

# Woodford County Public Schools

**FY24 Salary Presentation** 

### Average Classroom Teacher Salary (Study conducted by KDE)

Surrounding County Comparison

Average Classroom Teacher						
Dist No	District name	2022-23	Rank			
165	FAYETTE CO	\$64,725	1			
281	JESSAMINE CO	\$55,504	2			
601	WOODFORD CO	\$54,910	3			
421	MERCER CO	\$54,678	4			
181	FRANKLIN CO	\$53,799	5			
525	SCOTT CO	\$53,764	6			
011	ANDERSON CO	\$52,551	7			
Woodford Compared to the Mean						
	Sample Mean	\$55,704	-\$794			
	Sample Mean w/o Fayette	\$54,201	\$709			

### Average Total Certified Salary (Study conducted by KDE)

• Surrounding Counties Comparison

Average Total All Certified							
Dist No	District name	2022-2023	Rank				
165	FAYETTE CO	\$69,105	1				
281	JESSAMINE CO	\$60,008	2				
421	MERCER CO	\$59,614	3				
601	WOODFORD CO	\$59,151	4				
181	FRANKLIN CO	\$58,956	5				
525	SCOTT CO	\$57,678	6				
011	ANDERSON CO	\$56,190	7				
	Woodford Compared to the Mean						
	Sample Mean	\$60,100	-\$949				
	Sample Mean w/o Fayette	\$58,600	\$552				

## Principal Comparison (Study conducted by Jessamine)

• High School Principal Salary at 10, 15, and 20 Yrs.

District	High 10Yrs	Rank	High 15 Yrs	Rank	High 20 Yrs	Rank
Clark	96,822.98	7	100,503.53	7	104,066.03	8
Danville	100,901.13	3	105,993.24	5	111,709.35	5
Fayette	100,030.81	5	108,837.39	4	118,634.76	1
Garrard	89,941.54	9	92,559.96	9	94,679.50	9
Jessamine	104,535.88	2	110,002.01	1	113,134.77	3
Madison	99,766.85	6	103,875.40	6	106,217.65	6
Scott	90,164.70	8	96,441.72	8	104,143.65	7
Shelby	106,466.00	1	109,629.00	2	114,365.00	2
Woodford	100,728.41	4	109,143.63	3	112,521.75	4
Mean	98,817.59		104,109.54		108,830.27	
Difference	1,910.82		5,034.09		3,691.48	

## Principal Comparison (Study conducted by Jessamine)

• Middle School Principal Salary at 10, 15, and 20 Yrs.

District	Middle 10Yrs	Rank	Middle 15 Yrs	Rank	Middle 20 Yrs	Rank
Clark	90,675.49	8	94,122.35	8	97,458.66	8
Danville	93,915.67	5	98,655.25	5	103,975.62	6
Fayette	97,165.81	2	105,972.39	1	115,769.76	1
Garrard	86,285.38	9	88,797.36	9	90,830.74	9
Jessamine	100,748.35	1	105,957.82	2	108,913.33	2
Madison	91,785.50	6	95,565.37	7	97,720.24	7
Scott	91,680.06	7	98,062.58	6	105,893.97	4
Shelby	96,978.00	3	100,141.00	4	104,877.00	5
Woodford	96,114.89	4	104,144.68	3	107,368.09	3
Mean	93,927.68		99,046.53		103,645.27	
Difference	2,187.21		5,098.15		3,722.82	

## Principal Comparison (Study conducted by Jessamine)

• Elementary School Principal Salary at 10, 15, and 20 Yrs.

District	Elementary 10Yrs	Rank	Elmentary 15 Yrs	Rank	Elementary 20 Yrs	Rank
Clark	82,478.84	9	85,614.12	9	88,648.84	8
Danville	90,811.02	5	95,393.92	6	100,538.41	5
Fayette	94,659.81	3	103,466.39	1	113,263.76	1
Garrard	83,771.77	8	86,210.57	8	88,184.71	9
Jessamine	96,960.82	2	101,913.63	2	104,691.88	4
Madison	89,391.09	7	93,072.36	7	95,171.01	7
Scott	90,922.38	4	97,252.15	5	105,018.81	2
Shelby	96,978.00	1	100,141.00	3	104,877.00	3
Woodford	89,963.54	6	97,479.42	4	100,496.53	6
Mean	90,659.70		95,615.95		100,098.99	
Difference	(696.16)		1,863.47		(397.54)	

### Classified Comparisons

### • Food Service

	Food Service						
	Cook	Assistant Manager	Elem. Manager	MS/HS Manager			
Fayette	\$15.55	\$16.18	\$17.50	\$18.92			
Franklin	\$11.42	\$11.94	\$16.13	\$16.13			
Anderson	\$12.88	\$14.47	\$16.50	\$16.50			
Jessamine	\$13.00	\$15.60	\$19.50	\$19.50			
Scott	\$12.29	\$12.79	\$14.75	\$14.75			
Mercer	\$12.77	\$11.63	\$14.26	\$14.26			
Woodford	\$12.66	\$12.66	\$15.53	\$15.53			
Mean	\$12.99	\$13.77	\$16.44	\$16.68			
Mean w/o Fayette	\$12.50	\$13.18	\$16.11	\$16.11			
Differential	-\$0.32	-\$1.11	-\$0.91	-\$1.15			
Differential w/o Fayette	\$0.16	-\$0.52	-\$0.58	-\$0.58			

### **Classified Comparisons**

### • Transportation

	Transportation					
	Drivers	Monitors	Mechanic			
Fayette	\$21.29	\$15.55	\$20.47			
Franklin	\$16.62	\$11.59	\$19.46			
Anderson	\$15.36	\$10.94	\$16.04			
Jessamine	\$18.82	\$13.00	\$23.46			
Scott	\$18.20	\$14.09	\$18.48			
Mercer	\$17.42	\$11.03	\$17.47			
Woodford	\$16.83	\$12.66	\$13.64			
Mean	\$17.95	\$12.70	\$19.23			
Mean w/o Fayette	\$17.21	\$12.22	\$18.09			
Differential	-\$1.12	-\$0.04	-\$5.59			
Differential w/o Fayette	-\$0.38	\$0.44	-\$4.45			

### Classified Comparisons

	Maintenance	Custodian	Computer Techs	Inst. Assts.	HS Bookkeeper	MS Bookkeeper	El. Bookkeeper	Account Clerks	School Secretary	CO Secretary
Fayette	\$18.19	\$16.18	\$25.90	\$16.82	\$17.50	\$17.50	\$17.50	\$18.19	\$16.82	\$16.18
Franklin	\$16.24	\$15.10	\$20.53	\$16.62	\$17.39	\$16.62	\$16.62	\$19.46	\$15.94	\$15.94
Anderson	\$13.15	\$13.49	\$18.09	\$13.01				\$16.61	\$14.99	\$15.58
Jessamine	\$21.93	\$13.00	\$17.56	\$13.00	\$13.52	\$13.52	\$13.52	\$16.22	\$13.52	\$13.52
Scott	\$18.97	\$12.88	\$25.57	\$12.59	\$15.00	\$15.00	\$15.00	\$17.14	\$15.00	\$15.59
Mercer	\$17.42	\$13.37	\$20.81	\$12.77	\$13.37	\$13.37	\$13.37	\$17.47	\$13.37	\$13.37
Woodford	\$17.00	\$13.64	\$15.84	\$12.66	\$15.53	\$15.53	\$15.53	\$15.53	\$13.64	\$13.64
Mean	\$17.65	\$14.00	\$21.41	, \$14.14	\$15.36	\$15.20	\$15.20	\$17.52	\$14.94	\$15.03
Mean w/o Fayette	\$17.45	\$13.58	\$19.73	\$13.44	\$14.96	\$14.81	\$14.81	\$17.07	\$14.41	\$14.61
Differential	-\$0.65	-\$0.36	-\$5.57	-\$1.48	\$0.17	\$0.33	\$0.33	-\$1.99	-\$1.30	-\$1.39
Differential w/o Fayette	-\$0.45	\$0.06	-\$3.89	-\$0.78	\$0.57	\$0.72	\$0.72	-\$1.54	-\$0.77	-\$0.97

- Step advancement for all eligible existing employees \$285,606
- Certified every 1% will cost ~ \$199,929
- Hypothetical Certified Example with stratified increments
  - 0-5 Years (104 employees) @ 5% = \$206,547
  - 6+ Years (225 employees) @ 2% = \$275,305
    - Total = \$481,852

## Changes

- Classifieds \$1 increase with following recommended adjustments due to compression and inadequate tiering will cost \$300,653
  - Cafeteria Manager MS/HS .26 increase
  - Cafeteria Assistant Manager starting at \$12.96
  - Central Office Accounting Clerk II and Benefit Clerk \$1.00 increase
  - Computer Tech increased to 260 days and \$1.16 increase
  - Assistant Financial Manager Index to 0.183430
  - Payroll Supervisor Index to .16700
  - Bus Driver Trainer increase to 260 day 8 hr
  - Bus Driver increase 14 driver contracts to 5hrs per day (this requires altering each year)
  - Bus Driver increase 3 drivers to 8 hrs per day for vocational routes
  - Mechanic, Skilled Vehicle III Index to 0.050
  - Vehicle Maintenance Supervisor Index to 0.736427
  - Systems Analyst Index to 0.200
  - IC Clerks Increased to 8hrs per day
  - Bus Driver Change trip rates to actual hourly rate (currently \$16)
  - Change all positions that are split between account clerks/bookkeepers & support secretaries to the higher paid account clerk positions (approximately 11 positions)
  - Increase bookkeeper days to 210 if needed
  - Bus Driver Exceptional Child .50 increase
  - Bus Monitor Exceptional Child .50 increase
  - Instructional Assistant Exceptional Child .50 increase
  - Mental Health Specialist Increase by 10 days
  - School Psychologist \$5,000 stipend
  - Instructional Assistant- Moving to the "Bachelors Degree" Line and remove "Bachelors Degree". Strike the old IA Position. All Instructional Assistants would start at the higher rate of pay.
- Certified Teacher Substitutes
  - Increase all categories by \$6 per day.
- Additional Exceptional Child Positions ~\$233,023
  - +3 LBD Teachers \$167,767
  - +2 Instructional Aides \$55,256

### Certifications

- Degree and Certification Supplement Additive for Classified Staff
  - Incentivizes education and advancement in relative field
  - Classified Staff Survey Results
    - 280 total classified population
      - Associate Degrees 11
      - Bachelor Degrees 50
      - Master Degrees 9
      - Doctorates 1
      - Certifications 25
  - Cost ~ \$139,359

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Degree and Certification Supplement Additive Schedule for Classifid Staff

### 2023

Supplement is based upon verified completed degrees or certifications. The max additive for Tier 1 is \$4. The max additive for Tier 2 & 3 combined is \$2. Certification or degree must be verified on the appropriate form.

### \*Superintendent has discretion to determine level of experience

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Tier 1 Additives		
Associate Degree	\$1 per hour	Maximum accumulation of
Bachelor Degree	\$2 per hour	\$4 per hour
Master Degree	\$3 per hour	from Tier 1
Doctorate	<u>\$4 per hour</u>	categories
Tier 2 Additives - courses lasting 6-12 months		
Bus Driver Trainer Certificate	\$0.50 per hour	Maximum
Technology- CompTIA Certifications (Excluding IT Fundamentals)	\$0.50 per hour	accumulation of
Technology- Extreme/Fortinet Networks Certified Specialist Certification	\$0.50 per hour	\$2 per hour among Tier 2
Technology- Infinite Campus Certified System Administrator	\$0.50 per hour	and Tier 3
Technology- Certified Associate in Project Management certification (2 credits)	\$0.50 per hour	categories
Finance - Certified School Financial Manager/Officer	\$0.50 per hour	
Finance - Payroll Certification	\$0.50 per hour	
Finance/HR - Certification	\$0.50 per hour	
ETC- Child Development Associate (2 Credits)	\$0.50 per hour	
Bluegrass Career and Technical College Para Educator Certification Program	\$0.50 per hour	
Kentucky Paraeducator Certification (EKU)	\$0.50 per hour	
ParaPro Assessment (ETS)	\$0.50 per hour	
PBS Media Literacy Educator Certification	\$0.50 per hour	
Transportation - ASE Certification (2 credits) ASE S1 - S6 Total Certifications 6	\$0.50 per hour	
Transportation - AC Certification (2 credits) Must complete ASE S7	\$0.50 per hour	
Communication- Adobe Certified Professional Certification (1 credit per program)	\$0.50 per hour	
Nursing - National Board Certification in School Nursing	\$0.50 per hour	
Nursing - CBDCE Diabetic Care Certification	\$0.50 per hour	
Tier 3 Additives - courses lasting less than 6 months		
Food Service- SNA Level 1	\$0.25 per hour	
Food Service- SNA Level 2	\$0.25 per hour	
Food Service- SNA Level 3	\$0.25 per hour	
Food Service- SNA Level 4	\$0.25 per hour	
Finance - Microsoft Excel/Google Certification /MOS	\$0.25 per hour	
Finance - Bookkeeper Certification	\$0.25 per hour	
Custodian (NCCER) /OSHA	\$0.25 per hour	
	\$0.25 per hour	

### Other Items to Consider

- 403B matching options
  - % of salary or % of contribution
    - Salary Example: Match up to 1% of salary \$54,910 salary = \$549 match
    - Contribution Example: 2023 403B limit is \$22,500 5% match would be \$1,125 match
  - Structure to pay at end of year to ensure retention
- Allow use of vacation, personal, sick, etc. to be taken in quarter hour increments rather than half and whole days. (Classified only due to sub requirements)
- Increase vacation time for 260 day employees up to 20 days per year. This equalizes contract days to other districts.
- Increase carry forward on vacation days to 80 or allow them to be rolled into sick days at end of year.
- Roll unused emergency days to sick at end of year or eliminate emergency days and increase personal days.

### Surrounding Districts So Far...

- Jessamine already passed a 2% Certified and \$2 (~8%) Classified schedule
- Fayette's will be in the 4-5% range depending on positions