

GARRARD COUNTY SCHOOLS



SALARY SCHEDULE 2024-2025

Approved: _____

GARRARD COUNTY SCHOOLS

2024-2025 SCHOOL CALENDAR

JULY 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			

AUGUST 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

SEPTEMBER 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					

OCTOBER 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		

NOVEMBER 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

DECEMBER 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				

JANUARY 2025						
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 2025						
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	

MARCH 2025						
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 2025						
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 2025						
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 2025						
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 5th - 8th* Professional Development (Staff Only)
- August 9* Staff Day (Staff Only)
- August 12th* Opening Day
- August 13th* Transition Day (K, 6th, 9th only)
- August 14th* Students First Day
- September 2nd* Holiday - Labor Day
- October 7th - 11th* Fall Break (No School)
- November 4th* Staff Day (Staff Only)
- November 5th* Presidential Election (No School)
- November 27th* No School
- November 28th* Holiday - Thanksgiving - No School

- November 29th* No School
- December 23rd -31st* Holiday Break
- January 1st - 3rd* Holiday Break
- January 6th* Staff Day (Staff Only)
- January 20th* Holiday - MLK Day - No School
- February 17th* No School
- March 14th* Staff Day (Staff Only)
- April 7th - 11th* Spring Break - No School
- May 20th* Election Day - No School
- May 22nd* Last Day for Kids
- May 23rd* Closing Day

Contract Days	# Holidays	Employee Paid Holidays
180-199	4	Labor Day—Thanksgiving Day—Christmas Day—Martin Luther King Day
200-239	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

2024-2025 PAYROLL DATES

TIME WORKED	DUE TO CENTRAL OFFICE	PAY DATE	Included Employees
June 16—June 30	July 3	July 15	Summer Workers
July 1—July 15	July 18	August 1	Sum Workers & 12mo
July 16—July 31	August 5	August 15	Sum Workers & 12mo
August 1— August 15	August 20	August 30	All employees
August 16—August 31	September 5	September 13	All employees
September 1—September 15	September 18	October 1	All employees
September 16—September 30	October 3	October 15	All employees
October 1—October 15	October 18	November 1	All employees
October 16—October 31	November 5	November 15	All employees
November 1—November 15	November 20	November 29	All employees
November 16—November 30	December 4	December 13	All employees
December 1—December 15	December 18	December 31	All employees
December 16—December 31	January 3	January 15	All employees
January 1—January 15	January 20	January 31	All employees
January 16—January 31	February 5	February 14	All employees
February 1—February 15	February 19	February 28	All employees
February 16—February 28	March 5	March 14	All employees
March 1—March 15	March 19	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 5	May 15	All employees
May 1—May 15	May 20	May 30	All employees
May 16—May 31	June 4	June 13	All employees
	Summer payout	June 23	All employees
	Summer payout	June 24	All employees
	Summer Payout	June 26	10 month only
	Summer Payout	June 27	10 month only
June 1—June 15	June 18	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 August 30 thru June 27th.
- * 205 day contract or greater will receive 24 paychecks starting August 1st thru June 24th.

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
0	\$50,757.14	\$46,199.57	\$41,601.89	\$36,224.38	\$33,904.94
1	\$50,930.93	\$46,344.40	\$41,688.79	\$36,224.38	\$33,904.94
2	\$51,104.72	\$46,488.11	\$41,775.69	\$36,224.38	\$33,904.94
3	\$51,278.52	\$46,632.94	\$41,861.47	\$36,224.38	\$33,904.94
4	\$55,347.02	\$50,783.88	\$46,228.54	\$36,224.38	\$33,904.94
5	\$55,520.81	\$50,929.82	\$46,315.43	\$36,224.38	\$33,904.94
6	\$55,694.60	\$51,073.53	\$46,401.21	\$36,224.38	\$33,904.94
7	\$55,869.51	\$51,219.47	\$46,488.11	\$36,224.38	\$33,904.94
8	\$56,042.18	\$51,363.18	\$46,576.12	\$36,224.38	\$33,904.94
9	\$56,217.09	\$51,509.12	\$46,663.01	\$36,224.38	\$33,904.94
10	\$61,294.92	\$56,692.79	\$52,099.57	\$36,224.38	\$33,904.94
11	\$61,468.71	\$56,837.61	\$52,186.46	\$36,224.38	\$33,904.94
12	\$61,642.50	\$56,981.33	\$52,274.47	\$36,224.38	\$33,904.94
13	\$61,816.30	\$57,128.38	\$52,360.26	\$36,224.38	\$33,904.94
14	\$61,990.09	\$57,272.09	\$52,448.27	\$36,224.38	\$33,904.94
15	\$63,078.51	\$58,485.29	\$53,889.84	\$36,224.38	\$33,904.94
16	\$63,252.30	\$58,630.12	\$53,917.70	\$36,224.38	\$33,904.94
17	\$63,426.09	\$58,773.83	\$53,947.77	\$36,224.38	\$33,904.94
18	\$63,599.89	\$58,919.77	\$53,976.74	\$36,224.38	\$33,904.94
19	\$63,773.68	\$59,064.60	\$54,005.70	\$36,224.38	\$33,904.94
20	\$64,523.43	\$59,902.36	\$54,056.95	\$36,224.38	\$33,904.94
21	\$64,697.22	\$60,047.19	\$54,085.92	\$36,224.38	\$33,904.94
22	\$64,872.13	\$60,193.13	\$54,114.88	\$36,224.38	\$33,904.94
23	\$65,044.81	\$60,336.84	\$54,142.73	\$36,224.38	\$33,904.94
24	\$65,219.71	\$60,482.78	\$54,172.81	\$36,224.38	\$33,904.94
25	\$66,280.29	\$61,532.21	\$55,526.38	\$36,224.38	\$33,904.94
26	\$66,455.19	\$61,679.27	\$55,556.46	\$36,224.38	\$33,904.94
27	\$66,627.87	\$61,825.21	\$55,585.42	\$36,224.38	\$33,904.94
28	\$66,801.66	\$61,972.26	\$55,614.39	\$36,224.38	\$33,904.94
29	\$66,975.45	\$62,118.20	\$55,644.47	\$36,224.38	\$33,904.94
30+	\$68,037.14	\$63,168.75	\$56,998.04	\$36,224.38	\$33,904.94

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	HIGH SCHOOL	Days	Index
Director of Federal Programs	54	17%	Principal	54	23%
Director of Finance	54	17%	1st Assistant Principal	35	15%
Director of Food Service	54		2nd Assistant Principal	19	15%
Director of Public Relations & Visible Technology	54		Guidance Counselor	10	
Director of Pupil Personnel	54	17%	Media Librarian	9	
Director of Special Education	54	17%	Vocational School Instructor (Agriculture) (2)	54	
Superintendent	54		Interventionist (2)	14	
			MIDDLE SCHOOL	Days	Index
Director of Teaching and Learning	54	17%	Principal	54	18%
Director of Technology	54		Assistant Principal	23	14%
District School Psychologist (2)	20		Guidance Counselor	10	
District Wide MTSS & Behavior Coordinator (3)	15		Media Librarian	9	
Special Education Consultant	15		ELEMENTARY SCHOOL (3)	Days	Index
Health and Science Teacher Vo-Tech	4		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

NOTE: Long-term (>10 days) Substitutes will be paid according to their rank (0 years) or Daily Wage Threshold for retirees, 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 1st day that the position is deemed long-term. Long-term Substitutes will be allowed to miss two (2) days for illness that will not break their days of succession for pay purposes. Substitute positions that turn into a long-term substitute position will be prorated on the first paycheck after reaching long-term status.

** It is the responsibility of the Retired Teacher to keep up with how many days

District Stipends/Hourly Rates

Assistant Secretary to the Board	\$1,600
Community Education	\$10,000
EL Summer Enrichment	\$2,000
Energy Monitor	\$3,000
Food Service Menu Planner	\$5,000
Frontline HR Manager	\$7,000
Fund Services	\$2,100
Medicaid Coordinator	\$5,000
National Teacher Certification	\$3,000
Online Purchasing Coordinator	\$1,900
Psychologist	\$5,000
Safe Crisis Management	\$1,500
Speech	\$3,000
Speech (Non Full-Time)	\$2,000
Summer Food Service Coordinator	\$2,500
Supplemental	\$2,000
Teacher Leader Deeper Learning (2)	\$500 final year

After School Detention	\$30/hr.
Class Coverage during Planning for no sub	\$45/hr.
Drivers Education Instructor	\$20/hr.
ESS/Miscellaneous Stipend	\$25/hr.
Farm Support	\$15/hr.
Homebound Teacher	\$25/hr.
Misc. Events (chain gang, dist. tourn, etc)	\$25/hr.
Non-CDL Van Driver	\$15.50/hr.
Water Treatment Plant Monitor	\$15/hr.
<u>Apprenticeship Building America Grant</u> <u>(thru FY 2026)</u>	
HS Student Apprenticeship	\$10/hr.
<u>Homeless Grant (thru 09/30/2024)</u>	
Students	\$15/hr.
Classified	\$25/hr.
Certified	\$40/hr.

Elementary Schools' Academic / Athletic Stipends

Teacher Leader Deeper Learning	\$500 final year
Math Teacher Leader	\$1,500
Science Teacher Leader	\$1,500
Social Studies Teacher Leader	\$1,500
SPED Teacher Leader	\$1,500
Technology Coordinator	\$1,000
Digital Learning Coach	\$1,000
Chromebook Maintenance & Repair	\$3,000
Head Academic Coach	\$1,000
Academic Future Problem Solving Coach	\$1,000
Archery Coach	\$1,800
Cross Country Coach	\$1,000
STEM Coach	\$1,000

- ⇒ Each stipend may only be split at a 50% increment.
- ⇒ Staff members may not be paid more than 100% of a position in the same sport/area.
- ⇒ Stipends will be paid at the end of year/season unless the amount is \$4,000 or greater, then it will be split up on 24 payrolls.

Middle School Academic Stipends

Teacher Leader Deeper Learning (2) Final Year	\$ 500
Arts 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	\$ 1,550
Assistant Academic Coach	\$ 1,050
Academic Problem Solving Coach	\$ 1,050

Chorus Director	\$ 1,050
Drama Coach	\$ 1,050
Assistant Drama Coach	\$ 525
Yearbook Sponsor	\$ 1,050
Technology Coordinator	\$ 1,750
Digital Learning Coach	\$ 1,750
Chromebook Maintenance & Repair	\$ 3,000

Middle School Athletic Stipends

Athletic Director	\$ 7,800
Head Football Coach	\$ 2,075
1st Assistant Football Coach	\$ 1,550
2nd Assistant Football Coach (4)	\$ 1,050
Head Boys Basketball Coach	\$ 2,075
1st Assistant Boys Basketball Coach	\$ 1,450
2nd Assistant Boys Basketball Coach	\$ 1,050
Head Girls Basketball Coach	\$ 2,075
1st Assistant Girls Basketball Coach	\$ 1,450
2nd Assistant Girls Basketball Coach	\$ 1,050
Head Cheerleading Sponsor	\$ 2,500
Assistant Cheerleading Sponsor	\$ 1,050
Head Baseball Coach	\$ 1,675
Assistant Baseball Coach	\$ 1,050

Head Softball Coach	\$ 1,675
Assistant Softball Coach	\$ 1,050
Cross County Coach	\$ 1,050
Head Boys Soccer Coach	\$ 1,675
Assistant Boys Soccer Coach	\$ 1,050
Head Girls Soccer Coach	\$ 1,675
Assistant Girls Soccer Coach	\$ 1,050
Head Volleyball Coach	\$ 1,675
Assistant Volleyball Coach	\$ 1,050
Archery Coach	\$ 1,875
Game Manager (2)	\$ 2,100

- ⇒ Each stipend may only be split at a 50% increment.
- ⇒ Staff members may not be paid more than 100% of a position in the same sport/area.
- ⇒ Stipends will be paid at the end of year/season unless the amount is \$4,000 or greater, then it will be split up on 24 pay-rolls.

High School Academic Stipends

Teacher Leader Deeper Learning (2) Final Year	\$ 500
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	\$ 3,000
Assistant Academic Coach	\$ 1,400
Academic Problem Solving Coach	\$ 1,050

Band Director	\$ 11,325
1st Assistant Band Director	\$ 4,700
2nd Assistant Band Director	\$ 3,125
Assistant Band/Color Guard	\$ 2,800
Assistant Band/Percussion	\$ 2,800
Additional Band Assistants (4)	\$ 2,075
Band Camp Instructors (9)	\$ 1,150
Chorus Director	\$ 1,550
Drama Coach	\$ 1,050
Assistant Drama Coach	\$ 525
Yearbook Sponsor	\$ 1,250
Technology Coordinator	\$ 1,750
Digital Learning Coach	\$ 1,750
Chromebook Maintenance & Repair	\$ 3,000

High School Athletic Stipends

Athletic Director	\$ 20,800
Head Football Coach	\$ 11,325
1st Assistant Football Coach	\$ 5,400
2nd Assistant Football Coach	\$ 4,900
3rd Assistant Football Coach (3)	\$ 3,100
Jv Head Football Coach	\$ 3,050
Jv Assistant Football Coach (2)	\$ 3,000
Head Boys Basketball Coach	\$ 11,325
1st Assistant Boys Basketball Coach	\$ 4,600
2nd Assistant Boys Basketball Coach	\$ 2,800
Freshman Boys Basketball Coach	\$ 2,800
Head Girls Basketball Coach	\$ 11,325
1st Assistant Girls Basketball Coach	\$ 4,600
2nd Assistant Girls Basketball Coach	\$ 2,800
Freshman Girls Basketball Coach	\$ 2,800
Head Baseball Coach	\$ 5,825
1st Assistant Baseball Coach	\$ 2,800
2nd Assistant Baseball Coach	\$ 1,400
Head Softball Coach	\$ 5,825
1st Assistant Softball Coach	\$ 2,800
2nd Assistant Softball Coach	\$ 1,400
Head Cross Country Coach	\$ 1,875
Assistant Cross Country Coach (conditional)	\$ 1,150
Head Track Coach	\$ 1,875
Assistant Track Coach (conditional)	\$ 1,150
Head Boys Tennis Coach	\$ 1,875
Assistant Boys Tennis Coach (conditional)	\$ 1,150
Head Girls Tennis Coach	\$ 1,875
Assistant Girls Tennis Coach (conditional)	\$ 1,150

Head Boys Golf Coach	\$ 1,875
Assistant Boys Golf Coach (conditional)	\$ 1,150
Head Girls Golf Coach	\$ 1,875
Assistant Girls Golf Coach (conditional)	\$ 1,150
Head Cheerleading Sponsor	\$ 3,650
Assistant Cheerleading Sponsor	\$ 1,250
Head Weight Program (year round)	\$ 1,975
Assistant Weight Program (2)	\$ 525
Boys Swim Coach	\$ 1,575
Girls Swim Coach	\$ 1,575
Head Boys Soccer Coach	\$ 4,150
Assistant Boys Soccer Coach	\$ 2,075
Head Girls Soccer Coach	\$ 4,150
Assistant Girls Soccer Coach	\$ 2,075
Dance Coach (GCHS & GMS combined team)	\$ 1,050
Bass Fishing Coach	\$ 1,400
Bowling Coach (conditional)	\$ 1,400
Head Volleyball Coach	\$ 3,650
1st Assistant Volleyball Coach	\$ 1,825
2nd Assistant Volleyball Coach	\$ 1,000
Archery Coach	\$ 1,875
Game Manager	\$ 7,000
E-Sports	\$ 1,400

- ⇒ Each stipend may only be split at a 50% increment.
- ⇒ Staff members may not be paid more than 100% of a position in the same sport/area.
- ⇒ Stipends will be paid at the end of year/season unless the amount is \$4,000 or greater, then it will be split up on 24 payrolls.