

THIS IS A DECISION PAPER

TO: Members of the Nelson County Board Of Education

FROM: Tim Hockensmith, Director of Finance and Budget

CC: Janice O. Lantz, Superintendent

DATE: June 15, 2010

RE: Salary Schedules 2010-2011

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ISSUE: District salary schedules for fiscal 2010-2011

RECOMMENDATION: Attached are proposed salary schedules for 2010-2011. We recommend adopting a 186 day teacher calendar.

RECOMMENDED MOTION: I move that the Nelson County Board of Education approve the attached salary schedules and information as proposed for fiscal 2009-2010 which include a 186 day teacher calendar.

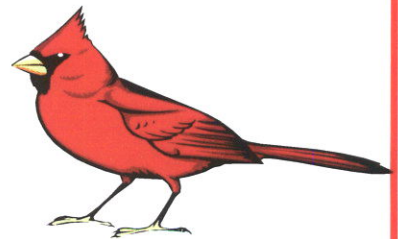
Nelson County Schools

2010 - 2011

Salary Schedules

and

Information



2010-2011  
 NELSON COUNTY SCHOOL DISTRICT  
 CALENDAR  
 (Adopted December 15, 2009)

AUG. 2 ..... CLOSED: PROFESSIONAL DEVELOPMENT  
 AUG. 3 ..... CLOSED: PROFESSIONAL DAY FOR TEACHERS  
 AUG. 4 ..... FIRST DAY FOR STUDENTS  
 SEPT. 6 ..... CLOSED: LABOR DAY  
 OCT. 5 ..... END OF FIRST QUARTER  
 OCT. 6 - OCT. 8 ..... FALL INTERSESSION\*  
 OCT. 11 - OCT. 15 ..... CLOSED: FALL VACATION

OCT. 18 ..... FIRST DAY OF SECOND QUARTER  
 NOV. 1 ..... CLOSED: PROFESSIONAL DEVELOPMENT\*  
 NOV. 2 ..... CLOSED: ELECTION DAY\*  
 NOV. 24 ..... CLOSED  
 NOV. 25 ..... CLOSED: THANKSGIVING DAY  
 NOV. 26 ..... CLOSED  
 DEC. 21 ..... END OF SECOND QUARTER  
 DEC. 22 ..... WINTER INTERSESSION\*  
 DEC. 23 - DEC. 31 ..... CLOSED: WINTER VACATION

JAN. 3 ..... FIRST DAY OF THIRD QUARTER  
 JAN. 17 ..... CLOSED: MARTIN LUTHER KING, JR. DAY  
 FEB. 18 ..... CLOSED: PROFESSIONAL DEVELOPMENT\*  
 FEB. 21 ..... CLOSED\*  
 MARCH 11 ..... END OF THIRD QUARTER

MARCH 14 ..... FIRST DAY OF FOURTH QUARTER  
 MARCH 23 - MARCH 25 ..... SPRING INTERSESSION\*  
 MARCH 28 - APRIL 1 ..... CLOSED: SPRING VACATION  
 APRIL 29 ..... CLOSED: STATEWIDE PROFESSIONAL MEETINGS  
 MAY 6 ..... CLOSED: PROFESSIONAL DEVELOPMENT\*  
 MAY 17 ..... CLOSED: PRIMARY ELECTION DAY\*  
 MAY 27 ..... LAST DAY FOR STUDENTS  
 MAY 30 ..... CLOSED: MEMORIAL DAY  
 MAY 31 ..... PROFESSIONAL DAY FOR TEACHERS  
 JUNE 1 - JUNE 3 ..... SUMMER INTERSESSION\*

\* POTENTIAL MAKE-UP DAYS FOR 2010-2011: OCT. 6-8, NOV. 1, NOV. 2, DEC. 22, FEB. 18, FEB. 21, MARCH 23 - 25, MAY 6, MAY 17, and JUNE 1-3.

THE STATE TESTING WINDOW  
 IS APRIL 18 – APRIL 28.



**2010-2011 CALENDAR**  
**NELSON COUNTY SCHOOL DISTRICT**  
 (Adopted December 15, 2009)

**July 2010**

M	T	W	T	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

**August 2010**

M	T	W	T	F
2PD	3P	4 1 <sup>st</sup>	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			20

**September 2010**

M	T	W	T	F
		1	2	3
6H	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	21

**October 2010**

M	T	W	T	F
				1
4	5 Q1	6I/M	7I/M	8I/M
11x	12x	13x	14x	15x
18	19	20	21	22
25	26	27	28	29
				3/10

**November 2010**

M	T	W	T	F
1PD/M	2X/M	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24x	25H	26x
29	30			17

**December 2010**

M	T	W	T	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21 Q2	22I/M	23x	24x
27x	28x	29x	30x	31x
				15

**January 2011**

M	T	W	T	F
3	4	5	6	7
10	11	12	13	14
17H	18	19	20	21
24	25	26	27	28
31				20

**February 2011**

M	T	W	T	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18PD/M
21x/M	22	23	24	25
28				18

**March 2011**

M	T	W	T	F
	1	2	3	4
7	8	9	10	11 Q3
14	15	16	17	18
21	22	23I/M	24I/M	25I/M
28x	29x	30x	31x	9/7

**April 2011**

M	T	W	T	F
				1x
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29x
				19

**May 2011**

M	T	W	T	F
2	3	4	5	6PD/M
9	10	11	12	13
16	17x/M	18	19	20
23	24	25	26	27 Q4
30H	31P			18

**June 2011**

M	T	W	T	F
		1I/M	2I/M	3I/M
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

H=Holiday    
  P/PD=Professional Day    
  I=Intersession Day    
 X=Non-school Day or M=Snow Day Makeup  
 State Testing Window (5 days used for testing)    
 Statewide Professional Meetings  
 End of Quarter    
 Q1= 44 days    Q2=42 days    Q3=47 days    Q4=44 Days

**All intersession days are potential makeup days for 2010-2011.**



# NELSON COUNTY SCHOOLS CERTIFIED SALARY SCHEDULE 2010-2011 (186 Days)

YEARS EXPERIENCE	EMERGENCY CERTIFICATE + 64-95 HOURS	EMERGENCY CERTIFICATE + 96- 128 HOURS	EMERGENCY CERTIFICATE + Bachelors	EMERGENCY CERTIFICATE + Masters	EMERGENCY CERTIFICATE + Doctorate	B.A. DEGREE	M.A. DEGREE	MASTERS + 30	RANK I	RANK I A
0	RANK V 25,931	RANK IV 27,479	RANK IV C 36,561	RANK IV R 40,110	RANK IV A 44,412	RANK III 36,561	RANK II 40,110	RANK I 44,412	RANK I	RANK I A 45,183
1	26,190	27,740	36,895	40,445	44,753	36,895	40,445	44,753	44,753	45,518
2	26,451	28,001	37,238	40,787	45,087	37,238	40,787	45,088	45,088	45,854
3	26,711	28,261	37,572	41,122	45,429	37,572	41,122	45,429	45,429	46,195
4	29,099	30,655	40,075	44,048	47,912	40,075	44,048	47,912	47,912	48,678
5	29,099	30,655	40,075	44,048	47,912	40,411	44,383	48,254	48,254	49,019
6	29,099	30,655	40,075	44,048	47,912	40,753	44,726	48,587	48,587	49,356
7	29,099	30,655	40,075	44,048	47,912	41,088	45,061	48,930	48,930	49,705
8	29,099	30,655	40,075	44,048	47,912	41,430	45,395	49,266	49,266	50,050
9	29,099	30,655	40,075	44,048	47,912	41,765	45,738	49,608	49,608	50,402
10	29,099	30,655	40,075	44,048	47,912	45,566	49,664	53,682	53,682	54,466
11	29,099	30,655	40,075	44,048	47,912	45,909	50,008	54,031	54,031	54,812
12	29,099	30,655	40,075	44,048	47,912	46,243	50,350	54,377	54,377	55,155
13	29,099	30,655	40,075	44,048	47,912	46,469	50,704	54,727	54,727	55,507
14	29,099	30,655	40,075	44,048	47,912	46,805	51,048	55,071	55,071	55,851
15	29,099	30,655	40,075	44,048	47,912	48,144	52,480	56,258	56,258	57,045
16	29,099	30,655	40,075	44,048	47,912	48,488	52,832	56,602	56,602	57,395
17	29,099	30,655	40,075	44,048	47,912	48,822	53,175	56,952	56,952	57,739
18	29,099	30,655	40,075	44,048	47,912	49,164	53,527	57,297	57,297	58,092
19	29,099	30,655	40,075	44,048	47,912	49,502	53,870	58,084	58,084	58,435
20	29,099	30,655	40,075	44,048	47,912	51,286	55,591	60,176	60,176	60,942
21	29,099	30,655	40,075	44,048	47,912	51,639	55,941	60,528	60,528	61,294
22	29,099	30,655	40,075	44,048	47,912	51,981	56,287	60,873	60,873	61,636
23	29,099	30,655	40,075	44,048	47,912	52,333	56,636	61,222	61,222	61,989
24	29,099	30,655	40,075	44,048	47,912	52,676	56,981	61,568	61,568	62,334
25	29,099	30,655	40,075	44,048	47,912	53,175	57,478	62,066	62,066	62,832
26	29,099	30,655	40,075	44,048	47,912	53,175	57,478	62,066	62,066	62,832
27	29,099	30,655	40,075	44,048	47,912	53,175	57,478	62,066	62,066	62,832
28	29,099	30,655	40,075	44,048	47,912	53,175	57,478	62,066	62,066	62,832
29	29,099	30,655	40,075	44,048	47,912	53,175	57,478	62,066	62,066	62,832
30	29,099	30,655	40,075	44,048	47,912	53,175	57,478	62,066	62,066	62,832
31	29,099	30,655	40,075	44,048	47,912	53,175	57,478	62,066	62,066	62,832
32	29,099	30,655	40,075	44,048	47,912	53,175	57,478	62,066	62,066	62,832
33	29,099	30,655	40,075	44,048	47,912	53,175	57,478	62,066	62,066	62,832
34	29,099	30,655	40,075	44,048	47,912	53,175	57,478	62,066	62,066	62,832
35	29,099	30,655	40,075	44,048	47,912	53,175	57,478	62,066	62,066	62,832
36	29,099	30,655	40,075	44,048	47,912	53,175	57,478	62,066	62,066	62,832
37	29,099	30,655	40,075	44,048	47,912	53,175	57,478	62,066	62,066	62,832
38	29,099	30,655	40,075	44,048	47,912	53,175	57,478	62,066	62,066	62,832
39	29,099	30,655	40,075	44,048	47,912	53,175	57,478	62,066	62,066	62,832
40	29,099	30,655	40,075	44,048	47,912	53,175	57,478	62,066	62,066	62,832



# NELSON COUNTY SCHOOLS CERTIFIED SALARY SCHEDULE 2010-2011

YEARS EXPERIENCE	EMERGENCY CERTIFICATE + 64.95 HOURS		EMERGENCY CERTIFICATE + 96- 128 HOURS		EMERGENCY CERTIFICATE + Bachelors		EMERGENCY CERTIFICATE + Masters		EMERGENCY CERTIFICATE + Doctorate		B.A. DEGREE	M.A. DEGREE	MASTERS + 30	RANK I
	RANK V	RANK IV	RANK IV.C	RANK IV.R	RANK IV.A	RANK III	RANK II	RANK I	RANK I.A					
0	26,070	27,627	36,758	40,325	44,651	36,758	40,325	44,651	45,426					
1	26,331	27,889	37,094	40,663	44,993	37,094	40,663	44,993	45,762					
2	26,593	28,152	37,438	41,006	45,329	37,438	41,006	45,330	46,101					
3	26,855	28,413	37,774	41,343	45,673	37,774	41,343	45,673	46,443					
4	29,255	30,819	40,290	44,285	48,169	40,290	44,285	48,169	48,939					
5	29,255	30,819	40,290	44,285	48,169	40,629	44,622	48,514	49,283					
6	29,255	30,819	40,290	44,285	48,169	40,972	44,966	48,849	49,621					
7	29,255	30,819	40,290	44,285	48,169	41,309	45,304	49,193	49,973					
8	29,255	30,819	40,290	44,285	48,169	41,652	45,639	49,531	50,319					
9	29,255	30,819	40,290	44,285	48,169	41,990	45,984	49,875	50,673					
10	29,255	30,819	40,290	44,285	48,169	45,811	49,931	53,970	54,759					
11	29,255	30,819	40,290	44,285	48,169	46,155	50,277	54,322	55,107					
12	29,255	30,819	40,290	44,285	48,169	46,492	50,621	54,669	55,452					
13	29,255	30,819	40,290	44,285	48,169	46,718	50,977	55,021	55,806					
14	29,255	30,819	40,290	44,285	48,169	47,057	51,322	55,367	56,151					
15	29,255	30,819	40,290	44,285	48,169	48,403	52,762	56,560	57,351					
16	29,255	30,819	40,290	44,285	48,169	48,749	53,117	56,906	57,704					
17	29,255	30,819	40,290	44,285	48,169	49,085	53,461	57,259	58,044					
18	29,255	30,819	40,290	44,285	48,169	49,428	53,815	57,605	58,404					
19	29,255	30,819	40,290	44,285	48,169	49,768	54,160	58,396	58,750					
20	29,255	30,819	40,290	44,285	48,169	51,562	55,890	60,499	61,270					
21	29,255	30,819	40,290	44,285	48,169	51,916	56,242	60,853	61,623					
22	29,255	30,819	40,290	44,285	48,169	52,261	56,589	61,201	61,968					
23	29,255	30,819	40,290	44,285	48,169	52,614	56,941	61,551	62,322					
24	29,255	30,819	40,290	44,285	48,169	52,959	57,287	61,899	62,669					
25	29,255	30,819	40,290	44,285	48,169	53,461	57,788	62,400	63,170					
26	29,255	30,819	40,290	44,285	48,169	53,461	57,788	62,400	63,170					
27	29,255	30,819	40,290	44,285	48,169	53,461	57,788	62,400	63,170					
28	29,255	30,819	40,290	44,285	48,169	53,461	57,788	62,400	63,170					
29	29,255	30,819	40,290	44,285	48,169	53,461	57,788	62,400	63,170					
30	29,255	30,819	40,290	44,285	48,169	53,461	57,788	62,400	63,170					
31	29,255	30,819	40,290	44,285	48,169	53,461	57,788	62,400	63,170					
32	29,255	30,819	40,290	44,285	48,169	53,461	57,788	62,400	63,170					
33	29,255	30,819	40,290	44,285	48,169	53,461	57,788	62,400	63,170					
34	29,255	30,819	40,290	44,285	48,169	53,461	57,788	62,400	63,170					
35	29,255	30,819	40,290	44,285	48,169	53,461	57,788	62,400	63,170					
36	29,255	30,819	40,290	44,285	48,169	53,461	57,788	62,400	63,170					
37	29,255	30,819	40,290	44,285	48,169	53,461	57,788	62,400	63,170					
38	29,255	30,819	40,290	44,285	48,169	53,461	57,788	62,400	63,170					
39	29,255	30,819	40,290	44,285	48,169	53,461	57,788	62,400	63,170					
40	29,255	30,819	40,290	44,285	48,169	53,461	57,788	62,400	63,170					

# ***NELSON COUNTY SCHOOLS***

## **EMPLOYEE INDEX** **2010-2011**

<b><u>POSITION</u></b>	<b><u>INDEX</u></b>
<b>SUPERINTENDENT</b>	<b>APC</b>
<b>HIGH SCHOOL PRINCIPAL</b>	<b>1.23</b>
<b>ASST SUPERINTENDENT OF INSTRUCTION</b>	<b>1.20</b>
<b>DIR OF SPECIAL EDUCATION &amp; 504</b>	<b>1.17</b>
<b>DIRECTOR OF HUMAN RESOURCES</b>	<b>1.17</b>
<b>MIDDLE/COMBINED SCHOOL PRINCIPAL</b>	<b>1.16</b>
<b>ELEMENTARY SCHOOL PRINCIPAL &gt;400</b>	<b>1.14</b>
<b>ELEMENTARY SCHOOL PRINCIPAL &lt;400</b>	<b>1.12</b>
<b>ASST. HIGH SCHOOL PRINCIPAL #1, #2, #3</b>	<b>1.12</b>
<b>MIDDLE SCHOOL ASST. PRINCIPAL</b>	<b>1.12</b>
<b>ELEMENTARY SCHOOL ASST PRINCIPAL</b>	<b>1.12</b>

# ***NELSON COUNTY SCHOOLS***

## **SALARIED CLASSIFIED EMPLOYEES 2010-2011**

	<b>POSITION</b>	<b>DAYS</b>
1.	EXECUTIVE DIRECTOR OF ADMINISTRATIVE SERVICES	260
2..	DIRECTOR OF TECHNOLOGY	260
3.	ASST. DIR. OF TECHNOLOGY	260
4.	DIRECTOR OF TRANSPORTATION	260
5.	ASST. DIR. OF TRANSPORTATION	260
6.	DIRECTOR OF FOOD SERVICE	260
7.	DIRECTOR OF DISTRICT DAYCARE	260
8.	FRYSC DIRECTOR/COORDINATOR	240
9.	FINANCE OFFICER	260
10.	SUPERVISOR OF MAINTENANCE	260
11.	WAREHOUSE SUPERVISOR/ BUS TRAINER	260
12.	ADMIN ASST TO THE SUPT.	260
13.	ADMIN ASST TO THE DIRECTOR OF HUMAN RESOURCES	260
14.	ADMIN ASST TO THE EXEC DIRECTOR OF SUPPORT SERVICES	260
15.	SCHOOL NURSE	190
16.	SPEECH PATHOLOGIST	187
17.	OCCUPATIONAL THERAPIST	185
18.	COMMUNICATIONS DIRECTOR/GRANT WRITER	260
19.	OCCUPATIONAL THERAPY ASSISTANT	175
20.	PHYSICAL THERAPY ASSISTANT	145



# ***NELSON COUNTY SCHOOLS***

## **EXTENDED EMPLOYMENT SCHEDULE 2010-2011**

<b>CERTIFIED POSITIONS</b>	<b>EXTENDED DAYS (MAX.)</b>
<b>CENTRAL OFFICE ADMINISTRATORS</b>	<b>54</b>
<b>HIGH SCHOOL PRINCIPAL 9-12</b>	<b>54</b>
<b>MIDDLE SCHOOL PRINCIPALS 6-8</b>	<b>54</b>
<b>COMBINED SCHOOL PRINCIPAL</b>	<b>54</b>
<b>ELEMENTARY PRINCIPALS &gt;400</b>	<b>54</b>
<b>ASST. HIGH SCHOOL PRINCIPAL 9-12 #1</b>	<b>54</b>
<b>HORIZON'S ACADEMY PRINCIPAL</b>	<b>54</b>
<b>FAMILY RES. CENTER DIRECTORS</b>	<b>54</b>
<b>VOC. AG. TEACHERS 9-12</b>	<b>54</b>
<b>ELEMENTARY PRINCIPALS 200 – 399</b>	<b>40</b>
<b>ASST. HIGH SCHOOL PRINCIPAL 9-12 #2 &amp; 3</b>	<b>23</b>
<b>HIGH SCHOOL COUNSELORS 9-12</b>	<b>18</b>
<b>ELEMENTARY AND MIDDLE SCHOOL ASST. PRINCIPAL 6-8</b>	<b>18</b>
<b>SCHOOL PSYCHOLOGIST I</b>	<b>13</b>
<b>MIDDLE SCHOOL COUNSELORS 6-8</b>	<b>13</b>
<b>COMBINED SCHOOL COUNSELORS</b>	<b>11</b>
<b>VOC. AG. TEACHERS 6-8</b>	<b>10</b>
<b>CURRICULUM RESOURCE CONSULTANT</b>	<b>10</b>
<b>SCHOOL PSYCHOLOGIST II</b>	<b>10</b>
<b>LIBRARIANS &gt;401</b>	<b>10</b>
<b>ELEMENTARY SCHOOL COUNSELORS</b>	<b>10</b>
<b>HEAD HS FOOTBALL COACH</b>	<b>8</b>
<b>HEAD HS BOYS BASKETBALL</b>	<b>8</b>
<b>HEAD HS GIRLS BASKETBALL</b>	<b>8</b>
<b>LIBRARIANS &lt;400</b>	<b>8</b>

***NELSON COUNTY SCHOOLS***  
**EXTRA SERVICE SALARY SCHEDULE**  
**2010-2011**

<b>POSITION</b>	<b>INDEX</b>
HS HEAD BAND DIRECTOR (1)	0.15
HEAD BOYS BASKETBALL HS (1)	0.15
HEAD GIRLS BASKETBALL HS (1)	0.15
HEAD FOOTBALL HS (1)	0.15
HEAD BASEBALL HS (1)	0.13
HEAD BOYS SOCCER HS (1)	0.13
HEAD GIRLS SOCCER HS (1)	0.13
HEAD SOFTBALL HS (1)	0.13
HEAD TRACK HS (1)	0.11
ASST. BAND DIRECTOR HS (1)	0.10
ASST. BOYS BASKETBALL HS (2)	0.10
ASST. GIRLS BASKETBALL HS (2)	0.10
HEAD CROSS COUNTRY HS (1)	0.10
HEAD WRESTLING HS (1)	0.10
HEAD SWIMMING HS (1)	0.10
HEAD GIRLS VOLLEYBALL HS (1)	0.10
ROTC SPONSOR HS (1)	0.10
ASST. FOOTBALL HS (6)	0.10
HEAD CHEERLEADING SPONSOR HS (1)	0.09
HEAD DANCE HS (1)	0.09
HEAD TENNIS HS (1)	0.08
HEAD FRESHMEN FOOTBALL (1)	0.07
DISTRICT ACAD TEAM COORD	0.07
DISTRICT TEXTBOOK COORD	0.07
HEAD GOLF	0.06
SPEECH COACH (1)	0.06
HEAD M.S. CHEERLEADING SPONSOR (1)	0.06
HS YEARBOOK SPONSOR (1)	0.06
HS HEAD ACADEMIC COACH (1)	0.07
HS CHORUS (1)	0.06
HEAD M.S. BOYS BASKETBALL (1)	0.05
HEAD M.S. GIRLS BASKETBALL (1)	0.05
HEAD M.S. ACADEMIC COACH (1)	0.05
HEAD COMBINED ACADEMIC COACH (2, 1 Ele 1 Mid)	0.05
HEAD ELE. ACADEMIC COACH (1)	0.05
ASST. H.S. ACADEMIC COACH (1)	0.05
HEAD M.S. FOOTBALL (1)	0.05
ASST. H.S. BASEBALL (2)	0.05
ASST. H.S. BOYS SOCCER (1)	0.05
ASST. H.S. GIRLS SOCCER (1)	0.05
ASST HS BOYS/GIRLS SOCCER (1)	0.05
HEAD M.S. VOLLEYBALL (1)	0.05
HEAD M.S. SOCCER (1)	0.05
ASST HS WRESTLING	0.05
ASST HS SWIMMING	0.05
ASST. SOFTBALL COACH (2)	0.05
ASST. HS TRACK COACH (3)	0.05
ASST HS CROSS COUNTRY (2)	0.05
ASST. HS GIRLS VOLLEYBALL (1)	0.05
HIGH SCHOOL DRAMA COACH (2)	0.05
SCHOOL TECHNOLOGY CORD (1)	0.05
ASST HS CHEERLEADING SPONSOR (1)	0.04
DRILL TEAM COACH (1)	0.04
ASST. TENNIS (1)	0.04
ASST. GOLF COACH (1)	0.04



***NELSON COUNTY SCHOOLS***  
**EXTRA SERVICE SALARY SCHEDULE**  
**2010-2011(CONT)**

MEDIA EDITOR	(1)	0.03
ASST. M.S. BOYS BASKETBALL	(1)	0.03
ASST. M.S. GIRLS BASKETBALL	(1)	0.03
ASST. M.S. FOOTBALL	(2)	0.03
H.S. SENIOR CLASS SPONSOR	(1)	0.03
H.S. JUNIOR CLASS SPONSOR	(1)	0.03
PROBLEM SOLVING COACH (MID)		0.03
M.S. DRAMA COACH	(1)	0.02
SBDM SECRETARY	(1)	0.02
CLUSTER LEADER ( All)	(1)	0.02
M.S/ELE YEARBOOK	(1)	0.01
PAR INV COORD	(1)	0.01
SCH PUB REL	(1)	0.01

# ***NELSON COUNTY SCHOOLS***

## **SUBSTITUTE TEACHING SALARY SCHEDULE**

**2010-2011**

<b>RANK</b>	<b>1-3YRS</b>	<b>4-9YRS</b>	<b>10+YRS</b>
<b>IA</b>	<b>79.00</b>	<b>82.00</b>	<b>87.00</b>
<b>I</b>	<b>77.00</b>	<b>79.00</b>	<b>82.00</b>
<b>II</b>	<b>75.00</b>	<b>77.00</b>	<b>79.00</b>
<b>III</b>	<b>73.00</b>	<b>76.00</b>	<b>77.00</b>
<b>IV</b>	<b>69.00</b>	<b>70.00</b>	<b>71.00</b>
<b>V</b>	<b>67.00</b>	<b>68.00</b>	<b>69.00</b>

### **Breakdown for Substitutes**

<b>Rank</b>	<b>College Hours</b>
<b>III</b>	<b>Certified Teacher</b>
<b>IV</b>	<b>96 Hours or more</b>
<b>V</b>	<b>64-95 Hours</b>

**Substitutes who substitute for the Nelson County Board of Education fifty or more days during the school year will be given one year of service credit to be effective the following school year. Substituting for other school districts will not count towards service credit with the Nelson County Board of Education.**

**Substitute teachers who hold a valid teaching certificate, when employed as a substitute in the same position, shall be paid based on their actual certification and experience from the certified salary scale effective the twenty first consecutive day substituting in that position. Substitutes who do not hold a valid teaching certificate shall continue to be paid the appropriate rate from the substitute teaching salary scale.**



**NELSON COUNTY SCHOOLS CLASSIFIED SALARY SCHEDULE**  
2010-2011

STEPS	GRADE 13	GRADE 12	GRADE 11	GRADE 10	GRADE 9	GRADE 8	GRADE 7	GRADE 6	GRADE 5	GRADE 4	GRADE 3	GRADE 2	GRADE 1	STEPS
0	1432	1382	1332	1281	1232	1182	1134	1084	1014	942	871	802	730	0
1	1466	1417	1368	1319	1268	1218	1168	1119	1048	978	907	836	764	1
2	1503	1452	1403	1353	1304	1254	1205	1154	1084	1014	942	871	800	2
3	1537	1488	1437	1388	1338	1290	1240	1191	1119	1048	978	907	835	3
4	1571	1522	1474	1424	1375	1324	1275	1225	1154	1084	1014	942	870	4
5	1609	1560	1508	1459	1409	1360	1310	1260	1191	1119	1048	978	907	5
6	1643	1594	1545	1495	1447	1395	1346	1296	1225	1154	1084	1014	942	6
7	1678	1629	1580	1531	1481	1432	1382	1332	1260	1191	1119	1048	977	7
8	1714	1665	1614	1565	1516	1466	1417	1368	1296	1225	1154	1084	1012	8
9	1749	1699	1650	1600	1552	1503	1452	1403	1332	1260	1191	1119	1047	9
10	1786	1737	1685	1636	1586	1537	1488	1437	1368	1296	1225	1154	1082	10
11	1821	1771	1722	1672	1622	1571	1522	1474	1403	1332	1260	1191	1119	11
12	1855	1806	1756	1708	1658	1609	1560	1508	1437	1368	1296	1225	1153	12
13	1892	1842	1793	1742	1693	1643	1594	1545	1474	1403	1332	1260	1190	13
14	1926	1877	1827	1778	1727	1678	1629	1580	1508	1437	1368	1296	1224	14
15	1963	1912	1863	1813	1764	1714	1665	1614	1545	1474	1403	1332	1259	15
16	1998	1949	1899	1850	1801	1749	1699	1650	1580	1508	1437	1368	1295	16
17	2033	1983	1934	1884	1835	1786	1737	1685	1614	1545	1474	1403	1331	17
18	2068	2020	1970	1920	1870	1821	1771	1722	1650	1580	1508	1437	1366	18
19	2103	2054	2005	1955	1906	1855	1806	1756	1685	1614	1545	1474	1402	19
20	2140	2088	2039	1990	1941	1892	1842	1793	1722	1650	1580	1508	1436	20
21	2160	2111	2062	2012	1963	1912	1863	1813	1742	1672	1600	1531	1457	21
22	2182	2132	2083	2033	1983	1934	1884	1835	1764	1693	1622	1552	1480	22
23	2204	2153	2103	2054	2005	1955	1906	1855	1786	1714	1643	1571	1501	23
24	2224	2175	2126	2077	2028	1976	1926	1877	1806	1737	1665	1594	1521	24
25	2245	2196	2145	2097	2048	1998	1949	1899	1827	1756	1685	1614	1543	25
	TRFASUBBR 7166		Health Service Tech 7272	Health Service Assn 7273		ACCOUNT CLERK 3 7163	ACCOUNT CLERK 2 7164	ACCOUNT CLERK 1 7165	SCHOOL SECRETARY II 7772-7779	SCHOOL SECRETARY I 7773-7775	BUS MONITOR II 7943		BUS MONITOR I 7942	
	ASI INSTRUC TNL ASST 7338			MAINT TECH 3 7443	MAINT TECH 2 7444	MAINT TECH 1 7445	BUS DRIVERS 7941		INSTRUC TNL ASSISTANT 2 7318	CUSTODIAN II 7605				
			TECHNICAL SPECIALIST III 7523	TECHNICAL SPECIALIST II 7524	TECHNICAL SPECIALIST I 7525	VEHICLE MECH 2 7915	VEHICLE MAINT ASSIST 7913	FS MANAGR 2 7211	FS MANAGR I 7212	FS ASSISTANT 7232	CAETERIA MONITOR 7213			

# **GUIDELINES FOR SALARY SCHEDULES 2010-2011**

## **1. Experience Credit**

- a. Employees whose pay is based on the classified salary schedule will receive one year of experience for every two years worked outside the school district, but in a related field.**
- b. Classified Individuals who have worked in a related field in a Kentucky public or private school, or who have served on active duty in the United States Armed Services, will receive one year experience for each year worked.**

**Drivers with a CDL-P license who have worked outside the school district in a bus driver position, will receive one year for each year worked.**

**Drivers with a CDL license who have worked outside the school district, will receive one year experience for two years worked.**

- c. An individual who changes job classifications within the Nelson County School system, in an unrelated field, will receive one year experience for every two years worked.**
- d. Changes in job classification which involve the following natural progressions will receive years experience on a one per one basis:**

**Food Service Manager to Secretary  
Instructional Assistant to Secretary  
Head Custodian to Maintenance  
Bus Driver to Vehicle Maintenance**

- e. Experience credit for other position changes that might involve natural progression will be determined by the superintendent.**

## **2. Wages**

- a. If individuals work in more than one job classification, then they shall receive the salary/wages appropriate for time spent working in each classification.**



- b. Every effort shall be made to ensure that no individual is regularly scheduled for more than 40 hours per week.
- c. All Nelson County Board of Education students, when employed on a temporary basis by the board, shall be paid wages at the federal minimum.
- d. Students involved at some level of post-secondary education employed on a seasonal basis shall be paid at Grade 3 Step 0 from the current classified salary schedule.
- e. Seasonal employees, who are not current students, may be hired and their wage rate set by the superintendent based on their qualifications and the duties to be performed.
- f. The following wage rates shall exist for employees who perform the following duties:
  - 1. \$33.00 per hour for the performance of regular classroom or administrative responsibilities.
  - 2. \$25.00 per hour for the performance of ESS academic instruction, night school or other administrative support function.
  - 3. \$22.50 per hour for the performance of intersession enrichment, homebound or other instructional support services.
  - 4. \$13.00 per hour or regular rate (whichever higher) for the performance of food service management at a banquet or other after hours function.
  - 5. \$10.00 per hour or regular rate (whichever higher) for the performance of cook/baker duties at a banquet or other after hours function, for bus driving for all extra curricular and field trips and for performing traffic control duties.
  - 6. The employees regular rate of pay (o/t if applicable) for the performance of bus driving for ESS, intersession and other instructional trips as determined by the superintendent.
  - 7. For employees who substitute in a classified position, they shall be paid based on the approved classified salary scale for the applicable position at the entry level, zero years experience.
  - 8. District League basketball coordinators shall be hired annually, one each for boys and girls and paid a stipend of \$400. Additionally, each school participating in the program shall hire a school level Athletic Director, one each for boys and girls. These school Athletic Directors will receive a stipend of \$75 for each grade served for both boys and girls.

**3. Promotion/Experience Credit**

- a. All current employees must work or be on paid leave for at least 140 contract days and qualify for benefits in order to advance to the next step or experience level of pay for the following school year.**
- b. Merit changes in grade within the same job category can not occur for new employees to the district for a period of two years unless the superintendent determines that new certifications etc. have been attained which warrant a job class/grade change.**

#### **4. Leave**

- a. Sick, personal and vacation days for new employees will be granted on a prorated basis. Sick leave will be granted as follows: 179-205 days (10) 206-225 (11) 226-260 (12).**
- b. Effective July 1, 2005, new employees who are eligible for vacation days will receive five days during their first year of service and ten days each year thereafter thru 10 years of service. 11-15 years of service will earn 12 vacation days, years of service 16 - ? will earn 15 days. New employees who begin work on a day other than July 1 will receive a prorated portion of the five days, receiving one day for each two full months worked. Employees hired after May 1 will receive no vacation days until the following year.**
- c. Eligible Employees who separate employment for at least one year and return at a later date will receive five vacation days the first year and then ten days thereafter upon their return.**
- d. Employees who change job classifications, with the new position being one in which they will earn vacation, will earn ten vacation days, or a prorated portion thereof in their first year provided they were employed by the board for at least one year without interruption in the previous classification.**
- e. Employees who separate employment and return as a board employee within 12 months or within one school year will retain accumulated leave days; otherwise leave days will not be retained.**
- g. As of June 30 of each year, employees may have a maximum carry forward vacation leave balance of the equivalent of two years earned days. Any days in excess of this will be lost to the employee. Three personal days may be carried forward annually with these days credited as sick days which can be used according to board policy. Carry forward personal days may not otherwise be used. There is no limit on the number of sick days which may be carried forward. Employees who participate in KTRS may accumulate up to 60 vacation days if the employee is contracted for over 240 days. On June 30 of each year all accumulated vacation days in excess of 60 shall be transferred to sick to the employees sick leave account.**
- h. For classified hourly employees, in the event the employee (full time 40hr week/8hr day) is required to work additional hours, not to exceed four on a given Monday through Thursday, time off that same week may be granted. Once extra time exceeds four hours, the additional time above**



four hours will be paid at a rate of time and a half. The board reserves the right to pay time and a half for all hours exceeding forty in a given week if time off is not deemed in the best interest of the board.

- i. All full time employees, regardless of how many job classifications they hold shall be entitled to ten (10) days of sick leave and three (3) days of personal leave with pay per year. In order to qualify for vacation days a person must be employed and under contract for 4 hours per day 260 days per year. An employee who changes classification within the district from one not earning vacation days to one earning them shall receive 10 prorated vacation days in their first year in the new classification. All leave is to be taken in half or full day increments only.

## 5. Miscellaneous

- a. The index salary of non full time certified, non-employee or classified para-professionals who are paid from the extra service salary schedule, will be based on the rank III, level 0 of the certified salary scale. Employees who retire from the Nelson County Schools, and at the time of retirement are employed in an extra duty position, may remain in that same position at the same rate of pay for a period of time not to exceed two years.
- b. Employees who are provided training at a cost to the Nelson County Board of Education will be required to remain employed with the board for a period of time to be determined by the superintendent or reimburse the board for a prorated portion of the cost of the training/certification.
- c. Employees who have attained distinction as either a PhD or EdD shall receive a stipend annually in the amount of \$2,000. It shall be the responsibility of the employee to notify the Superintendent of attainment of this degree by 9/15 in order for the stipend to apply for that year, otherwise it will be come effective the following year.
- d. Instances where a classified employee is to be on leave in excess of 10 consecutive days then a sub shall be assigned to fill the vacancy from day 1 or as soon as the length of leave is determined.
- e. Principal, instructional supervisor and assistant superintendent salaries shall be based on step 15 or higher of the approved district salary scale. In the event that these employees are placed at step 15 due to their actual step being lower, they will remain in step 15 until they actually reach step 16. From then on they will be moved annually to the appropriate step.

- f. Effective July, 1, 2005, all newly hired classified staff will be subject to a ninety day probationary period. During the probationary period the employee will receive all regular benefits with the exception of the ability to use accrued leave. Upon successful completion of probation, employees shall be eligible to use accrued leave as necessary. The evaluation process shall be used to determine whether or not a person successfully completes the probationary period.**
- g. Classified employees who are hired after March 1<sup>st</sup> each year and likely not to be rehired the following year shall be placed in temporary status and shall not receive any employer paid benefits.**
- h. When classified retirees return in a position requiring the district to cover health insurance cost, this amount shall be paid for by the department/school out of operating funds.**
- i. Coaches who elect to drive their group to events in lieu of hiring a bus driver in an effort to save money will be paid \$20 per trip.**
- j. Classified employees employed in extra duty positions will be provided an hour threshold not to exceed in order to stay within labor guidelines. When an employee exceeds this threshold the school will be billed accordingly.**



# NELSON COUNTY SCHOOLS ADMIN NON-CERTIFIED

## SALARY SCHEDULE 2010-2011 186 Days

YEARS EXPERIENCE	Admin Level 1	Admin Level 2	Admin Level 3	Admin Level 4	Admin Level 5	Admin Level 6	Admin Level 7	Admin Level 8	Admin Level 9
0	20,192	21,948	23,856	25,931	27,479	36,561	40,110	44,412	45,183
1	20,394	22,167	24,095	26,190	27,740	36,895	40,445	44,753	45,518
2	20,597	22,388	24,335	26,451	28,001	37,238	40,787	45,088	45,854
3	20,800	22,608	24,574	26,711	28,261	37,572	41,122	45,429	46,195
4	22,659	24,629	26,771	29,099	30,655	40,075	44,048	47,912	48,678
5	22,830	24,815	26,973	29,318	30,886	40,411	44,383	48,254	49,019
6	23,001	25,001	27,175	29,538	31,117	40,753	44,726	48,587	49,356
7	23,172	25,187	27,378	29,758	31,349	41,088	45,061	48,930	49,705
8	23,343	25,373	27,580	29,978	31,581	41,430	45,395	49,266	50,050
9	23,516	25,561	27,784	30,200	31,815	41,765	45,738	49,608	50,402
10	25,513	27,731	30,143	32,764	34,516	45,566	49,664	53,682	54,466
11	25,687	27,921	30,348	32,987	34,751	45,909	50,008	54,031	54,812
12	25,859	28,108	30,552	33,208	34,984	46,243	50,350	54,377	55,155
13	26,019	28,281	30,741	33,414	35,200	46,469	50,704	54,727	55,507
14	26,191	28,469	30,944	33,635	35,433	46,805	51,048	55,071	55,851
15	26,843	29,177	31,715	34,472	36,316	48,144	52,480	56,258	57,045
16	27,019	29,368	31,922	34,697	36,553	48,488	52,832	56,602	57,395
17	27,191	29,556	32,126	34,919	36,786	48,822	53,175	56,952	57,739
18	27,366	29,746	32,333	35,144	37,023	49,164	53,527	57,297	58,092
19	27,592	29,991	32,599	35,434	37,328	49,502	53,870	58,084	58,435
20	28,605	31,092	33,796	36,735	38,699	51,286	55,591	60,176	60,942
21	28,782	31,285	34,006	36,963	38,939	51,639	55,941	60,528	61,294
22	28,956	31,474	34,211	37,185	39,174	51,981	56,287	60,873	61,636
23	29,133	31,666	34,420	37,413	39,413	52,333	56,636	61,222	61,989
24	29,306	31,855	34,625	37,635	39,648	52,676	56,981	61,568	62,334
25	29,558	32,128	34,922	37,958	39,988	53,175	57,478	62,066	62,832
26	29,558	32,128	34,922	37,958	39,988	53,175	57,478	62,066	62,832
27	29,558	32,128	34,922	37,958	39,988	53,175	57,478	62,066	62,832
28	29,558	32,128	34,922	37,958	39,988	53,175	57,478	62,066	62,832
29	29,558	32,128	34,922	37,958	39,988	53,175	57,478	62,066	62,832
30	29,558	32,128	34,922	37,958	39,988	53,175	57,478	62,066	62,832
31	29,558	32,128	34,922	37,958	39,988	53,175	57,478	62,066	62,832
32	29,558	32,128	34,922	37,958	39,988	53,175	57,478	62,066	62,832
33	29,558	32,128	34,922	37,958	39,988	53,175	57,478	62,066	62,832
34	29,558	32,128	34,922	37,958	39,988	53,175	57,478	62,066	62,832
35	29,558	32,128	34,922	37,958	39,988	53,175	57,478	62,066	62,832
36	29,558	32,128	34,922	37,958	39,988	53,175	57,478	62,066	62,832
37	29,558	32,128	34,922	37,958	39,988	53,175	57,478	62,066	62,832
38	29,558	32,128	34,922	37,958	39,988	53,175	57,478	62,066	62,832
39	29,558	32,128	34,922	37,958	39,988	53,175	57,478	62,066	62,832
Admin Non-Cert	19,558	21,128	23,922	27,958	31,988	53,175	57,478	62,066	62,832
Sal 186 Days	86	128	186	16	16	16	16	16	16
Days	86	128	186	16	16	16	16	16	16



# NELSON COUNTY SCHOOLS ADMIN NON-CERTIFIED

## SALARY SCHEDULE 2010-2011

YEARS EXPERIENCE	Admin Level 1	Admin Level 2	Admin Level 3	Admin Level 4	Admin Level 5	Admin Level 6	Admin Level 7	Admin Level 8	Admin Level 9
0	20,300	22,066	23,984	26,070	27,627	36,758	40,325	44,651	45,426
1	20,504	22,286	24,224	26,331	27,889	37,094	40,663	44,993	45,762
2	20,707	22,508	24,465	26,583	28,152	37,438	41,006	45,330	46,101
3	20,911	22,730	24,706	26,855	28,413	37,774	41,343	45,673	46,443
4	22,781	24,762	26,915	29,255	30,819	40,290	44,285	48,169	48,939
5	22,952	24,948	27,118	29,476	31,052	40,629	44,622	48,514	49,283
6	23,124	25,135	27,321	29,696	31,284	40,972	44,966	48,849	49,621
7	23,297	25,323	27,525	29,918	31,518	41,309	45,304	49,193	49,973
8	23,469	25,510	27,728	30,139	31,750	41,652	45,639	49,531	50,319
9	23,643	25,699	27,933	30,362	31,986	41,990	45,984	49,875	50,673
10	25,650	27,880	30,305	32,940	34,701	45,811	49,931	53,970	54,759
11	25,825	28,071	30,512	33,165	34,938	46,155	50,277	54,322	55,107
12	25,998	28,259	30,716	33,387	35,172	46,492	50,621	54,669	55,452
13	26,159	28,433	30,906	33,593	35,389	46,718	50,977	55,021	55,806
14	26,332	28,622	31,111	33,816	35,624	47,057	51,322	55,367	56,151
15	26,988	29,334	31,885	34,658	36,511	48,403	52,762	56,560	57,351
16	27,164	29,526	32,093	34,884	36,749	48,749	53,117	56,906	57,704
17	27,337	29,715	32,298	35,107	36,984	49,085	53,461	57,259	58,049
18	27,513	29,906	32,506	35,333	37,222	49,428	53,815	57,605	58,404
19	27,740	30,152	32,774	35,624	37,529	49,768	54,160	58,396	58,750
20	28,759	31,260	33,978	36,932	38,907	51,562	55,890	60,499	61,270
21	28,937	31,453	34,188	37,161	39,148	51,916	56,242	60,853	61,623
22	29,111	31,643	34,394	37,385	39,384	52,261	56,589	61,201	61,968
23	29,289	31,836	34,605	37,614	39,625	52,614	56,941	61,551	62,322
24	29,464	32,026	34,811	37,838	39,861	52,959	57,287	61,899	62,669
25	29,717	32,301	35,109	38,162	40,203	53,461	57,788	62,400	63,170
26	29,717	32,301	35,109	38,162	40,203	53,461	57,788	62,400	63,170
27	29,717	32,301	35,109	38,162	40,203	53,461	57,788	62,400	63,170
28	29,717	32,301	35,109	38,162	40,203	53,461	57,788	62,400	63,170
29	29,717	32,301	35,109	38,162	40,203	53,461	57,788	62,400	63,170
30	29,717	32,301	35,109	38,162	40,203	53,461	57,788	62,400	63,170
31	29,717	32,301	35,109	38,162	40,203	53,461	57,788	62,400	63,170
32	29,717	32,301	35,109	38,162	40,203	53,461	57,788	62,400	63,170
33	29,717	32,301	35,109	38,162	40,203	53,461	57,788	62,400	63,170
34	29,717	32,301	35,109	38,162	40,203	53,461	57,788	62,400	63,170
35	29,717	32,301	35,109	38,162	40,203	53,461	57,788	62,400	63,170
36	29,717	32,301	35,109	38,162	40,203	53,461	57,788	62,400	63,170
37	29,717	32,301	35,109	38,162	40,203	53,461	57,788	62,400	63,170
38	29,717	32,301	35,109	38,162	40,203	53,461	57,788	62,400	63,170
39	29,717	32,301	35,109	38,162	40,203	53,461	57,788	62,400	63,170
Admin Non-Cert Sal	19,971	32,301	35,109	38,162	40,203	53,461	57,788	62,400	63,170