

# **GARRARD COUNTY SCHOOLS**



## **SALARY SCHEDULE 2023-2024**

Approved: April 20, 2023

Amended 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	# Holidays	Employee Paid Holidays
180-199	4	Labor Day—Thanksgiving Day—Christmas Day—Martin Luther King Day
200-220	6	July 4th—Labor Day—Thanksgiving Day—Christmas Day—Martin Luther King Day—Memorial Day
240-243	8	July 4th—Labor Day—Thanksgiving Day—Day after Thanksgiving—Christmas Day—New Years Day—Martin Luther King Day—Memorial Day
244+	10	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:

- \* 204 day contract or less will receive 24 paychecks starting September 1st thru June 26th.
- \* 205 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 190 DAYS
0	\$48,804.94	\$44,422.66	\$40,001.82	\$34,831.14	\$32,600.90	\$47,779.00
1	\$48,972.05	\$44,561.92	\$40,085.38	\$34,831.14	\$32,600.90	\$47,779.00
2	\$49,139.16	\$44,700.10	\$40,168.93	\$34,831.14	\$32,600.90	\$47,779.00
3	\$49,306.26	\$44,839.36	\$40,251.41	\$34,831.14	\$32,600.90	\$47,779.00
4	\$53,218.29	\$48,830.65	\$44,450.52	\$34,831.14	\$32,600.90	\$47,779.00
5	\$53,385.39	\$48,970.98	\$44,534.07	\$34,831.14	\$32,600.90	\$52,589.00
6	\$53,552.50	\$49,109.16	\$44,616.55	\$34,831.14	\$32,600.90	\$52,589.00
7	\$53,720.68	\$49,249.49	\$44,700.10	\$34,831.14	\$32,600.90	\$52,589.00
8	\$53,886.72	\$49,387.68	\$44,784.73	\$34,831.14	\$32,600.90	\$52,589.00
9	\$54,054.89	\$49,528.00	\$44,868.28	\$34,831.14	\$32,600.90	\$52,589.00
10	\$58,937.42	\$54,512.30	\$50,095.74	\$34,831.14	\$32,600.90	\$54,377.00
11	\$59,104.53	\$54,651.55	\$50,179.29	\$34,831.14	\$32,600.90	\$54,377.00
12	\$59,271.64	\$54,789.74	\$50,263.92	\$34,831.14	\$32,600.90	\$54,377.00
13	\$59,438.75	\$54,931.14	\$50,346.40	\$34,831.14	\$32,600.90	\$54,377.00
14	\$59,605.85	\$55,069.32	\$50,431.02	\$34,831.14	\$32,600.90	\$54,377.00
15	\$60,652.42	\$56,235.86	\$51,817.16	\$34,831.14	\$32,600.90	\$54,921.00
16	\$60,819.52	\$56,375.11	\$51,843.94	\$34,831.14	\$32,600.90	\$54,921.00
17	\$60,986.63	\$56,513.30	\$51,872.86	\$34,831.14	\$32,600.90	\$54,921.00
18	\$61,153.74	\$56,653.63	\$51,900.71	\$34,831.14	\$32,600.90	\$54,921.00
19	\$61,320.84	\$56,792.88	\$51,928.56	\$34,831.14	\$32,600.90	\$54,921.00
20	\$62,041.76	\$57,598.42	\$51,977.84	\$34,831.14	\$32,600.90	\$57,007.00
21	\$62,208.87	\$57,737.68	\$52,005.69	\$34,831.14	\$32,600.90	\$57,007.00
22	\$62,377.05	\$57,878.01	\$52,033.54	\$34,831.14	\$32,600.90	\$57,007.00
23	\$62,543.08	\$58,016.19	\$52,060.32	\$34,831.14	\$32,600.90	\$57,007.00
24	\$62,711.26	\$58,156.52	\$52,089.24	\$34,831.14	\$32,600.90	\$57,007.00
25	\$63,731.04	\$59,165.59	\$53,390.75	\$34,831.14	\$32,600.90	\$57,007.00
26	\$63,899.22	\$59,306.99	\$53,419.67	\$34,831.14	\$32,600.90	\$57,007.00
27	\$64,065.26	\$59,447.32	\$53,447.52	\$34,831.14	\$32,600.90	\$57,007.00
28	\$64,232.37	\$59,588.71	\$53,475.38	\$34,831.14	\$32,600.90	\$57,007.00
29	\$64,399.47	\$59,729.04	\$53,504.30	\$34,831.14	\$32,600.90	\$57,007.00
30+	\$65,420.33	\$60,739.18	\$54,805.81	\$34,831.14	\$32,600.90	\$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
Director of Federal Programs	54	17%
Director of Finance	54	17%
Director of Food Service	54	
Director of Public Relations & Visible Technology	54	
Director of Pupil Personnel	54	17%
Director of Special Education	54	17%
Superintendent	54	
Director of Teaching and Learning (2)	54	17%
Director of Technology	54	
Career & Tech Special Ed Outreach Coord	25	
District School Psychologist (2)	20	
District Wide MTSS & Behavior Coordinator (2)	15	
Special Education Consultant	15	

HIGH SCHOOL	Days	Index
Principal	54	23%
1st Assistant Principal	35	15%
2nd Assistant Principal	19	15%
Guidance Counselor	10	
Media Librarian	9	
Vocational School Instructor (Agriculture) (2)	54	
MIDDLE SCHOOL	Days	Index
Principal	54	18%
Assistant Principal	23	14%
Guidance Counselor	10	
Media Librarian	9	
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.



## District Stipends/Hourly Rates

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	\$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.
Non-CDL Van Driver	\$15.50/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	\$1,000
Academic Future Problem Solving Coach	\$800
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 Problem Solving Coach	\$800
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.

