



JEFFERSON COUNTY PUBLIC SCHOOLS
2023-2024
SALARY SCHEDULES

Effective December 9, 2023

Submitted December 5, 2023

JOB FAMILY III SALARY SCHEDULE

2023 - 24

Annual Salary based on 187 days, 7 hours per day

STEP	RANK III	RANK III + 15	RANK II	RANK II + 15	RANK I	DOCTORATE
	(31) Bachelor's	(32) Bachelor's + 15 hrs	(21) Master's	(22) Master's + 15 hrs	(11) Master's + 30 hrs	(12) Doctorate Degree
0	47,096.47	49,002.77	53,447.07	55,348.80	59,790.74	62,538.43
1	47,944.72	49,846.42	54,290.70	56,194.75	60,634.39	63,389.05
2	48,793.03	50,694.77	55,136.67	56,826.35	61,484.98	64,230.37
3	49,632.10	51,540.72	55,980.34	57,884.41	62,326.35	65,076.37
4	52,601.08	52,601.08	58,186.40	58,730.42	63,762.47	65,924.64
5	53,447.07	54,080.94	58,520.64	60,424.67	64,866.60	67,616.62
6	54,717.17	55,772.90	60,212.58	62,112.01	66,556.27	69,306.22
7	55,558.50	57,460.26	61,904.52	63,813.17	68,248.21	70,998.23
8	57,252.78	59,159.15	63,598.79	65,502.81	69,942.47	72,694.79
9	58,940.19	60,848.77	65,288.45	67,192.47	71,634.45	74,382.15
10	60,634.39	62,538.43	66,980.45	68,882.10	73,321.78	76,071.82
11	64,022.93	65,924.64	70,366.62	72,266.08	76,714.86	79,458.00
12	65,712.57	67,616.62	72,058.58	73,960.31	78,404.54	81,152.26
13	67,404.56	69,306.22	73,745.94	75,652.29	80,094.21	82,848.84
14	69,096.50	70,998.23	75,442.48	77,341.89	81,786.21	84,536.21
15	70,786.16	72,694.79	77,136.73	79,036.15	83,475.85	86,228.13
16	74,174.69	76,071.82	80,520.72	82,424.72	86,864.34	89,607.48
17	76,714.86	78,614.33	83,051.71	84,962.61	89,402.33	92,147.71
18	76,714.86	78,614.33	83,051.71	84,962.61	89,402.33	92,147.71
19	76,714.86	78,614.33	83,051.71	84,962.61	89,402.33	92,147.71
20	78,404.54	80,308.63	84,748.27	86,652.27	91,094.25	93,839.67
21	78,404.54	80,308.63	84,748.27	86,652.27	91,094.25	93,839.67
22	78,404.54	80,308.63	84,748.27	86,652.27	91,094.25	93,839.67
23	78,404.54	80,308.63	84,748.27	86,652.27	91,094.25	93,839.67
24	78,404.54	80,308.63	84,748.27	86,652.27	91,094.25	93,839.67
25	79,670.06	81,576.41	86,016.07	87,920.09	92,359.77	95,112.09

The 2023-24 teacher salary schedule reflects an increase of 5.0%. Annual salary is based on a 187 days, 7 hours per day work year.

Munis Group/BU: CERT, CERV, RCET, CLA1, CLA2, CERU, CLAU, and CERX x admin index

EMERGENCY CERTIFICATION	
2023 - 24	
Annual Salary based on 187 days 7 hours per day	
STEP	RANK IV 96-127 HOURS INDEX SALARY
0	46,096.47
1	46,944.72
2	47,793.03
3	48,632.10
4	51,601.08
5	52,447.07
6	53,717.17
7	54,558.50
8	56,252.78
9	57,940.19
10	59,634.39

Salaries for Rank IV reflect \$1000 less than Rank III of teacher salary.

JOB FAMILY IV						
Addendum to the Teachers Salary Schedule for Certified Administrators						
2023 - 24						
SALARY	STEP					
GRADE	0	1	2	3	4	5
16	1.320	1.338	1.355	1.373	1.388	1.405
15	1.275	1.290	1.306	1.320	1.336	1.352
14	1.230	1.244	1.258	1.272	1.285	1.299
13	1.190	1.201	1.213	1.225	1.237	1.249
12	1.151	1.162	1.172	1.182	1.191	1.201
11	1.111	1.119	1.128	1.138	1.147	1.156
10	1.073	1.080	1.088	1.095	1.103	1.111
09	1.036	1.042	1.049	1.055	1.062	1.068
08	1.001	1.007	1.012	1.017	1.021	1.026

Salary Computation for Certified Administrator:

Job Family III Daily Rate X Certified Administrator Index = Certified Administrator's Daily Rate

Certified Administrator's Daily Rate X Number of Days = Annual Salary

Example Salary Computation for High School Principal who is on Certified Admin Grade 14/Step 5 and Teacher Rank I/Step 25:

Step 1: Find Rank I/Step 25 Annual Salary on Job Family III/Teacher Salary Schedule = \$92,359.77

Step 2: Divide \$92,359.77 by 187 days = \$493.9025 per day

Step 3: Find Certified Administrator Index for High School Principal at Grade 14/Step 5 = 1.299

Step 4: Multiply \$493.9025 x 1.299 = \$641.5793 Certified Admin Daily Rate

Step 5: Multiply \$641.5793 x 260 or applicable Number of Contract Days = \$166,810.62

Effective 7/1/2023, administrator salaries shall be capped at \$765.90 per day including doctorate stipend.

JOB FAMILY II - SALARY EXEMPT

2023 - 24

Daily Rate is based on 8 hour work day.

GRADE	0	1	2	3	4	5	6	7	8	9	10
18	538.3890	559.9048	581.4210	601.9589	623.4750	644.5021	665.5291	686.5558	708.0719	729.0988	750.1258
17	517.8509	537.8999	558.4379	578.9760	599.0249	619.5628	639.6119	660.1499	680.6879	700.7369	721.2749
16	498.2910	518.3399	537.8999	557.4600	577.0199	596.0910	616.1399	635.6999	654.7709	674.8200	693.8910
15	479.2199	497.8020	516.8731	535.4551	554.0370	573.1079	591.6899	610.7610	629.3429	647.9248	666.9959
14	460.6379	478.7310	496.8241	514.9167	533.0099	550.6139	569.1961	586.7999	604.8930	623.4750	641.0789
13	442.5449	460.1490	477.7529	494.8679	512.4721	530.0759	546.7020	564.3059	581.9100	599.0249	616.6289
12	426.4079	443.0341	459.6601	476.7749	492.9119	510.0269	526.6528	543.2789	559.9048	577.0199	593.1571
11	409.2929	425.9190	441.5669	457.7039	473.8409	489.4889	505.6259	522.2519	537.8999	554.0370	570.1738
10	393.6451	409.2929	424.9409	440.1000	455.7480	471.3960	486.5549	501.7138	517.3620	533.0099	548.1688
9	378.9751	393.1559	408.3148	423.4740	438.1439	452.8141	467.4839	482.6429	497.3130	511.9829	527.1420
8	363.8160	378.4862	392.1779	406.8480	421.0289	435.6990	449.3910	464.0610	478.2420	492.4229	506.6039

Job Family II, Grades 8 - 18 are salaried positions exempt from overtime. Daily Rates are based on 8 hour per work day.

Effective July 1, 2023, administrator salaries shall be capped at \$765.90 per day including doctorate stipend.

The 2023-24 Job Family II salary schedules reflects an increase of 5.0%.

Add-to-base stipends including but not limited to KLEFPF, Classified Doctorate & Temporary stipends are not subject to Cost of Living increases.

JOB FAMILY II - SALARY EXEMPT (1)															
2023 - 24															
Daily Rate is based on 8 hour work day.															
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
7	251.0640	263.6085	276.1655	288.6975	301.2546	313.8240	326.3560	326.3560	338.9002	338.9002	351.4821	351.4821	364.0266	364.0266	376.5711
6	228.1991	239.6066	251.0142	262.4217	273.8292	285.2490	296.6689	296.6689	308.0638	308.0638	319.4838	319.4838	330.9038	330.9038	342.2986
5	205.5718	215.8546	226.1252	236.4081	246.7037	256.9865	267.2694	267.2694	277.5274	277.5274	287.8105	287.8105	298.0807	298.0807	308.3764
4	183.5814	192.7518	201.9353	211.0942	220.3027	229.4736	238.6446	238.6446	247.8154	247.8154	256.9991	256.9991	266.1826	266.1826	275.3534
3	162.4407	170.5748	178.7211	186.8299	194.9631	203.0604	211.1692	211.1692	219.3031	219.3031	227.4122	227.4122	235.5461	235.5461	243.6548
SI	228.3179	239.7315	263.6000	267.6000	276.0000	282.0000	288.8000	288.8000	293.1200	293.1200	298.0000	298.0000	304.0000	304.0000	312.8000

(1) Job Family II - SALARY EXEMPT schedule is based on 8 hours per day. Positions are salaried and exempt from overtime.

Longevity Pay for Job Family II Grades 3 -7: The rates below are in addition to the above salary schedule:

- 15 years as of July 1st: \$.20 per hour
- 20 years as of July 1st: \$.31 per hour (includes the \$.20 for after 15 years)
- 25 years as of July 1st: \$.43 per hour (includes the \$.31 for after 20 years)

The 2023-24 Job Family II - Salary Exempt schedule reflects an increase of 5.0%.

Add-to-base stipends including but not limited to Longevity, Shift, KLEPPF, Classified Doctorate & Temporary stipends are not subject to Cost of Living increases.

CLASSIFIED SUPPORT STAFF HOURLY RATES

SALARY SCHEDULE IA

2023 - 24

GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
16	28.6124	30.1493	31.7610	33.3227	34.7847	36.4966	38.3832	38.3832	40.0698	40.0698	41.6442	41.6442	43.4935	43.4935	44.1678	44.8802	45.5923	46.3920
15	27.2755	28.7375	30.2992	31.7610	33.1229	34.8098	36.5713	36.5713	38.2081	38.2081	39.7200	39.7200	41.4941	41.4941	42.1439	42.8186	43.5057	44.2680
14	25.9510	27.3379	28.8248	30.1866	31.5111	33.0478	34.7595	34.7595	36.3466	36.3466	37.7583	37.7583	39.4202	39.4202	40.0323	40.6694	41.3191	42.0440
13	24.5641	25.8386	27.2504	28.5374	29.8243	31.2737	32.8980	32.8980	34.3346	34.3346	35.7093	35.7093	37.2961	37.2961	37.8708	38.4830	39.0953	39.7823
12	23.1772	24.4141	25.7011	26.9380	28.1626	29.5620	31.0364	31.0364	32.4729	32.4729	33.7225	33.7225	35.2094	35.2094	35.7467	36.3339	36.9087	37.5460
11	21.8279	23.0147	24.2018	25.4138	26.4884	27.7878	29.2245	29.2245	30.5490	30.5490	31.7359	31.7359	33.1229	33.1229	33.6476	34.1849	34.7221	35.3344
10	20.5032	21.6154	22.7400	23.8894	24.9015	26.1509	27.5004	27.5004	28.6874	28.6874	29.8243	29.8243	31.1363	31.1363	31.6236	32.1235	32.6356	33.2103
9	19.0916	20.1285	21.1657	22.2152	23.2023	24.3268	25.5637	25.5637	26.7006	26.7006	27.7500	27.7500	28.9996	28.9996	29.4495	29.9119	30.3990	30.9239
8	17.7420	18.7417	19.7288	20.6660	21.5779	22.6024	23.7771	23.7771	24.8515	24.8515	25.8011	25.8011	26.9631	26.9631	27.4130	27.8504	28.3125	28.7998
7	16.3428	17.2675	18.1543	19.0415	19.8412	20.8782	21.9152	21.9152	22.9023	22.9023	23.7771	23.7771	24.8515	24.8515	25.2264	25.6263	26.0509	26.5007
6	15.6729	15.8679	16.7177	17.5173	18.2670	19.1540	20.1910	20.1910	21.0407	21.0407	21.8779	21.8779	22.8649	22.8649	23.2150	23.6019	23.9645	24.3768
5	15.5162	15.6729	15.9305	16.6928	17.4423	18.2670	19.1914	19.1914	20.0787	20.0787	20.8782	20.8782	21.8027	21.8027	22.1277	22.4903	22.8399	23.2398
4	15.3608	15.5162	15.6729	15.8929	16.5926	17.3923	18.2670	18.2670	19.1040	19.1040	19.8412	19.8412	20.7534	20.7534	21.0407	21.3906	21.7279	22.1028
3	15.2075	15.3611	15.5162	15.6729	15.8057	16.5926	17.4423	17.4423	18.1922	18.1922	18.9417	18.9417	19.7660	19.7660	20.0787	20.4036	20.7408	21.1032
2	14.9058	15.0553	15.2075	15.3611	15.5162	15.6729	16.4553	16.4553	17.1924	17.1924	17.8422	17.8422	18.6793	18.6793	18.9417	19.2415	19.5538	19.9037
1	14.7000	14.7567	14.9058	15.0553	15.2075	15.3611	15.5162	15.6729	16.3053	16.3053	16.9299	16.9299	17.7047	17.7047	17.9922	18.2917	18.5792	18.9041

Longevity Pay for Job Family 1A: The rates below are in addition to the above salary schedule hourly rate:

- 13 years as of July 1st: \$.20 per hour
- 18 years as of July 1st: \$.31 per hour (includes the \$.20 for after 13 yrs)
- 23 years as of July 1st: \$.43 per hour (includes the \$.31 for after 18 yrs)
- 25 years as of July 1st: \$.56 per hour (includes the \$.43 for after 23 yrs)

Shift Differential:

- Second Shift: \$.26 per hour
- Third Shift: \$.38 per hour

ECE & Early Childhood Instructional Assistant Stipend Pay (JCCs 8190, 8194, 8015, 8023):

\$1.00 per hour in addition to the above salary schedule

AIS and/or CHOICE Zone Classroom Instructional Support Stipend Pay:

\$1.00 per hour in addition to the above salary schedule

The 2023-24 Job Family IA salary schedule reflects an increase of 5.0%.

Add-to-base stipends including but not limited to Longevity, Shift, ECE IA, AIS/CZ, Classified Doctorate & Temporary stipends are not subject to Cost of Living increases.

CLASSIFIED SUPPORT STAFF HOURLY RATES

SALARY SCHEDULE IB

2023 - 24

GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13
13	24.2394	25.5261	26.8007	28.3125	29.7119	31.1239	32.5231	33.9350	33.9350	35.2845	35.2845	36.7213	36.7213	38.2706
12	23.2521	24.4768	25.7137	27.1881	28.5000	29.8617	31.1864	32.5856	32.5856	33.8975	33.8975	35.2471	35.2471	36.7213
11	22.3776	23.5395	24.7640	26.1634	27.4380	28.7249	29.9866	31.3364	31.3364	32.5982	32.5982	33.9226	33.9226	35.2968
10	21.5283	22.6275	23.8145	25.1513	26.3760	27.6379	28.8749	30.0991	30.0991	31.3613	31.3613	32.6230	32.6230	33.9851
09	20.7909	21.8529	23.0025	24.2641	25.4637	26.6634	27.8128	29.0496	29.0496	30.2118	30.2118	31.4736	31.4736	32.7605
08	19.9287	20.9908	22.0653	23.2772	24.4141	25.6012	26.7380	27.9125	27.9125	29.0371	29.0371	30.1991	30.1991	31.4986
07	19.1540	20.1785	21.1905	22.4151	23.4771	24.6266	25.7011	26.8383	26.8383	27.9253	27.9253	29.0496	29.0496	30.2992
06	18.4544	19.4540	20.4411	21.5779	22.6024	23.7271	24.7767	25.8386	25.8386	26.9006	26.9006	27.9876	27.9876	29.1497
05	17.7420	18.7042	19.6538	20.7534	21.7529	22.7777	23.8145	24.8515	24.8515	25.8386	25.8386	26.9006	26.9006	28.0001
04	16.4802	17.3422	18.2044	19.2167	20.1785	21.1282	22.1028	23.0523	23.0523	23.9894	23.9894	24.9516	24.9516	26.0010
03	15.6729	15.7932	16.6176	17.5421	18.3669	19.2293	20.1285	20.9908	20.9908	21.8402	21.8402	22.7274	22.7274	23.6522
02	15.3611	15.5162	15.6729	15.9681	16.7551	17.5672	18.3167	19.1165	19.1165	19.9037	19.9037	20.7035	20.7035	21.5779
01	15.0553	15.2075	15.3611	15.5162	15.6729	15.8180	16.5177	17.2300	17.2300	17.9546	17.9546	18.6667	18.6667	19.4290

Longevity Pay for Job Family IB: The rates below are in addition to the above salary schedule:

- 15 years as of July 1st: \$.20 per hour
- 20 years as of July 1st: \$.31 per hour (includes the \$.20 for after 15 years)
- 25 years as of July 1st: \$.43 per hour (includes the \$.31 for after 20 years)

Shift Differential:

- Second Shift: \$.26 per hour
- Third Shift: \$.38 per hour

Challenging Bus Stipend (JCC 8814 & 8818 only effective 7/1/23 - 9/29/23): \$5.00 per hour

Effective 9/30/23, add new stipend levels and update eligible Job Class Codes to include 8814, 8818, & 8824:

- \$5.00 per hour for one challenge
- \$7.50 per hour for two challenges
- \$10.00 per hour for three challenges

Bus Driver & SNTA Differential Pay: \$2.50 per hour*

*For 2023-24 only: \$6.00 per hour (see Temporary Salary Adjustment schedule)

To be eligible for the Bus Driver & SNTA Differential Pay, all scheduled contract hours must be worked in pay period.

The Differential Pay is not due in any pay period in which paid leave, telecommuting or dock time has been reported.

The 2023-24 Job Family IB salary schedule reflects an increase of 5.0%.

Add-to-base stipends including but not limited to Longevity, Shift, Classified Doctorate, KLEFPF & Temporary stipends are not subject to Cost of Living increases.

Munis Group/BU: CLAE, CLAT (job class code 8818 only), CLAJ

CLASSIFIED SUPPORT STAFF HOURLY RATES														
SALARY SCHEDULE IB - Nutrition Services														
2023 - 24														
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13
04	16.4802	17.3422	18.2044	19.2167	20.1785	21.1282	22.1028	23.0523	23.0523	23.9894	23.9894	24.9516	24.9516	26.0010
03	15.6729	15.7932	16.6176	17.5421	18.3669	19.2293	20.1285	20.9908	20.9908	21.8402	21.8402	22.7274	22.7274	23.6522
02	15.3611	15.5162	15.6729	15.9681	16.7551	17.5672	18.3167	19.1165	19.1165	19.9037	19.9037	20.7035	20.7035	21.5779
01	15.0553	15.2075	15.3611	15.5162	15.6729	15.8180	16.5177	17.2300	17.2300	17.9546	17.9546	18.6667	18.6667	19.4290

Longevity Pay for Job Family 1B Nutrition Services: The rates below are in addition to the above salary schedule hourly rate:

- 13 years as of July 1st: \$.20 per hour
- 18 years as of July 1st: \$.31 per hour (includes the \$.20 for after 13 yrs)
- 23 years as of July 1st: \$.43 per hour (includes the \$.31 for after 18 yrs)
- 25 years as of July 1st: \$.56 per hour (includes the \$.43 for after 23 yrs)

See Temporary Salary Schedule Schedule for 2023-24 pay adjustments.

The 2023-24 Nutrition Services Job Family IB salary schedule reflects an increase of 5.0%.

Add-to-base stipends including but not limited to Longevity, Shift, Classified Doctorate & Temporary stipends are not subject to Cost of Living increases.

CLASSIFIED SUPPORT STAFF HOURLY RATES														
SALARY SCHEDULE IB - SEIU CUSTODIANS AND HOURLY PLANT OPERATORS														
2023 - 24														
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13
5H	17.7420	18.7042	19.6538	20.7534	21.7529	22.7777	23.8145	24.8515	24.8515	25.8386	25.8386	26.9006	26.9006	28.0001
4H	16.4802	17.3422	18.2044	19.2167	20.1785	21.1282	22.1028	23.0523	23.0523	23.9894	23.9894	24.9516	24.9516	26.0010
3H	15.6729	15.7932	16.6176	17.5421	18.3669	19.2293	20.1285	20.9908	20.9908	21.8402	21.8402	22.7274	22.7274	23.6522
2H	15.3611	15.5162	15.6729	15.9681	16.7551	17.5672	18.3167	19.1165	19.1165	19.9037	19.9037	20.7035	20.7035	21.5779
1H	15.0553	15.2075	15.3611	15.5162	15.6729	15.8180	16.5177	17.2300	17.2300	17.9546	17.9546	18.6667	18.6667	19.4290

Longevity Pay for Job Family IB SEIU: The rates below are in addition to the above salary schedule hourly rate:

15 years as of July 1st: \$.20 per hour

20 years as of July 1st: \$.31 per hour (includes \$.20 after 15 years)

25 years as of July 1st: \$.43 per hour includes \$.31 after 20 years)

Shift Differential:

Second Shift: \$.26 per hour

Third Shift: \$.38 per hour

Custodians and Lead Custodians working in a higher classification: \$2.00 per hour

The 2023-24 Job Family IB salary schedule reflects an increase of 5.0%.

Add-to-base stipends including but not limited to Longevity, Shift, Classified Doctorate & Temporary stipends are not subject to Cost of Living increases.

CLASSIFIED SUPPORT STAFF HOURLY RATES															
SALARY SCHEDULE IC - Officer Security & Officer School Safety															
2023 - 24															
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
OS	26.7179	29.1592	33.4089	33.4089	33.9852	33.9852	34.5277	34.5277	35.0590	35.0590	35.6467	35.6467	36.2682	36.2682	36.8560
OSS	25.8820	28.2408	32.1167	32.1167	32.9036	32.9036	33.4278	33.4278	33.9410	33.9410	34.5088	34.5088	35.1094	35.1094	35.6773

Longevity Pay for Job Family IC: The rates below are in addition to the salary schedule hourly rate:

15 years as of July 1st: \$0.20 per hour

20 years as of July 1st: \$0.31 per hour (includes the \$.20 for after 15 yrs)

25 years as of July 1st: \$0.43 per hour (includes the \$.31 for after 20 yrs)

Shift Differential Pay:

Second Shift: \$0.26 per hour

Third Shift: \$0.38 per hour

Initial recruit will be placed on Step 0, movement to step 1 will require obtainment of Peace Officer Professional Standards (POPS) certification.

The 2023-24 Job Family 1C salary schedule reflects an increase of 5.0% plus adjustment.

Add-to-base stipends including but not limited to Longevity, Shift, Classified Doctorate & Temporary stipends are not subject to Cost of Living increases.

JOB FAMILY V SALARY SCHEDULE						
PERMANENT FULL-TIME AUXILIARY TEACHER & RESIDENT CLASSROOM INSTRUCTION* SALARY SCHEDULE						
2023 - 24						
RANK		STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
		0-2 yrs.	3-5 yrs.	6-8 yrs.	9-11 yrs.	12+ yrs.
I	Master's plus 30 semester hrs	205.4116	213.6315	221.8516	228.0083	238.2805
II	Master's Degree	184.8781	199.2548	207.4749	215.6839	221.8516
III	Bachelor's Degree	178.7104	184.8781	191.0349	199.2548	205.4116
IV	96 semester hours plus	170.5014	176.6582	184.8781	191.2873	197.2026
V	64-95 semester hours	158.1659	164.3336	170.5014	177.3386	182.8259

*Resident Classroom Instruction salary is Rank III/Step 0 in the above schedule and not eligible for step increases.

The 2023-24 Permanent Full-Time Auxiliary Teacher salary schedule reflects an increase of 5.0%.

Munis Group/BU: CLAU grades PS1 - PS5

LIMITED SPECIAL PROJECT SUBSTITUTE SALARY SCHEDULE					
RE-EMPLOYED JCPS TEACHER RETIREES*					
2023 - 24					
	RANK III	RANK III + 15	RANK II	RANK II +15	RANK I
Daily Rate	210.9387	217.4822	233.2097	239.7744	255.4808
Hourly Rate	30.1341	31.0689	33.3157	34.2535	36.4973
* Subject to reduction to comply with TRS Daily Wage Threshold (DWT)					

The 2023-24 Certified Re-employed Retiree salary schedule reflects an increase of 5%.

Munis Group/BU: SUB7/Step 5 and RCET/Step 41

JOB FAMILY V SALARY SCHEDULE		
SUBSTITUTE TEACHERS SALARY SCHEDULE		
2023 - 24		
RANK	DESCRIPTION	DAILY RATE
I	Master's plus 30 semester hrs	192.0000
II	Master's Degree	182.0000
III	Bachelor's Degree	172.0000
IV	96 semester hours plus	162.0000
V	64-95 semester hours	152.0000

Incentives

Substitute Teacher Incentive Pay:

- \$20.00 per day for substituting for an Exceptional Child Education certified teacher position
- \$20.00 per day for substituting for an Early Childhood certified teacher position
- See Temporary Salary Adjustments Schedule for additional Critical Need stipends for the 2023-2024 school year

Temporary Appointee (Long-term) Assignment:

- After working 20 consecutive days for the same absent certified teacher, the substitute teacher's pay will increase by 1.5 the normal rate, with other incentives removed, beginning on day 21 until the end of the assignment.
- After working 21 consecutive days for the same absent certified teacher, the substitute teacher will receive a one-time payment of \$1,000 in addition to the increase in the normal rate explained above.
- Temporary Appointees are not eligible the following sub incentive pays at the same time they are receiving the 1.5 pay increase: \$20/day ECE Sub, \$20/day Early Childhood Sub, Temporary Critical Needs Incentives.

Incentive pay ends at the end of each school year. Incentive goals must be met each new school year.

The 2023-24 Substitute Teacher salary schedule reflects an increase of \$7.00 per day.

RETIRED CERTIFIED SUBSTITUTE ADMINISTRATOR SALARY SCHEDULE - DAILY RATE BASED ON 8 HRS PER DAY						
2023 - 24						
STEP	RANK III	RANK III + 15	RANK II	RANK II + 15	RANK I	DOCTORATE
0	223.0288	232.2409	253.7173	262.9071	284.3723	297.6502
1	227.1280	236.3178	257.7942	266.9952	288.4493	301.7606
2	231.2272	240.4171	261.8823	270.0473	292.5596	305.8264
3	235.2819	244.5052	265.9592	275.1602	296.6254	309.9144
4	249.6292	249.6292	276.6195	279.2483	303.5652	314.0137
5	253.7173	256.7805	278.2347	287.4356	308.9008	322.1899
6	259.8549	264.9567	286.4108	295.5895	317.0659	330.3549
7	263.9208	273.1106	294.5870	303.8102	325.2420	338.5310
8	272.1080	281.3202	302.7742	311.9753	333.4293	346.7295
9	280.2620	289.4852	310.9392	320.1403	341.6054	354.8834
10	288.4493	297.6502	319.1155	328.3053	349.7593	363.0484

Salary Placement cannot exceed the retiree's TRS Daily Wage Threshold.

Retired administrator maximum daily pay shall be capped at the 8-hr daily rate reflected on this schedule.

The 2023-24 Part-time Retired Certified Administrator salary schedule reflects an increase of 5%.

RETIRED JOB FAMILY II CLASSIFIED SUBSTITUTE	
2023 - 24	
GRADE II-A	HOURLY RATE
18	67.2987
17	64.7313
16	62.2864
15	59.9025
14	57.5797
13	55.3181
12	53.3009
11	51.1617
10	49.2056
9	47.3719
8	45.4770
7	31.3830
6	28.5249
5	25.6965
4	22.9478
3	20.3051

Classified part-time/substitute retiree administrators are employed at step 0 of the appropriate Job Family II salary grade. If position is subject to TRS, the rate cannot exceed the retiree's TRS Daily Wage Threshold (DWT).

The 2023-24 Retired Job Family II Classified Substitute Administrator salary schedule reflects an increase of 5%.

Munis BU: SUBC (Grade II-A) and RCEA (Grade II-A/JCC 8381 only)

ADULT EDUCATION (FULL-TIME AND PART-TIME)	
HOURLY SALARY RATE	
2023 - 24	
Adult Ed Instructor I, Temp (SUBC-SUB-STEP 35)	27.4035
Adult Ed Instructor II, Temp (SUBW-SUB-STEP 35)	27.4035
Adult Ed Teacher, Temp (SUBW-SUB-STEP 35)	27.4035
Adult Ed Center Manager (SUBW-SUB-STEP 36)	30.7742
Adult Ed Instructor II, Full Time (CLAU-ADLT-STEP 0)	31.4816
Professional Development	10.7800

The 2023-24 Adult Ed Full-time salary schedule reflects an increase of 5.0%
The 2023-24 Adult Ed Temp salary schedule reflects an increase of 0%

YOUTH STUDENT APPRENTICESHIP / YOUTH APPRENTICESHIP

2023 - 24

CAREER PATHWAY	Job Family 6 Grade YA-x	# Hours Required for Apprenticeship Completion	0-1000 (Step 0)	1000-2000 (Step 1)	2000-3000 (Step 2)	3000-4000 (Step 3)	4000-5000 (Step 4)	5000-6000 (Step 5)	Full Time Salary Schedule & Grade	Entry Level Starting Pay
Accounting	YA-1	4,000	8.9994	9.4994	9.9994	10.4994	-	-	1A, Gr. 5	15.5162
Administrative Support	YA-2	4,000	8.9994	9.4994	9.9994	10.4994	-	-	1A, Gr. 5	15.5162
Medical Assistant	YA-3	4,000	8.9093	9.4093	9.9093	10.4093	-	-	1A, Gr. 4	15.3608
Graphic Design	YA-4	3,000	9.0903	9.5903	10.0903	-	-	-	1A, Gr. 6	15.6729
IT: Specialist	YA-5	2,606	11.8919	12.3919	12.8919	-	-	-	1A, Gr. 10	20.5032
IT: Help Desk	YA-6	2,008	11.8919	12.3919	-	-	-	-	1A, Gr. 10	20.5032
Cook	YA-7	3,000	8.7321	9.2321	9.7321	-	-	-	1B, Gr. 1	15.0553
Maintenance (Facility)	YA-8	4,000	11.1093	11.6093	12.1093	12.6093	-	-	1B, Gr. 7	19.1540
Diesel Mechanic	YA-9	6,000	12.4864	12.9864	13.4864	13.9864	14.4864	14.9864	1B, Gr. 10	21.5283
Early Childhood	YA11	4,000	8.9093	9.4093	9.9093	10.4093	-	-	1A, Gr. 4	15.3608
Industrial Manufacturing Technician	YA12	2,736	10.2903	10.7904	11.2904	-	-	-	1B, Gr. 5	17.7420
Landscape Management Technician	YA13	2,000	8.8204	9.3204	-	-	-	-	1A, Gr. 3	15.2075

Starting Pay is 58% of Entry Level Pay. Steps increase by \$.50 per hour.

CLASSIFIED HOURLY SUBSTITUTE RATES JOB FAMILY 6 (SUBC)			
2023 - 24			
DESCRIPTION	Temp Grade/Step	Job Family Grade/Step Equivalent	Entry Level Starting Pay
Americorp Participant	SUBC-SUB-03		Living Wage
Student Worker	STDT-1-00		10.0000
Student Worker - Co-op Vehicle Maintenance	STDT-2-00		10.5000
Classified Temp/Substitute	SUBC-SUB-30		10.7625
Classified Temp/Substitute	SUBC-SUB-01	IA-3-0	15.2075
Classified Temp/Substitute	SUBC-SUB-04	IA-4-0	15.3608
Classified Temp/Substitute	SUBC-SUB-05	IA-5-0	15.5162
Classified Temp/Substitute	SUBC-SUB-06	IA-6-0	15.6729
Classified Temp/Substitute	SUBC-SUB-07	IA-7-0	16.3428
Classified Temp/Substitute	SUBC-SUB-08	IA-8-0	17.7420
Classified Temp/Substitute	SUBC-SUB-10	IA-10-0	20.5032
Classified Temp/Substitute	SUBC-SUB-13	IA-13-0	24.5641
Temp/Sub RN	SUBC-SUB-11	IA-8-6	23.7771
Temp/Sub Interpreter I	SUBC-SUB-16	IA-8-4	21.5779
Temp/Sub Interpreter II	SUBC-SUB-17	IA-10-5	26.1509
Temp/Sub Interpreter III	SUBC-SUB-18	IA-12-6	31.0364
Bus Driver Trainee	SUBC-SUB-29		21.0000
Retired Bus Driver	SUBC-SUB-51		26.2500
Temp/Sub SNTA	SUBC-SUB-52		19.2104
Sub Custodian	SUBC-SUB-37		16.8000
Summer Grounds & Summer Mover/Maintenance	SUBC-SUB-38	IB-2-1	15.5162
Grounds Crewleaders	SUBC-SUB-40	IB-3-1	15.7932
Sub In-School Security Monitor	SUBC-SUB-42	IB-5-0	17.7420
Painter	SUBC-SUB-43	IB-6-0	18.4544
High Scaffold Painter	SUBC-SUB-44	IB-7-0	19.1540
Lead Painter/Lead Worker	SUBC-SUB-45	IB-8-0	19.9287
Lead Painter/Lead Worker	SUBC-SUB-46	IB-9-0	20.7909
Lead Painter/Lead Worker	SUBC-SUB-47	IB-10-0	21.5283
Lead Painter/Lead Worker	SUBC-SUB-48	IB-11-0	22.3776
Lead Painter/Lead Worker	SUBC-SUB-49	IB-12-0	23.2521
Lead Painter/Lead Worker	SUBC-SUB-50	IB-13-0	24.2394

The 2023-24 Temp/Substitute salary schedule reflects alignment with equivalent full-time position with the exception of Americorp, Student Worker, Student Worker-Co-op, Sub Bus Driver, Retired Bus Driver, Sub SNTA and Sub Custodian

Munis BU: SUBC (Grade SUB), STDT (Grade 1,2)

EXTRA SERVICE PAY SCHEDULE

2023 - 24

1.0 = .1088 x Rank III, Step 0 (for a 187 day teacher salary schedule)

Rank III, Step 0 = \$47,096.47

Times .1088 = \$5,124

Athletic and Related Activities in Senior High Schools

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
Athletic Director	1.2000 6,149	1.3876 7,110	1.5750 8,071	1.7626 9,032	1.9500 9,992
Head Football	1.0000 5,124	1.1563 5,925	1.3125 6,725	1.4688 7,526	1.6250 8,327
Head Basketball	1.0000 5,124	1.1563 5,925	1.3125 6,725	1.4688 7,526	1.6250 8,327
JV Football/Asst Football (1,2)	0.6000 3,074	0.6938 3,554	0.7875 4,035	0.8813 4,515	0.9750 4,996
JV Basketball/Asst Bball (1,2)	0.6000 3,074	0.6938 3,554	0.7875 4,035	0.8813 4,515	0.9750 4,996
Track (1)	0.6000 3,074	0.6938 3,554	0.7875 4,035	0.8813 4,515	0.9750 4,996
Baseball (2)	0.6000 3,074	0.6938 3,554	0.7875 4,035	0.8813 4,515	0.9750 4,996
Softball (2)	0.6000 3,074	0.6938 3,554	0.7875 4,035	0.8813 4,515	0.9750 4,996
Wrestling	0.6000 3,074	0.6938 3,554	0.7875 4,035	0.8813 4,515	0.9750 4,996
Volleyball	0.6000 3,074	0.6938 3,554	0.7875 4,035	0.8813 4,515	0.9750 4,996
Cheerleaders	0.6000 3,074	0.6938 3,554	0.7875 4,035	0.8813 4,515	0.9750 4,996
JROTC Rifle Team	0.6000 3,074	0.6938 3,554	0.7875 4,035	0.8813 4,515	0.9750 4,996
Drill Corps	0.5000 2,562	0.5782 2,963	0.6563 3,362	0.7344 3,763	0.8125 4,164
Cross Country (1,2)	0.5000 2,562	0.5782 2,963	0.6563 3,362	0.7344 3,763	0.8125 4,164
Field Hockey (1,2)	0.5000 2,562	0.5782 2,963	0.6563 3,362	0.7344 3,763	0.8125 4,164
Lacrosse	0.5000 2,562	0.5782 2,963	0.6563 3,362	0.7344 3,763	0.8125 4,164
Soccer (1,2)	0.5000 2,562	0.5782 2,963	0.6563 3,362	0.7344 3,763	0.8125 4,164
Tennis (1,2)	0.5000 2,562	0.5782 2,963	0.6563 3,362	0.7344 3,763	0.8125 4,164
JV Volleyball	0.4000 2,050	0.4625 2,370	0.5250 2,691	0.5875 3,010	0.6500 3,331
Golf (1,2)	0.4000 2,050	0.4625 2,370	0.5250 2,691	0.5875 3,010	0.6500 3,331
Bass Fishing	0.4000 2,050	0.4625 2,370	0.5250 2,691	0.5875 3,010	0.6500 3,331
Swimming (1,2)	0.4000 2,050	0.4625 2,370	0.5250 2,691	0.5875 3,010	0.6500 3,331
Chess Sponsor	0.4000 2,050	0.4625 2,370	0.5250 2,691	0.5875 3,010	0.6500 3,331
E-sports	0.4000 2,050	0.4625 2,370	0.5250 2,691	0.5875 3,010	0.6500 3,331

EXTRA SERVICE PAY SCHEDULE

2023 - 24

Athletic and Related Activities in Senior High Schools

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
ROTC Drill Team	0.4000	2,050	0.4625	2,370	0.5250	2,691	0.5875	3,010	0.6500	3,331
Archery	0.4000	2,050	0.4625	2,370	0.5250	2,691	0.5875	3,010	0.6500	3,331
Assistant Wrestling (2)	0.4000	2,050	0.4625	2,370	0.5250	2,691	0.5875	3,010	0.6500	3,331
Assistant Field Hockey (2)	0.4000	2,050	0.4625	2,370	0.5250	2,691	0.5875	3,010	0.6500	3,331
Assistant Track (1,2)	0.3000	1,537	0.3469	1,778	0.3938	2,018	0.4406	2,259	0.4875	2,499
Assistant Soccer (1,2)	0.3000	1,537	0.3469	1,778	0.3938	2,018	0.4406	2,259	0.4875	2,499
Assistant Baseball (2)	0.3000	1,537	0.3469	1,778	0.3938	2,018	0.4406	2,259	0.4875	2,499
Assistant Softball (2)	0.3000	1,537	0.3469	1,778	0.3938	2,018	0.4406	2,259	0.4875	2,499
Freshman Basketball (1,2)	0.3000	1,537	0.3469	1,778	0.3938	2,018	0.4406	2,259	0.4875	2,499
Freshman Football (1,2)	0.3000	1,537	0.3469	1,778	0.3938	2,018	0.4406	2,259	0.4875	2,499
Bowling	0.1000	512	0.1156	593	0.1313	673	0.1469	753	0.1625	834

Adaptive Sports Sponsor

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
Achery - Adaptive Sports	0.1000	512	-	-	-	-	-	-	-	-
Basketball - Adaptive Sports	0.2000	1,025	-	-	-	-	-	-	-	-
Boccia - Adaptive Sports	0.1000	512	-	-	-	-	-	-	-	-
Track - Adaptive Sports	0.2000	1,025	-	-	-	-	-	-	-	-

EXTRA SERVICE PAY SCHEDULE

2023 - 24

Other activities High School & YPAS

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
Band Director	0.9000 4,612	1.0407 5,332	1.1813 6,053	1.3219 6,774	1.4625 7,495
Band Camp (4)	0.2022 1,036	-	-	-	-
Academic Activities Coordinator	0.6000 3,074	0.6938 3,554	0.7875 4,035	0.8813 4,515	0.9750 4,996
Assistant Band Director (3)	0.4000 2,050	0.4625 2,370	0.5250 2,691	0.5875 3,010	0.6500 3,331
Choral Director *	0.4000 2,050	0.4625 2,370	0.5250 2,691	0.5875 3,010	0.6500 3,331
Newspaper Sponsor	0.4000 2,050	0.4625 2,370	0.5250 2,691	0.5875 3,010	0.6500 3,331
Yearbook Sponsor	0.4000 2,050	0.4625 2,370	0.5250 2,691	0.5875 3,010	0.6500 3,331
Drama *	0.4000 2,050	0.4625 2,370	0.5250 2,691	0.5875 3,010	0.6500 3,331
Speech and Debate or KUNA (8)	0.4000 2,050	0.4625 2,370	0.5250 2,691	0.5875 3,010	0.6500 3,331
Robotics Sponsor	0.4000 2,050	0.4625 2,370	0.5250 2,691	0.5875 3,010	0.6500 3,331
Instrumental Band Director *	0.4000 2,050	0.4625 2,370	0.5250 2,691	0.5875 3,010	0.6500 3,331
Instrumental Strings Director *	0.4000 2,050	0.4625 2,370	0.5250 2,691	0.5875 3,010	0.6500 3,331
Orchestra (Concert) Director *	0.4000 2,050	0.4625 2,370	0.5250 2,691	0.5875 3,010	0.6500 3,331
Quick Recall Sponsor	0.4000 2,050	0.4625 2,370	0.5250 2,691	0.5875 3,010	0.6500 3,331
Science Fair Sponsor	0.0730 375	0.0844 433	0.0958 491	0.1072 549	0.1186 608
Science Olympiad Sponsor	0.0730 375	0.0844 433	0.0958 491	0.1072 549	0.1186 608
JV Quick Recall Sponsor (5)	- 710	-	-	-	-
Future Problem Solving Sponsor(5)	- 484	-	-	-	-

EXTRA SERVICE PAY SCHEDULE

2023 - 24

Middle School Athletics & Other Activities

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
Activity/Athletic Director	0.6000 3,074	0.6938 3,554	0.7875 4,035	0.8813 4,515	0.9750 4,996
Activities Sponsor	0.1000 512	0.1156 593	0.1313 673	0.1469 753	0.1625 834
Robotics Sponsor	0.4000 2,050	0.4625 2,370	0.5250 2,691	0.5875 3,010	0.6500 3,331
Basketball (1)	0.3000 1,537	0.3469 1,778	0.3938 2,018	0.4406 2,259	0.4875 2,499
Academic Activities Coordinator	0.3000 1,537	0.3469 1,778	0.3938 2,018	0.4406 2,259	0.4875 2,499
Football	0.3000 1,537	0.3469 1,778	0.3938 2,018	0.4406 2,259	0.4875 2,499
Archery	0.1000 512	0.1156 593	0.1313 673	0.1469 753	0.1625 834
Asst. Football	0.1000 512	0.1156 593	0.1313 673	0.1469 753	0.1625 834
6th Grade Basketball	0.1000 512	0.1156 593	0.1313 673	0.1469 753	0.1625 834
Baseball	0.1000 512	0.1156 593	0.1313 673	0.1469 753	0.1625 834
Softball	0.1000 512	0.1156 593	0.1313 673	0.1469 753	0.1625 834
Volleyball	0.1000 512	0.1156 593	0.1313 673	0.1469 753	0.1625 834
Soccer	0.1000 512	0.1156 593	0.1313 673	0.1469 753	0.1625 834
Flag Football	0.1000 512	0.1156 593	0.1313 673	0.1469 753	0.1625 834
Cross Country	0.1000 512	0.1156 593	0.1313 673	0.1469 753	0.1625 834
Track	0.1000 512	0.1156 593	0.1313 673	0.1469 753	0.1625 834
Field Hockey	0.1000 512	0.1156 593	0.1313 673	0.1469 753	0.1625 834
Lacrosse	0.1000 512	0.1156 593	0.1313 673	0.1469 753	0.1625 834
Cheerleaders	0.2000 1,025	0.2313 1,184	0.2625 1,345	0.2938 1,505	0.3250 1,665
Drill Corps	0.1000 512	0.1156 593	0.1313 673	0.1469 753	0.1625 834
E-sports	0.1000 512	0.1156 593	0.1313 673	0.1469 753	0.1625 834
Quick Recall Coach	0.1000 512	0.1156 593	0.1313 673	0.1469 753	0.1625 834
Future Problem Solving Coach	0.1000 512	0.1156 593	0.1313 673	0.1469 753	0.1625 834

EXTRA SERVICE PAY SCHEDULE

2023 - 24

Elementary School

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
School Technology Coordinator	0.4000	2,050	0.4625	2,370	0.5250	2,691	0.5875	3,010	0.6500	3,331
Robotics Sponsor	0.4000	2,050	0.4625	2,370	0.5250	2,691	0.5875	3,010	0.6500	3,331
Quick Recall	0.1000	512	0.1156	593	0.1313	673	0.1469	753	0.1625	834

School Funded Sports & Support

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
Asst AD/Game Manager (Full Yr) (6)	-	1,700	-	2,000	-	2,300	-	2,600	-	3,000
School Technology Coordinator-HS	0.6000	3,074	0.6938	3,554	0.7875	4,035	0.8813	4,515	0.9750	4,996
School Technology Coordinator-MS	0.5000	2,562	0.5782	2,963	0.6563	3,362	0.7344	3,763	0.8125	4,164

District Evaluation Appeals Panel (DEAP)

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
DEAP Pool (7)	0.4044	2,073	-	-	-	-	-	-	-	-

Mentor Teacher Residency

TITLE	STEP 0 (1 Mentee)		STEP 1 (2 Mentees)		STEP 2		STEP 3		STEP 4	
Mentor Teacher Residency (9)	-	5,000	-	10,000	-	-	-	-	-	-

Student Technology Leadership Program (STLP)

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
STLP (10)	-	1,000	-	-	-	-	-	-	-	-

Black Student Union Sponsor

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
Black Student Union Sponsor (11)	-	2,464	-	-	-	-	-	-	-	-

Career & Tech Student Organization Advisor

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
CTSO Advisor (12)	0.4000	2,050	0.4625	2,370	0.5250	2,691	0.5875	3,010	-	-

EXTRA SERVICE PAY SCHEDULE

2023 - 24

- (1) The total increment paid to a person who coaches both teams is calculated at 1.5 times the listed Increment.
- (2) Increment is for teams which meet approved participation levels.
- (3) Increment is for 100 or more members of marching band.
- (4) Band Camp is not subject to step increases.
- (5) Paid by the Academic Competition Department and not subject to step increases.
- (6) Increment is not adjusted for cost of living increases. Full year pay is based on 180-days (60-days per season: Fall, Winter, Spring). If working less than the full year, the contract pay must be prorated based on number of days worked in the season. Contract pay for working one season (60 days) is prorated as follows:

Full Year:	Step 0-	\$1700.00	Step 1-	\$2000.00	Step 2-	\$2300.00	Step 3-	\$2600.00	Step 4-	\$3000.00
Fall Only:	Step 0-	\$566.67	Step 1-	\$666.67	Step 2-	\$766.67	Step 3-	\$866.67	Step 4-	\$1000.00
Winter Only:	Step 0-	\$566.67	Step 1-	\$666.67	Step 2-	\$766.67	Step 3-	\$866.67	Step 4-	\$1000.00
Spring Only:	Step 0-	\$566.67	Step 1-	\$666.67	Step 2-	\$766.67	Step 3-	\$866.67	Step 4-	\$1000.00

- (6a) Effective 7/1/23, school funded sport/sponsor positions must be paid based on the same rate and schedule as the District paid sport/sponsor position. For all coaching positions in this Salary Schedule, Assistant indicates the Assistant coach position for varsity. Any other Assistant position without an approved District pay scale will be paid at 50% of the approved head coach/sponsor scale for the specific level (High, Middle, Elementary). Any sport or sponsorship that is not listed on the Board approved salary schedule will be paid at the employee's hourly rate extra service rate for hours worked.
- (7) DEAP is not subject to step increases.
- (8) KUNA-Kentucky United Nations Assembly Sponsor
- (9) Mentor Teacher Resident increment is not subject to step increases. Increment is \$5000 per mentee. Step 0 reflects increment for one(1) mentee. Step 1 reflects increment for two(2) mentees
- (10) STLP is not subject cost of living increases and not subject to step increases.
- (11) Black Student Union Sponsor is not subject to cost of living increases and not subject to step increases.
- (12) Career & Tech Student Organization (CTSO) Advisor step placement is determined by the program and requirements of that program. Step are not based on years in the program.
- * Positions are not subject to shared duty including those of head coaches

Step placement for District and School Funded coach/sponsor positions is based on years of experience in the applicable activity. One step is granted for each full year of experience, not to exceed the maximum number of steps on the Board approved scale. Half/partial steps are not allowable regardless of funding source.

Pay for all District and School Funded coach/sponsor contracts which start late or end early must be prorated based on the number of days worked in the applicable season.

Safe School Sponsor: \$512
 Safe School Coordinator: \$1537
 Tournament Manager: 1Day-\$100, 2 Days-\$150, 3 Days-\$200, 4 Days-\$250, 5 Days-\$300

The 2023-2024 Extra Service Coaching salary schedule is indexed to Job Family III/Rank III/Step 0 unless noted (6), (9), (10), (11). Annual amounts are rounded to the nearest whole dollar based on normal rounding rules.

Munis Group/BU: PARA, CERA, CLAX

AIS and Choice Zone Quarterly Stipends

2023 - 24

Teacher Stipend *				
Assignment Year	MUNIS Grade	MUNIS Step	Annual Stipend	Quarterly Payment
Yr 1	AC-T	0	8,000	2,000.00
Yr 2	AC-T	1	8,120	2,030.00
Yr 3	AC-T	2	8,240	2,060.00
Yr 4	AC-T	3	8,370	2,092.50
Yr 5	AC-T	4	8,500	2,125.00
Yr 6	AC-T	5	8,620	2,155.00
Yr 7	AC-T	6	8,750	2,187.50
Yr 8	AC-T	7	8,880	2,220.00
Yr 9	AC-T	8	9,020	2,255.00
Yr 10	AC-T	9	9,150	2,287.50
Yr 11	AC-T	10	9,290	2,322.50
Yr 12	AC-T	11	9,430	2,357.50
Yr 13	AC-T	12	9,570	2,392.50
Yr 14	AC-T	13	9,720	2,430.00
Yr 15	AC-T	14	9,860	2,465.00
Yr 16	AC-T	15	10,010	2,502.50
Yr 17	AC-T	16	10,160	2,540.00
Yr 18	AC-T	17	10,310	2,577.50
Yr 19	AC-T	18	10,460	2,615.00
Yr 20	AC-T	19	10,620	2,655.00
Yr 21	AC-T	20	10,620	2,655.00
Yr 22	AC-T	21	10,620	2,655.00
Yr 23	AC-T	22	10,620	2,655.00
Yr 24	AC-T	23	10,620	2,655.00
Yr 25	AC-T	24	14,000	3,500.00
Yr 26	AC-T	25	14,000	3,500.00

Administrator Stipend			
Position	MUNIS Grade	Annual Stipend	Quarterly Payment
Principal	AC-P	10,000.00	2,500.00
Assistant Principal	ACAP	8,000.00	2,000.00
Counselor	AC-C	8,000.00	2,000.00
FRYSC Coordinator	ACFC	5,000.00	1,250.00

Eligibility & Pay Dates
<p>1st Stipend - Paid on 2nd pay date in October. Assigned to the AIS or Choice Zone School since the first Student day through the 1st pay date in October and in active status.</p>
<p>2nd Stipend - Paid on 1st pay date in December. Assigned to the AIS or Choice Zone School by 1st pay date in October through the last pay date in November and in active status.</p>
<p>3rd Stipend - Paid on 2nd pay date in March. Assigned to the AIS or Choice Zone School since the by the 1st student day after December 31st through 1st pay date in March and in active status.</p>
<p>4th Stipend - Paid on last regular paycheck in June. Assigned to the AIS by the 1st pay date in March through the last contract work day of the fiscal year and in active status.</p>
<p>* Teacher Stipend progression is based on continuous assignment in AIS/Choice Zone School. Stipend for all assigned teachers will be Year 1 (Step 0) effective 7/1/23.</p>
<p>Teachers assigned to AIS schools in 2023-24 which exited AIS status in 2022-2023 will receive the 2023-24 AIS stipend for one year only provided payment eligibility is met for each stipend pay date.</p>

2023 - 2024 JCTA EXTRA SERVICE RATES

Teachers / Librarians / Resource Teachers - Job Family III

Instruction (example: ESS)	Daily/Hourly Rate
Substitute Shortage (make-up planning one hour after school)	Hourly Rate
Mandatory Professional Development - Participation	Hourly Rate
Professional Development - Presentation	Hourly Rate
Professional Development - Participation*	\$23.4714 per hour
Professional Development - Preparation*	\$23.4714 per hour
(Up to 3 hours prep for each hour of presentation may be paid)	
Overcap (Class Size Overage).	\$2.0988 per 1/2 hr per student
(1/12 of 10% of the daily rate for Step 0, Rank III)	
New Teacher Induction	\$20.7779 per hour
(8.25% of the daily rate of Step 0, Rank III)	
Department Head (Middle & High School) 2+ teachers in department.	\$125.00 per full-time teacher in department
Team Leader/Grade Group Leader (Elementary School)	\$125.00 per full-time teacher on team
Cultural Contact	\$250.00 per year
Curriculum Preparation	\$10.78 per hour
Transportation Support (monitor, supervision, activity bus)	\$25.00 per hour
Bus Driving (regular bus route as reported by Transportation)	\$Hourly Rate*
*See Temporary Salary Adjustment for driving regular bus route for Transportation	
Tutoring for the following activities	\$15.00 per hour
Aiding students in the completion of homework assignments and completing students' notes;	
Supervising study time;	
Providing classroom and resources for project completion (i.e supervision of science lab);	
Making up classroom activities missed because of absentees;	
Computer Curriculum Corporation (CCC);	
Study skills program;	
Tutoring centers;	
Supervising National Honor Student volunteers in peer tutoring;	
Supervising students in computer lab;	
One on one;	
Supervising students completing long term projects; and	
Student supervision for TEDS high school activities related to career pathways.	
Mentor New Teacher	\$1,000 per year per mentee
Provides support for new teachers. Funded through Title II, previously funded through KTIP.	
\$1000 per year per mentee (up to 3 mentees). Paid in \$500 increments.	

*Professional Development Participation & Preparation rate is adjusted each year by the same percentage as the Extra Service (coaching) salary schedule.

Employees may not be compensated for additional extra or overtime pay for time which overlaps the employee's regular work hours or other extra/overtime hours.

2023-2024 OTHER EXTRA SERVICE & STIPEND INFORMATION

Administrators (Job Family II and IV) may not be paid for Extra Service during their work year with the exception of the following:

- For less than 260 day admins, extra service allowed on non-contract days during winter, spring and summer breaks or critical need as approved by the division Chief.
- After hours instruction for Adult Education and Pathfinder School of Innovation.
- Classified Job Family II, Grades 3 through 7, after hours coaching & sponsor of student activities
- Bus Compound Coordinators and Asst Bus Compound Coordinators driving the bus as a result of a bus driver shortage
- Effective 12/9/23, Bus Driver Trainers driving the bus as a result of a bus driver shortage
- Salaried Plant Operators may receive straight-time pay when required to work weekends or holidays for building checks, outside sponsored activities, or major building renovations.

Teaching & Learning/Curriculum Design & Learning Innovation:

Deeper Learning Cohort Participant (completion of initial training & evidence of implementation)	\$500.00
Deeper Learning Cohort Participant (completion of competency certification)	\$1,000.00
Deeper Learning Coach	\$2500.00 per year
Portfolio Based Learning (PBL) Certification Assessor (maximum 8 assessments).	\$250.00 per portfolio
Jefferson County Leadership Academy (JCLA)	
JCLA Mentor/Coach (replaces Principal Mentor).	\$2,000.00 per mentee
JCLA Faculty - Step 1 (per semester for coursework)	\$2,000.00
JCLA Faculty - Step 2 (per year for curriculum development)	\$3,000.00
JCLA Faculty - Step 3 (per year for curriculum development and instruction).	\$5,000.00
NBCT (National Board Certified Teacher)	\$2,000.00 per year
Teaching & Learning Special Program Training (Modern Classroom, LETRS, etc).	\$500.00

Speech Language Pathologist & Audiologist Supplement (per KRS 157.397) Rate as determined by KDE

Bus Driver Referral Incentive \$200.00 per referral
 Referral incentive paid to classified hourly employee after bus driver applicant has successfully completed 30 working days as a school bus driver.

New Bus Driver Incentive. \$150.00 plus CDL fees
 Full-time bus drivers hired after 7/1/16 will receive reimbursement of CDL license fees up to \$75 upon successful completion of training and hired as full-time bus driver. One-time \$150.00 bonus will be paid after successful completion of 90 day probationary period.

Career & Tech Student Organization (CTSO) National Competition Stipend. \$1,000.00 per year
 Stipend paid to CTSO Advisors who attend the CTSO National Competition

Security Training Stipend - KY Law Enforcement Foundation Program Fund (KLEFPF) \$2.0673 hourly or \$16.5385 daily
 Pay Rates based on KLEFPF reimbursement amounts in compliance with KRS 15.410 - 15.510.
 Payment reimbursed by KLEFPF monthly to the District.

Classified Stipend for Doctorate Degree. \$1.7318 hrly or \$13.8550 daily

Add-to-base stipends including but not limited to Longevity, Shift, ECE IA, AIS/CZ Support, KLEFPF, Classified Doctorate, & Temporary stipends are not subject to Cost of Living increases.

All Classified hourly employees are to be paid their hourly rate for any Extra Service performed outside of their contract work hours. Overtime at time and a half must be paid to classified hourly employees for hours worked over 40 hours per work week Saturday through Friday.

Employees may not be compensated for additional extra or overtime pay for time which overlaps the employee's regular work hours or overlaps with other extra/overtime hours.

Omitted extra service time reporting will be paid in the next regular payroll cycle after which the discovery has been made.

Temporary Salary Adjustments for 2023-2024 (Effective as noted below)

Bus Driver and SNTA - Summer program transportation and student school transportation

- Effective July 1, 2023 through June 30, 2024
- All scheduled hours must be worked in the pay period
- COVID differential pay of \$6.00 per hour for each hour worked through June 30, 2024
- COVID differential pay is not due in any pay period in which paid leave, telecommuting or dock time as been reported
- COVID differential pay will end June 30, 2024

Bus Driver Transportation - \$6.00 per hour Differential Pay

- Effective 7/1/23 – 6/30/24, classified Hourly staff driving bus for Transportation Department and reported by Transportation paid their hourly rate plus an additional \$6.00 per hour differential pay, if eligible. To be eligible for the additional \$6.00 per hour the employee must work and be present every contract day in the applicable pay period based on their regular/primary working calendar assignment. If the employee has a paid leave or dock time in their primary position with the District, they will not be eligible for the \$6.00 per hour for the entire pay period. If retroactive corrections to attendance reporting are received, the \$6.00 per hour differential pay will be adjusted accordingly. This additional \$6.00 per hour is for hours the employee drives the bus route only, and is not paid on their regular contract work hours or any other extra service.
- Effective 7/1/23 – 6/30/24, substitutes any time reported by Transportation for a classified substitute driving the bus, the substitute will be paid their normal hourly rate plus \$6.00 per hour for every hour they are reported by transportation for driving the bus route
- Effective 7/1/23 – 9/29/23, certified Teachers driving a bus for the Transportation Department and reported by Transportation are paid \$25 per hour plus an additional \$6.00 per hour differential pay if eligible for driving the bus for transportation (not applicable to Activity Bus driving). Effective 9/30/23 – 6/30/24, this rate will increase for certified teachers from \$25 per hour to the teacher's regular hourly rate plus that additional \$6.00 per hour incentive pay, if eligible. To be eligible for the \$6.00 per hour, the employee must work and be present every contract day in the applicable pay period based on their regular/primary working calendar assignment. If the employee has a paid leave or dock time in their primary position with the District, they will not be eligible for the \$6.00 per hour for the entire pay period. If retroactive corrections to attendance reporting are received, the \$6.00 per hour differential pay will be adjusted accordingly. This additional \$6.00 per hour is for hours the teacher drives the bus route only and is not paid on their regular contract work hours or any other extra service. Per Teacher's Retirement System (TRS), the hourly rate paid for bus driving the bus and the additional \$6.00 per hour is not subject to TRS withholdings. FICA will be withheld from these earnings in lieu of TRS.

Temporary Salary Adjustments for 2023-2024 (Effective as noted below)

Substitute Teacher Critical Need Stipend

- Effective July 1, 2023 through last student instructional day for the 2023-24 school year
- \$1,000 critical need stipend to be paid after working as a substitute teacher 20 consecutive days at critical needs schools (or)
- \$500 stipend to be paid after working as a substitute teacher 20 consecutive days at any combination of school locations
- Temporary Appointee (long-term) assignment substitute teachers will continue to be paid according to the Temporary Appointee program and are not eligible for either of the above substitute teacher stipends

COVID Differential Pay-Hourly Classified

- Additional \$3.50 per hour added to base hourly rate
- Effective July 1, 2023 through June 30, 2024, includes the following job titles:
 - Custodians
 - Custodians (Job Class Code 8592) (CLAH-IB-grade 2)
 - Lead Custodian (Job Class Code 8586) (CLAH-IB-grade 4)
 - Hourly Plant Operators
 - Hourly Plant Operator I (Job Class Code 8582) (CLAH-IB-grade 5)
 - Instructional Assistants
 - Instructional Assistant Lead Early Childhood (Job Class Code 8015) (CLAA-IA-grade 4)
 - Instructional Assistant Early Childhood (Job Class Code 8023) (CLAA-IA-grade 3)
 - Instructional Assistant ECE (Job Class Code 8194) (CLAA-IA-grade 4)
 - Instructional Assistant 5-Year Old/Instructional Assistant (Job Class Code 8197) (CLAA-IA-grade 3)
 - Instructional Assistant/LOA (Job Class Code 8201) (CLAA-IA-grade 3)
 - Instructional Assistant 5-Year Old (Job Class Code 8204) (CLAA-IA-grade 3)
 - Instructional Assistant (Job Class Code 8206) (CLAA-IA-grade 3)
 - Instructional Assistant Title I (Job Class Code 8208) (CLAA-IA-grade 3)
 - Instructional Assistant ECE Part-time (Job Class Code 8190) (CLAD-IA-grade 4)
 - Instructional Assistant Part-time (Job Class Code 8200 & 8202) (CLAD-IA-grade 3)
 - Instructional Assistant Title I Part-time (Job Class Code 8217) (CLAD-IA-grade 3)
 - Nutrition Services Workers
 - Coordinator Nutrition Services I (Job Class Code 8092) (CLAG-IB- grade 4)
 - Coordinator Nutrition Services II (Job Class Code 8104) (CLAG-IB-grade 3)
 - Lead Assistant Nutrition Service (Job Class Code 8108) (CLAG-IB-grade 2)
 - Assistant Nutrition Service (Job Class Code 8110) (CLAG-IB-grade 1)
 - Trainer Nutrition Service (Job Class Code 8087) (CLAG-IB-grade 4)
 - Lead Assistant Production Nutrition (Job Class Code 8109) (CLAG-IB-grade 4)
 - Assistant Production Nutrition (Job Class Code 8083) (CLAG-IB-grade 3)
 - Nutrition Services Assistant Part-time (Job Class Code 8111) (CLAT-IB-grade 1)

Temporary Salary Adjustments for 2023-2024 (Effective as noted below)

COVID Differential Pay-Hourly Classified

- Additional \$3.50 per hour added to base hourly rate
- Effective December 9, 2023 through June 30, 2024, includes the following job titles:
 - Co-Op Child Development Center Assistant (Job Class Code 8188-FT & 8189-PT) (CLAA-IA-grade 4)
 - Vehicle Maintenance Workers
 - Mechanic (Job Class 8369) (CLAE-IB-grade 7)
 - Mechanic B (Job Class 8800) (CLAE-IB-grade 8)
 - Mechanic A (Job Class 8796) (CLAE-IB-grade 10)
 - Worker Tire (Job Class 8790) (CLAE-IB-grade 7)
 - Lead Worker (Job Class 8792) (CLAE-IB-grade 11)
 - Inspector Mechanic (Job Class 8794) (CLAE-IB-grade 11)
 - Tech Transmission Rebuilder (Job Class 8798) (CLAE-IB-grade 10)
 - Attendant Compound (Job Class 8802) (CLAE-IB-grade 3)
 - Worker Utility (Job Class 8804) (CLAE-IB-grade 3)
 - Worker Body (Job Class 8806) (CLAE-IB-grade 10)
 - Worker Seat and Glass (Job Class 8808) (CLAE-IB-grade 8)

Clerical Support Continuity of Services Stipend

- Effective July 1, 2023 through June 30, 2024
- Full-time and permanent part-time clerical support staff who meet the following criteria will receive an annual stipend of \$4,000.00. Stipend will be paid in quarterly increments of \$1,000.00 each on the scheduled pay dates.
- Eligibility and Pay Dates
 - Must be assigned to a position in Job Family IA, grade 2 through grade 6 and not in a position eligible to receive the \$3.50 per hour COVID stipend
 - Must be assigned to a less than 260 day position, or assigned to a 260-day school based position
 - Must be in active pay status as specified for each listed stipend pay date:
 - 1st Stipend – Paid on 2nd pay date in October. Must be assigned to an eligible position since the first Student day through the 1st pay date in October and in active status.
 - 2nd Stipend – Paid on the 1st pay date in December. Must be assigned to an eligible position by the first pay date in October through the last pay date in November and in active status.
 - 3rd Stipend – Paid on 2nd pay date in March. Must be assigned to an eligible position since the 1st student day after December 31st through the 1st pay date in March and in active status.
 - 4th stipend – Paid on the last regular paycheck in June. Must be assigned to an eligible position by the 1st pay date in March through the first pay date in June and in active status.