14.86	15.06
Attendance Clerk	187	8773	11.29	13.34	13.73	14.10	14.47	14.86	15.06
SCHOOLS									
Paraeducator	181	8322	10.80	12.50	12.90	13.28	13.64	14.01	14.26
Preschool Paraeducator	181	8323	10.80	12.50	12.90	13.28	13.64	14.01	14.26
Kindergarten Paraeducator	181	8324	10.80	12.50	12.90	13.28	13.64	14.01	14.26
Special Education Paraeducator	181	8325	10.80	12.50	12.90	13.28	13.64	14.01	14.26
Employee Specialist	196	8321	10.80	12.50	12.90	13.28	13.64	14.01	14.26
Head Custodian	248	7607	9.98	12.31	12.69	13.07	13.42	13.80	13.99
Custodian	182	7609	9.98	12.31	12.69	13.07	13.42	13.80	13.99
DISTRICT									
Director of Family Resource Center	240	8330	15.08	16.87	17.28	17.67	18.04	19.46	20.38
Assistant Director of Family Resource Center	210-220	8331	14.03	15.81	16.60	17.00	17.36	18.43	19.76
Director of Youth Service Center	240	8332	15.08	16.87	17.28	17.67	18.04	19.46	20.38
Assistant Director of Youth Service Center	240	8333	14.03	15.81	16.60	17.00	17.36	18.43	19.76
EL Interventionist	181	8316	12.34	14.85	15.19	15.56	15.91	16.31	16.53
Assistant Director of Technology	205	8523	21.81	22.52	23.02	23.52	24.02	24.52	25.02
Student Worker	----	7788	----	8.82	8.82	8.82	8.82	8.82	8.82
TRANSPORTATION									
Transportation Director	240	8902	----	29.11	30.08	30.89	31.70	32.51	33.41
Mechanic Supervisor	248	7912	18.86	20.42	20.80	21.18	21.85	21.90	22.21
Mechanic	248	7915	16.00	17.80	18.14	18.50	18.84	19.19	19.54
Bus Driver	180	7941	16.00	17.80	17.84	17.90	17.97	18.05	18.29
Bus Driver (Wait Time)	----	8943	11.20	11.70	11.70	11.70	11.70	11.70	11.70
Bus Monitor	180	8942	9.06	10.32	10.73	11.07	11.44	12.13	12.30
Bus Driver Trainer	----	7933	16.00	17.80	17.84	17.90	17.97	18.05	18.29
MAINTENANCE									
Director of Maintenance	248	8435	21.00	25.49	25.99	26.50	27.00	27.51	28.01
Lead Maintenance Worker/Specialized Technician	248	8446	19.63	22.44	22.80	23.15	23.53	23.89	24.18
Maintenance Worker II	248	7447	13.04	16.78	17.16	17.50	17.89	18.29	18.62
Student Maintenance Worker	----	7788	----	8.82	8.82	8.82	8.82	8.82	8.82
SCHOOL FOOD SERVICE									
Cafeteria Manager	185	8212	11.70	14.16	14.53	14.88	15.28	15.67	15.92
Cook	180	8241	10.16	12.34	12.72	13.11	13.47	13.83	14.22
Student Food Service	----	7788	----	8.82	8.82	8.82	8.82	8.82	8.82

District Stipends

National Teacher Certification	\$3,000
Speech	\$3,000
Speech (Non Full-Time)	\$2,000
Psychologist	\$5000
Energy Monitor	\$3,000
Random Drug Testing Coordinator	\$3,000
Community Education	\$10,000
Summer Food Service Coordinator	\$2,500
Food Service Menu Planner	\$5,000
Safe Crisis Management	\$1,500
Medicaid Coordinator	\$5,000

Supplemental	\$2,000
Teacher Leader Deeper Learning (2)	\$1,500
Assistant Secretary to the Board	\$1,600
Fund Services Supplemental	\$2,100
ESS/Miscellaneous Stipend	\$20/hr.
Homebound Teacher	\$25/hr.
Misc. Events (chain gang, dist. tourn, etc)	\$25/hr.
Farm Support	\$15/hr.
Drivers Ed Instructor	\$20/hr.
Waste Water Treatment Plant Technician	\$15/hr.

Elementary Schools' Academic / Athletic Stipends

Teacher Leader Deeper Learning	\$1,500
Math Teacher Leader	\$1,500
Science Teacher Leader	\$1,500
Social Studies Teacher Leader	\$1,500
SPED Teacher Leader	\$1,500
Head Academic Coach	\$1,500
Assistant Academic Coach	\$1,000
Academic Future Problem Solving Coach	\$1,000
Technology Coordinator	\$900
Digital Learning Coach	\$900
Chromebook Maintenance & Repair	\$3000
Archery Coach	\$1,800
Cross Country Coach	\$600

High School Academic Stipends

Arts Teacher Leader	\$1,500
CTE Teacher Leader	\$1,500
ELA Teacher Leader	\$1,500
Math Teacher Leader	\$1,500
Science Teacher Leader	\$1,500
Social Studies Teacher Leader	\$1,500
SPED Teacher Leader	\$1,500
Head Academic Coach	\$2,900
Assistant Academic Coach	\$1,350
Academic Future Problem Solving Coach	\$1,000
Band Director	\$10,900
1st Assistant Band Director	\$4,500
2nd Assistant Band Director	\$3,000
Assistant Band/Color Guard	\$2,700
Assistant Band/Percussion	\$2,700
Additional Band Assistants (4)	\$2,000
Band Camp Instructors (9)	\$1,100
Chorus Director	\$1,500
Drama Coach	\$950
Assistant Drama Coach	\$475
Yearbook Sponsor	\$1,200
Technology Coordinator	\$1,750
Digital Learning Coach	\$1,750
Chromebook Maintenance & Repair	\$3,000

High School Athletic Stipends

Athletic Director	\$20,000
Head Football Coach	\$10,900
1st Assistant Football Coach	\$5,200
2nd Assistant Football Coach	\$4,700
3rd Assistant Football Coach (3)	\$3,000
Head Boys Basketball Coach	\$10,900
1st Assistant Boys Basketball Coach	\$4,400
2nd Assistant Boys Basketball Coach	\$2,700
Freshman Boys Basketball Coach	\$2,700
Head Girls Basketball Coach	\$10,900
1st Assistant Girls Basketball Coach	\$4,400
2nd Assistant Girls Basketball Coach	\$2,700
Freshman Girls Basketball Coach	\$2,700

Head Baseball Coach	\$5,600
1st Assistant Baseball Coach	\$2,700
2nd Assistant Baseball Coach	\$1,350
Head Softball Coach	\$5,600
1st Assistant Softball Coach	\$2,700
2nd Assistant Softball Coach	\$1,350
Head Cross Country Coach	\$1,800
Assistant Cross Country Coach (conditional)	\$1,100
Head Track Coach	\$1,800
Assistant Track Coach (conditional)	\$1,100
Head Boys Tennis Coach	\$1,800
Assistant Boys Tennis Coach (conditional)	\$1,100
Head Girls Tennis Coach	\$1,800
Assistant Girls Tennis Coach (conditional)	\$1,100
Head Boys Golf Coach	\$1,800
Assistant Boys Golf Coach (conditional)	\$1,100
Head Girls Golf Coach	\$1,800
Assistant Girls Golf Coach (conditional)	\$1,100
Head Cheerleading Sponsor	\$3,500
Assistant Cheerleading Sponsor	\$1,200
Head Weight Program (year round)	\$1,900
Assistant Weight Program (2)	\$475
Boys Swim Coach	\$1,500
Girls Swim Coach	\$1,500
Head Boys Soccer Coach	\$4,000
Assistant Boys Soccer Coach	\$2,000
Head Girls Soccer Coach	\$4,000
Assistant Girls Soccer Coach	\$2,000
Dance Coach (GCHS & GMS combined team)	\$700
Bass Fishing Coach	\$1,350
Bowling Coach (conditional)	\$1,350
Head Volleyball Coach	\$3,500
Assistant Volleyball Coach	\$950
Archery Coach	\$1,800
Game Manager	\$2,000
E-Sports	\$1,350

⇒ Each sport may split only one position at a 50% increment.

⇒ Staff members may not be paid more than 100% of a position in the same sport.

Continued →→

Middle School Academic Stipends

Teacher Leader Deeper Learning	\$1,500
ELA Teacher Leader	\$1,500
Math Teacher Leader	\$1,500
Science Teacher Leader	\$1,500
Social Studies Teacher Leader	\$1,500
SPED Teacher Leader	\$1,500
Head Academic Coach	\$1,500
Assistant Academic Coach	\$1,000
Academic Future Problem Solving Coach	\$1,000
Chorus Director	\$700
Drama Coach	\$950
Assistant Drama Coach	\$475
Yearbook Sponsor	\$800
Technology Coordinator	\$1,750
Digital Learning Coach	\$1,750
Chromebook Maintenance & Repair	\$3,000

- ⇒ Each sport may split only one position at a 50% increment.
- ⇒ Staff members may not be paid more than 100% of a position in the same sport.

Middle School Athletic Stipends

[illegible]