



SALARY SCHEDULE

2023 - 2024

The Mercer County Board of Education is an equal opportunity employer. No person will be discriminated against on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, veteran or disability status.

TABLE OF CONTENTS

<u>School Calendar</u>	page 3
<u>Holidays</u>	page 3
<u>Payroll Dates</u>	page 4
<u>Calculating Pay</u>	page 5
<u>Certified Pay Schedule</u>	page 6
<u>Classified Salaried Positions</u>	page 7
<u>Classified Salaried Levels</u>	page 8
<u>Other Classified Salaried Positions</u>	page 8
<u>Hourly Pay Schedule</u>	page 9
<u>Hourly Positions</u>	page 10
<u>Substitutes & Additional Time</u>	page 11
<u>District Positions</u>	page 12
<u>Elementary School Positions</u>	page 13
<u>Intermediate School Positions</u>	page 13
<u>Middle School Positions</u>	page 14
<u>High School Positions</u>	page 15
<u>Mercer Central/Day Treatment Positions</u>	page 15
<u>High School Positions</u>	Page 16

2023 - 2024 SCHOOL CALENDAR

MERCER COUNTY
2023-2024 Calendar Year

Board Approved 2/21/23

- Professional Development
(Building Admin will determine if the staff report or if the date is a placeholder.)
- Break/Holiday
- Opening, Closing, Plan Days (Staff report)
- Shortened Days
- Makeup Days
- Holiday

- Key Dates**
- Aug 2-3 --- Professional Day
 - Aug 4 --- Break
 - Aug 7 --- Opening
 - Aug 8 --- Planning (staff report)
 - Aug 9 --- Students' First Day of School
 - Sep 4 --- Professional Day
 - Oct 9-13 --- Fall Break
 - Nov 22-24 --- Thanksgiving Holiday
 - Dec 21-Jan 2 --- Winter Holiday/ Break
 - Jan 3 --- Planning (staff report)
 - Jan 15 --- Break
 - Feb 19 --- Makeup Day/ Break
 - Apr 1-5 --- Break
 - Apr 8 --- Professional Day
 - May 15 --- Students' Last Day of School
 - May 16 --- Closing day will follow the last student instructional day
 - May 17-30 --- Makeup Days (May 27: Holiday)
 - *Makeup Days Feb 19/ Days added to the end of the school calendar

July						
Su	Mo	Tu	We	Th	Fr	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						
Su	Mo	Tu	We	Th	Fr	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						
Su	Mo	Tu	We	Th	Fr	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						
Su	Mo	Tu	We	Th	Fr	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						
Su	Mo	Tu	We	Th	Fr	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						
Su	Mo	Tu	We	Th	Fr	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						
Su	Mo	Tu	We	Th	Fr	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						
Su	Mo	Tu	We	Th	Fr	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						
Su	Mo	Tu	We	Th	Fr	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						
Su	Mo	Tu	We	Th	Fr	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						
Su	Mo	Tu	We	Th	Fr	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						
Su	Mo	Tu	We	Th	Fr	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						

CONTRACT LENGTH	EMPLOYEE HOLIDAYS
180-187 days	Labor Day, Thanksgiving Day, Christmas Day, New Year's Day
188-215 days	Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, Martin Luther King Day, Memorial Day
216-240 days	Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, Martin Luther King Day, Memorial Day, July 4th and Presidential Election Day

2023 - 2024 PAYROLL DATES

TIME WORKED	PAY DATE
JULY 1 - JULY 15	JULY 28
JULY 16 - JULY 29	AUGUST 15
JULY 30 - AUGUST 12	AUGUST 30
AUGUST 13 - SEPTEMBER 2	SEPTEMBER 15
SEPTEMBER 3 - SEPTEMBER 16	SEPTEMBER 29
SEPTEMBER 17 - SEPTEMBER 30	OCTOBER 13
OCTOBER 1 - OCTOBER 14	OCTOBER 30
OCTOBER 15 - OCTOBER 28	NOVEMBER 15
OCTOBER 29 - NOVEMBER 11	NOVEMBER 30
NOVEMBER 12 - DECEMBER 2	DECEMBER 15
DECEMBER 3 - DECEMBER 16	DECEMBER 29
DECEMBER 17 - DECEMBER 30	JANUARY 12
DECEMBER 31 - JANUARY 13	JANUARY 30
JANUARY 14 - FEBRUARY 3	FEBRUARY 15
FEBRUARY 4 - FEBRUARY 17	FEBRUARY 29
FEBRUARY 18 - MARCH 2	MARCH 15
MARCH 3 - MARCH 16	MARCH 29
MARCH 17 - MARCH 30	APRIL 15
MARCH 31 - APRIL 13	APRIL 30
APRIL 14 - APRIL 27	MAY 15
APRIL 28 - MAY 18	MAY 30
MAY 19 - JUNE 1	JUNE 14
JUNE 2 - JUNE 22	JUNE 28
JUNE 23 - JUNE 30	JULY 15

All absences and time & attendance records should be updated in Frontline by Tuesday of the following week the work was performed.

The pay date on this schedule will be used to pay substitute employee time worked and additional time worked.

All payroll is distributed via direct deposit according to a schedule approved annually by the Board. Paystubs will be provided electronically.

Permanent employees will be paid on the 15th and 30th of the month following these rules:

- 195 day contracts or less receive paychecks starting August 15th - June 30th, with 2 additional paychecks in June.
- 196-205 day contracts receive paychecks starting July 30th - June 30th, with 1 additional paycheck in June.
- 206 day contracts and higher receive paychecks starting July 15th - June 30th.

If the 15th or 30th falls on a holiday or weekend, pay will be direct deposited the business day prior.

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	\$15.00
Hours Per Day	7.5
Days Per Year	180
Total Gross Annual Salary	\$20,250
Gross Salary Per Paycheck	\$843.75

- 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.
- Employees who fail to work their total number of contracted hours in a week will be docked according to the payroll schedule or sooner due to overpayment.

The salaried pay scale is based on 185 days. Employees who work a different number of days per year or partial days will be paid on a prorated basis. To calculate the base pay (if the employee works an alternate number of days or fte), use the following formula.

ANNUAL RATE / 185 X CONTRACTED DAYS / 24

Annual Rate	\$39,500
Contracted Days	200
Total Gross Annual Salary	\$42,702.70
Gross Salary Per Paycheck	\$1,779.28

This formula should be used if the employee works more or less than 185 days per year.

(ANNUAL RATE / 185 x FTE) X CONTRACTED DAYS / 24

Annual Rate	\$39,500
Contracted Days	185
Contracted Fte	.50
Total Gross Annual Salary	\$19,750
Gross Salary Per Paycheck	\$822.92

This formula should be used if the employee works less than 1.0 fte.

CERTIFIED PAY SCHEDULE

185 DAY CONTRACT

Experience	Doctorate	Rank 1	Rank 2	Rank 3	Rank 4	Rank 5
0	\$54,000	\$52,000	\$48,000	\$44,000	\$36,088	\$34,744
1	\$54,150	\$52,150	\$48,150	\$44,150	\$36,225	\$34,880
2	\$54,300	\$52,300	\$48,300	\$44,300	\$36,360	\$35,014
3	\$54,450	\$52,450	\$48,450	\$44,450	\$36,494	\$35,148
4	\$58,978	\$56,978	\$51,839	\$47,087	\$40,123	\$38,780
5	\$59,122	\$57,122	\$52,008	\$47,280	\$40,257	\$38,914
6	\$59,375	\$57,375	\$52,189	\$47,474	\$40,392	\$39,048
7	\$59,520	\$57,520	\$52,369	\$47,642	\$40,525	\$39,182
8	\$59,688	\$57,688	\$52,563	\$47,835	\$40,661	\$39,317
9	\$59,858	\$57,858	\$52,732	\$49,028	\$40,796	\$39,452
10	\$65,467	\$63,467	\$58,375	\$53,408	\$46,039	\$44,695
11	\$65,779	\$63,779	\$58,520	\$53,588	\$46,175	\$44,830
12	\$65,905	\$63,905	\$58,725	\$53,758	\$46,309	\$44,965
13	\$66,033	\$64,033	\$58,871	\$53,926	\$46,444	\$45,098
14	\$66,201	\$64,201	\$59,088	\$54,119	\$46,577	\$45,232
15	\$67,396	\$65,396	\$60,415	\$54,734	\$48,795	\$47,451
16	\$67,601	\$65,601	\$60,596	\$55,325	\$48,930	\$47,587
17	\$67,782	\$65,782	\$60,776	\$55,675	\$49,064	\$47,721
18	\$67,951	\$65,951	\$60,945	\$55,880	\$49,197	\$47,855
19	\$68,131	\$66,131	\$61,126	\$56,036	\$49,332	\$47,989
20	\$69,181	\$67,181	\$62,272	\$57,014	\$50,139	\$48,123
21	\$69,350	\$67,350	\$62,465	\$57,183	\$50,276	\$48,930
22	\$69,542	\$67,542	\$62,633	\$57,375	\$50,409	\$49,064
23	\$69,736	\$67,736	\$62,815	\$57,555	\$50,544	\$49,197
24	\$69,905	\$67,905	\$62,996	\$57,738	\$50,678	\$49,332
25	\$70,086	\$68,086	\$63,164	\$57,893	\$51,215	\$49,871
26	\$70,255	\$68,255	\$63,357	\$58,076	\$51,215	\$49,871
27	\$70,435	\$68,435	\$63,514	\$58,231	\$51,215	\$49,871
28	\$70,612	\$68,612	\$63,691	\$58,408	\$51,215	\$49,871
29	\$70,790	\$68,790	\$63,868	\$58,586	\$51,215	\$49,871
30	\$70,969	\$68,969	\$64,034	\$58,738	\$51,215	\$49,871
31	\$71,148	\$69,148	\$64,201	\$58,891	\$51,215	\$49,871
32+	\$71,327	\$69,327	\$64,368	\$59,044	\$51,215	\$49,871

National Board Teacher Certification in content area is an additional \$2,000/school year. Doctorate level will always be \$2,000 above Rank 1.

Employees shall notify human resources of any anticipated rank or qualification change by September 15th in order to qualify for an increased salary for the current year.

140 days worked in a school year equals one year of experience (KRS 157.320(10)).

CLASSIFIED SALARIED POSITIONS

185 DAY CONTRACT

Experience	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9
0	\$55,157	\$46,180	\$44,125	\$40,340	\$33,094	\$23,793	\$22,063	\$21,306	\$20,224
1	\$55,352	\$46,376	\$44,320	\$40,536	\$33,289	\$23,989	\$22,258	\$21,501	\$20,421
2	\$55,547	\$46,572	\$44,516	\$40,731	\$33,484	\$24,185	\$22,453	\$21,697	\$20,617
3	\$55,742	\$46,767	\$44,711	\$40,927	\$33,680	\$24,380	\$22,648	\$21,893	\$20,812
4	\$61,368	\$52,391	\$49,234	\$41,123	\$38,202	\$24,576	\$27,171	\$25,354	\$23,192
5	\$61,563	\$52,587	\$49,429	\$45,665	\$38,398	\$29,120	\$27,366	\$25,549	\$23,387
6	\$61,759	\$52,783	\$49,624	\$45,861	\$38,593	\$29,316	\$27,562	\$25,745	\$23,583
7	\$61,954	\$52,978	\$49,820	\$46,057	\$38,788	\$29,512	\$27,757	\$25,941	\$23,779
8	\$62,149	\$53,174	\$50,015	\$46,253	\$38,984	\$29,708	\$27,952	\$26,137	\$23,975
9	\$62,344	\$53,370	\$50,210	\$46,448	\$39,179	\$29,903	\$28,147	\$26,332	\$24,170
10	\$69,074	\$57,912	\$55,836	\$52,074	\$44,805	\$35,529	\$33,773	\$29,793	\$26,550
11	\$69,269	\$58,108	\$56,031	\$52,270	\$45,000	\$35,725	\$33,969	\$29,989	\$26,745
12	\$69,464	\$58,304	\$56,227	\$52,466	\$45,195	\$35,921	\$34,164	\$30,185	\$26,941
13	\$69,659	\$58,499	\$56,422	\$52,661	\$45,390	\$36,117	\$34,359	\$30,380	\$27,137
14	\$69,855	\$58,695	\$56,617	\$52,857	\$45,586	\$36,312	\$34,554	\$30,576	\$27,333
15	\$72,281	\$61,074	\$57,941	\$55,239	\$46,689	\$39,557	\$35,658	\$31,679	\$28,436
16	\$72,477	\$61,270	\$58,136	\$55,434	\$46,884	\$39,753	\$35,853	\$31,875	\$28,632
17	\$72,672	\$61,466	\$58,331	\$55,630	\$47,079	\$39,948	\$36,048	\$32,071	\$28,827
18	\$72,867	\$61,662	\$58,527	\$55,826	\$47,275	\$40,144	\$36,243	\$32,267	\$29,023
19	\$73,063	\$61,857	\$58,722	\$56,022	\$47,470	\$40,340	\$36,439	\$32,462	\$29,219
20	\$75,379	\$64,020	\$59,935	\$58,403	\$48,573	\$43,801	\$37,542	\$33,565	\$31,404
21	\$75,574	\$64,216	\$60,131	\$58,599	\$48,768	\$43,997	\$37,737	\$33,761	\$31,607
22	\$75,770	\$64,412	\$60,326	\$58,795	\$48,964	\$44,192	\$37,932	\$33,957	\$31,795
23	\$75,965	\$64,608	\$60,521	\$58,990	\$49,159	\$44,388	\$38,127	\$34,153	\$31,991
24	\$76,160	\$64,803	\$60,716	\$59,186	\$49,354	\$44,584	\$38,323	\$34,348	\$32,187
25	\$76,355	\$64,999	\$60,912	\$59,382	\$49,549	\$44,780	\$38,518	\$34,544	\$32,382
26	\$76,551	\$65,195	\$61,107	\$59,578	\$49,745	\$44,975	\$38,713	\$34,740	\$32,578
27	\$76,746	\$65,391	\$61,302	\$59,773	\$49,940	\$45,171	\$38,908	\$34,936	\$32,774
28	\$76,941	\$65,586	\$61,497	\$59,969	\$50,135	\$45,367	\$39,104	\$35,131	\$32,970
29	\$77,136	\$65,782	\$61,693	\$60,165	\$50,330	\$45,563	\$39,299	\$35,327	\$33,165
30	\$77,337	\$65,953	\$61,853	\$60,321	\$50,461	\$45,681	\$39,401	\$35,419	\$33,252
31	\$77,538	\$66,125	\$62,014	\$60,478	\$50,592	\$45,800	\$39,504	\$35,511	\$33,338
32+	\$77,740	\$66,297	\$62,175	\$60,635	\$50,724	\$45,919	\$39,606	\$35,603	\$33,425

New classified employees may be recognized for previous, related experience if certified from a previous employer.

140 days worked in a school year equals one year of experience (KRS 157.320(10)).

CLASSIFIED SALARIED LEVELS

LEVEL	JOB CLASS/TITLE	CONTRACT DAYS
1	7185 Director of Finance 7261 Nurse Practitioner 7881 Behavior Coach	235 days 220 days 185 days
2	8881 ISAP Behavior Coach	185 days
3	7655 Director of Human Resources	235 days
4	7336 Interpreter 2 BA 7273 Athletic Trainer	185 days 185 days
5	7467 Director of Food Service	235 days
6	7489 FRYSC/YSC with MA 7886 ELL/Migrant	240 days 195 days
7	7338 Interpreter 1 Non-degreed 7902 Director of Transportation	185 days 235 days
8	7490 FRC/YSC with BA 7223 Assistant Director of Food Services	240 days 225 days
9	7492 FRC/YSC 7904 Transportation Assistant	240 days 240 days

OTHER CLASSIFIED SALARIED POSITIONS

JOB CLASS/TITLE	SALARY SCHEDULE
Social Worker (LSW)	Certified Rank 3
Social Worker (CSW)	Certified Rank 2
Social Worker (LCSW)	Certified Rank 1
7291 Occupational/Physical Therapist	Certified Rank 2

HOURLY PAY SCHEDULE

Experience	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8
0	\$11.36	\$13.15	\$13.77	\$14.69	\$16.46	\$17.94	\$18.00	\$21.43
1	\$11.46	\$13.27	\$14.03	\$14.89	\$16.60	\$18.08	\$18.21	\$21.64
2	\$11.72	\$13.43	\$14.31	\$15.09	\$16.70	\$18.40	\$18.42	\$21.97
3	\$11.98	\$13.59	\$14.57	\$15.31	\$16.80	\$18.69	\$18.89	\$22.32
4	\$12.21	\$13.73	\$14.84	\$15.51	\$16.92	\$19.00	\$19.04	\$22.65
5	\$12.48	\$13.88	\$15.10	\$15.72	\$17.01	\$19.30	\$19.37	\$22.99
6	\$12.54	\$13.98	\$15.36	\$15.92	\$17.11	\$19.46	\$19.57	\$23.25
7	\$12.58	\$14.07	\$15.65	\$16.11	\$17.23	\$19.59	\$19.74	\$23.48
8	\$12.65	\$14.17	\$15.91	\$16.31	\$17.33	\$19.75	\$19.93	\$23.74
9	\$12.71	\$14.24	\$16.17	\$16.51	\$17.43	\$19.90	\$20.10	\$23.97
10	\$12.75	\$14.34	\$16.43	\$16.73	\$17.50	\$20.04	\$20.29	\$24.22
11	\$12.81	\$14.44	\$16.61	\$16.88	\$17.87	\$20.20	\$20.48	\$24.47
12	\$12.87	\$14.54	\$16.78	\$17.04	\$17.94	\$20.30	\$20.68	\$24.70
13	\$12.91	\$14.64	\$16.94	\$17.18	\$18.07	\$20.39	\$20.87	\$24.96
14	\$12.97	\$14.76	\$17.10	\$17.34	\$18.20	\$20.49	\$21.07	\$25.19
15	\$13.01	\$14.86	\$17.26	\$17.47	\$18.36	\$20.59	\$21.29	\$25.45
16	\$13.07	\$14.96	\$17.43	\$17.63	\$18.49	\$20.68	\$21.48	\$25.68
17	\$13.11	\$15.06	\$17.59	\$17.79	\$18.62	\$20.78	\$21.68	\$25.93
18	\$13.17	\$15.19	\$17.75	\$17.94	\$19.10	\$20.88	\$21.89	\$26.19
19	\$13.20	\$15.22	\$17.91	\$18.08	\$19.14	\$20.94	\$21.95	\$26.25
20	\$13.23	\$15.26	\$18.08	\$18.24	\$19.20	\$20.98	\$21.99	\$26.32
21	\$13.26	\$15.31	\$18.24	\$18.37	\$19.23	\$21.04	\$22.05	\$26.38
22	\$13.29	\$15.37	\$18.40	\$18.54	\$19.27	\$21.10	\$22.10	\$26.44
23	\$13.42	\$15.44	\$18.56	\$18.67	\$19.37	\$21.26	\$22.14	\$26.50
24	\$13.55	\$15.53	\$18.73	\$18.83	\$19.53	\$21.39	\$22.20	\$26.54
25	\$13.68	\$15.60	\$18.89	\$18.99	\$19.57	\$21.56	\$22.23	\$26.60
26	\$13.81	\$15.63	\$19.05	\$19.13	\$19.72	\$21.69	\$22.27	\$26.63
27	\$13.91	\$15.66	\$19.21	\$19.29	\$19.85	\$21.84	\$22.31	\$26.69
28	\$14.01	\$15.77	\$19.31	\$19.38	\$19.96	\$21.94	\$22.41	\$26.79
29	\$14.11	\$15.87	\$19.42	\$19.49	\$20.06	\$22.04	\$22.52	\$26.89
30	\$14.21	\$15.98	\$19.52	\$19.59	\$20.17	\$22.15	\$22.62	\$27.00
31	\$14.32	\$16.08	\$19.62	\$19.69	\$20.27	\$22.25	\$22.72	\$27.10
32+	\$14.42	\$16.18	\$19.72	\$19.80	\$20.37	\$22.35	\$22.82	\$27.20

HOURLY POSITIONS

LEVEL	JOB CLASS/TITLE	HOURS	DAYS
1	7942 Bus Monitor 7943 Bus Assistant	4 hours 4 hours	181 days 181 days
2	7241 Cook/Baker 7320 Instructional Assistant I 7324 Daycare Director 7784 FRYSC Clerk	4-8 hours 6.5-8 hours 8 hours 3-8 hours	183 days 180-185 days 190 days 140-185 days
3	7232 Cafeteria Lead Assist 7319 Instructional Monitor II - MSD 7609 Custodian 7773 Secretary (High School & District) 7774/5 School Secretary (Middle/Elem) 7777/8/9 School Bookkeeper 7783 Clerical Assistant/Attendance	7 hours 7.5 hours 4-8 hours 7.5-8 hours 7.5 hours 7.5 hours 7 hours	183 days 180 days 175-240 days 203-220 days 203 days 213 days 185 days
4	7212 Lunchroom Manager 7318 Instructional Assistant II 7605 Custodial Supervisor 7872 Employment Specialist	8 hours 6.5 hours 8 hours 6.5 hours	192 days 185 days 240 days 180 days
5	7761 Administrative Assistant I 7762 Administrative Secretary I 7772 Secretary I/Attendance Specialist	8 hours 6 hours 6-8 hours	240 days 185 days 185-240 days
6	7443 Maintenance Technician III 7941 Bus Driver	8 hours 4 hours	240 days 181 days
7	7164 Account Clerk II 7263 School Nurse LPN 7534 Computer Specialist 7771 Administrative Secretary II 7915 Vehicle Mechanic	8 hours 7-8 hours 7-8 hours 8 hours 8 hours	225-240 days 190 days 185-235 days 227-240 days 240 days
8	7191 Payroll Clerk I 7525 Computer Maintenance Technician 7914 Lead Vehicle Mechanic	8 hours 7 hours 8 hours	240 days 237 days 240 days

New classified employees may be recognized for previous, related experience if certified from a previous employer.

140 days worked in a school year equals one year of experience (KRS 157.320(10)).

SUBSTITUTE & ADDITIONAL TIME

DESCRIPTION	RATE
Certified Substitute Rank 1 <i>Completed 30+ hrs in addition to completing rank 2 and 3</i>	\$130/day
Certified Substitute Rank 2 <i>Completed master's degree program in addition to rank 3</i>	\$120/day
Certified Substitute Rank 3 <i>Completed teacher certification program & bachelor's degree</i>	\$110/day
Certified Substitute Rank 4 <i>Completed 64+ college credit hrs, minimum 2.5 GPA</i>	\$100/day
Certified Substitute Rank 5 <i>High School diploma & age 25 or older</i>	\$90/day
Classified Substitute	0 years on Hourly Scale for position
Certified Additional Hours	\$30/hour
Classified ESS Tutors	Regular Hourly Rate
Classified Homebound	\$30/hour
Bus Driver Trainers	Regular Hourly Rate
Bus Driver Field Trip Rate	Regular Hourly Rate
Bus Driver ESS Rate	2 times Regular Hourly Rate
Summer Maintenance/Technology	\$14/hour
Food Service Extra Services <i>Catering, Summer Feeding</i>	\$25/hour
Health Services Assistant	\$14/hour
Student Workers	\$10/hour
Classified covering Certified Position	\$10 additional - Half Day \$20 additional - Full Day

- The maximum number of days a substitute teacher or classified substitute may work in one school year is 129. Exceptions only made with prior approval from the Superintendent.
- Certified substitutes will be paid in ½ day increments (Up to 3.5 hours will count as a ½ day, above 3.5 hours will count as 1 day).
- A long-term substitute is defined as an individual who holds teaching certification and works 20 consecutive days in the same position.
- Long-term substitutes will be paid according to their rank (0 years) or Daily Wage Threshold for retirees, whichever is the lesser of the two rates.
- Substitute positions that turn into a long-term substitute position will be prorated on the first paycheck after reaching long-term substitute status.

TITAN ACADEMY	RATE
District Level Coordinator	\$5,000/year
Building Level Coordinator	\$800-\$3,500/year
Certified Instructional	\$2,500/year
Classified Instructional	\$1,250/year
Classified Hourly <i>Bus Drivers, Food Service, Nurse</i>	\$25/hour

Certified Time - A half day is considered 3.5 hours or less, a full day is considered over 3.5 hours.

DISTRICT POSITIONS

POSITION	EXTENDED DAYS	INDEX/STIPEND	STIPEND AMOUNT	POSITION												
Chief Academic Officer	50	26% index	\$5,000	District Health Coordinator Covid Response Liaison (1) <i>Through 2023-24</i> Covid Federal Funds Liaison (2) <i>Through 2023-24</i> Summer Feeding Coordinator At Risk Feeding Coordinator												
Director of Federal And Instructional Programs	50	20% index														
Director of Pupil Personnel/Safe Schools	50	20% index	\$3,000	Board Secretary Deeper Learning Grant Members (8) Random Drug Testing Coordinator Grant Writer												
Director of Special Education	50	20% index														
Director of Facilities	50	17% index	\$2,000	National Board Certified Teacher Certified Speech Language Pathologist Doctorate for Classified Salaried Positions												
District Athletic Director	50	17% index														
Director of Technology	50		\$1,000	New Teacher Mentor Gifted & Talented (2)												
Assistant Director of Special Education	30	10% index														
District Instructional Coach (4)	10	\$1,000	\$200	Second Year Teacher Mentor												
District Communications and Web Mgt.	21	\$5,000														
Food Service District Trainer/Coordinator	23	\$7,500	<table border="1"> <thead> <tr> <th colspan="2">School Resource Officer (3) 185 days</th> </tr> </thead> <tbody> <tr> <td>0-5 years experience</td> <td>\$36,050</td> </tr> <tr> <td>6-10 years experience</td> <td>\$38,110</td> </tr> <tr> <td>11-15 years experience</td> <td>\$40,170</td> </tr> <tr> <td>16+ years experience</td> <td>\$42,230</td> </tr> <tr> <td>KLEFPF Stipend (State Paid)</td> <td>\$4,300/Officer</td> </tr> </tbody> </table> <p>Extra duty supplements under \$2,500 will be paid half on December 15th and half on May 15th.</p> <p>Extra duty supplements \$2,500 and over will be divided on the employee's checks.</p>		School Resource Officer (3) 185 days		0-5 years experience	\$36,050	6-10 years experience	\$38,110	11-15 years experience	\$40,170	16+ years experience	\$42,230	KLEFPF Stipend (State Paid)	\$4,300/Officer
School Resource Officer (3) 185 days																
0-5 years experience	\$36,050															
6-10 years experience	\$38,110															
11-15 years experience	\$40,170															
16+ years experience	\$42,230															
KLEFPF Stipend (State Paid)	\$4,300/Officer															
Special Education Alternate Assessment Coordinator	5															
Special Education Consultant (1)	10															
School Psychologist/ Educational Diagnostician (3)	25/ 10															
Gifted & Talented Coordinator	10															
ELL/Migrant Teacher	10															
Police Chief	10		<p>Extra duty supplements under \$2,500 will be paid half on December 15th and half on May 15th.</p> <p>Extra duty supplements \$2,500 and over will be divided on the employee's checks.</p>													
Athletic Trainer	15															

An index is a salary additive for administrative job duties related to the position.

ANNUAL RATE / 185 X INDEX PERCENT X TOTAL DAYS

Annual Rate*	\$50,176
Total Number of Days	235
Daily Rate	\$213.51
Index Percentage	17%
Daily Index	\$36.30
Annual Index	\$8,530.50

**Annual Rate to include Base and Extended Days.*

ELEMENTARY SCHOOL POSITIONS

POSITION	EXTENDED DAYS	INDEX/STIPEND	STIPEND AMOUNT	POSITION
Principal	50	18% index	\$8,000	Preschool Partnership Grant Coordinator* Preschool Partnership Grant Psychologist*
Assistant Principal	30	10% index	\$6,000	Daycare Director
School Counselor (2)	20		\$5,000	Preschool Partnership Grant Liaison*
Media Specialist	15		\$1,500	School Technology
			\$1,000	Sub Caller
			\$500	Building Assessment Coordinator (BAC) Unified Track
			\$350	Annual Sponsor Department Head (4)

*Prorated by semester due to grant guidelines/funding.

INTERMEDIATE SCHOOL POSITIONS

POSITION	EXTENDED DAYS	INDEX/STIPEND	STIPEND AMOUNT	POSITION
Principal	50	18% index	\$1,800	School Technology
Assistant Principal	30	10% index	\$1,000	Academic Team Coach (2) Assistant Archery Coach Assistant Cross Country Coach (grades 3-6) Sub Caller
School Counselor (2)	20		\$700	Chorus
Media Specialist	15		\$500	Building Assessment Coordinator (BAC)
			\$350	Annual Sponsor Department Head (4)

Extra duty supplements under \$2,500 will be paid half on December 15th and half on May 15th.

Extra duty supplements \$2,500 and over will be divided on the employee's checks.

Paraprofessional coaches will be paid in one lump sum payment at the end of the season for that particular sport.

MIDDLE SCHOOL POSITIONS

POSITION	EXTENDED DAYS	INDEX
Principal	50	23% index
Assistant Principal (2)	40	16% index
School Counselor (2)	30	
Media Specialist	15	
Agriculture	5	

STIPEND AMOUNT	POSITION
\$3,000	Assistant Athletic Director
\$2,000	School Technology Head Boys Basketball Coach Head Girls Basketball Coach Head Football Coach
\$1,500	Assistant Boys Basketball Coach Assistant Girls Basketball Coach Assistant Football Coach (4)
\$1,000	Academic Team Coach (2) Sub Caller 6th Grade Boys Basketball Coach 6th Grade Girls Basketball Coach Head Boys Soccer Coach Head Girls Soccer Coach Assistant Archery Coach Head Boys Tennis Coach Head Girls Tennis Coach Head Baseball Coach Head Softball Coach Head Volleyball Coach Head Track Coach Head Cheerleading Coach
\$750	Annual Sponsor Game Manager
\$700	Chorus
\$500	Building Assessment Coordinator (BAC) Assistant Boys Soccer Coach Assistant Girls Soccer Coach Head Golf Coach Assistant Golf Coach Assistant Baseball Coach Assistant Softball Coach Assistant Volleyball Coach Assistant Track Coach Assistant Cheerleading Coach
\$350	6th Grade Coordinator (2) 7th Grade Coordinator (2) 8th Grade Coordinator (2) Special Education Coordinator Department Head (6)

Extra duty supplements under \$2,500 will be paid half on December 15th and half on May 15th.

Extra duty supplements \$2,500 and over will be divided on the employee's checks.

Paraprofessional coaches will be paid in one lump sum payment at the end of the season for that particular sport.

HIGH SCHOOL POSITIONS

POSITION	EXTENDED DAYS	INDEX/STIPEND
Principal	50	31% index
Assistant Principal (3)	40	17% index
School Counselor (2)	30	
Media Specialist	15	
Agriculture (2)	53	
Band Director	30	\$4,725
Assistant Band Director	10	\$2,350
Home Economics (2)	5	
Vocational Coordinator	3	

MERCER CENTRAL/DAY TREATMENT POSITIONS

POSITION	EXTENDED DAYS	INDEX/STIPEND
Principal	50	17% index
Day Treatment Social Worker	45	
Day Treatment Head Teacher	45	
Day Treatment Instructional Assistant	17.5	
School Counselor	30	

Extra duty supplements under \$2,500 will be paid half on December 15th and half on May 15th.

Extra duty supplements \$2,500 and over will be divided on the employee's checks.

Paraprofessional coaches will be paid in one lump sum payment at the end of the season for that particular sport.

HIGH SCHOOL POSITIONS

STIPEND AMOUNT	POSITION
\$11,000	Head Boys Basketball Coach Head Girls Basketball Coach Head Football Coach
\$6,000	Academic Team Coach Head Boys Soccer Coach Head Girls Soccer Coach Head Baseball Coach Head Softball Coach Head Assistant Football Coach (2)
\$5,000	Assistant Athletic Director Head Assistant Boys Basketball Coach Head Assistant Girls Basketball Coach Football Assistant Skills Coach (3)
\$4,000	Assistant Boys Basketball Coach Assistant Girls Basketball Coach Head Volleyball Coach Head Cheerleading Coach
\$3,650	Head Boys Track Coach Head Girls Track Coach
\$3,000	Freshman Football Coach Head Assistant Baseball Coach Head Assistant Softball Coach Head Archery Coach
\$2,500	Assistant Boys Soccer Coach (2) Assistant Girls Soccer Coach (2) Football Strength Coach Dance Team Coach
\$2,250	Head Boys Tennis Coach Head Girls Tennis Coach Head Boys Cross Country Coach Head Girls Cross Country Coach Head Boat Captain
\$2,000	School Technology Freshman Boys Basketball Coach Freshman Girls Basketball Coach Head Boys Golf Coach Head Girls Golf Coach Assistant Varsity Baseball Coach Assistant Varsity Softball Coach

STIPEND AMOUNT	POSITION
\$1,500	Assistant Boys Track Coach (2) Assistant Girls Track Coach (2) Assistant Cheerleading Coach
\$1,280	Choral Music Director Drama Coach Art Director
\$1,250	Basketball Strength & Conditioning Coach (Booster paid - Boys & Girls) Assistant Boys Golf Coach Assistant Girls Golf Coach
\$1,000	Annual Sponsor Sub Caller ACT Math Coordinator ACT Reading/English Coordinator Jazz/Ensemble Performance & Events Assistant Football WR/OLB/Strength Assistant Football JV/Strength/OLB Assistant Boys Tennis Coach Assistant Girls Tennis Coach Assistant Volleyball Coach Freshman Volleyball Coach Assistant Archery Coach
\$800	Prom Coordinator Project Graduation Coordinator
\$750	Athletic Game Manager (2) Assistant Drama Coach
\$500	Building Assessment Coordinator (BAC) Leadership Team (10) Senior Trip/Homecoming Coordinator Athletic Media Manager Football OL/DL Trainer (Football paid) Football Ball Skills/Footwork Trainer (Football paid) Football Linebacker Trainer (Football paid) Assistant Boys Cross Country Coach Assistant Girls Cross Country Coach Assistant Baseball Coach (2) (Booster paid) Assistant Softball Coach (2) (Booster paid)
\$250	Basketball Support Staff - (Booster paid - Boys & Girls)