



Where Kids Win!

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	Elementary 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

Costs

- 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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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