

DATE:

April 26, 2024

AGENDA ITEM (ACTION ITEM):

Consider/Approve 2025 Supplemental and Miscellaneous Salary Schedules

APPLICABLE BOARD POLICY:

03.121 and 03.221 Salaries

HISTORY/BACKGROUND:

Annual review of the 2024 Supplemental Salary Schedules reveal that KCSD leads in the region and Kentucky. The district is fortunate to be able to offer compensation that ranks among the very best in the region and state as the labor market tightens.

Recognizing the accomplishments and hours of dedication to KCSD student extra and co-curricular activities as well as the continued inflationary economic conditions, the 2025 Supplemental and Miscellaneous Salary Schedules reflect a 5% increase over last year.

FISCAL/BUDGETARY IMPACT:

\$85,000 from General Fund

RECOMMENDATION:

Approval of 2025 Supplemental and Miscellaneous Salary Schedules

CONTACT PERSON:

Malina Owens, Asst. Superintendent Human Resources

Susan Bentle, Exec. Director Finance

Principal



District Administrator



Superintendent

KENTON COUNTY BOARD OF EDUCATION
2025 SUPPLEMENTARY SALARY SCHEDULE

SUPP Certified
SPCL Classified/Para

1 High School Athletic Director	\$11,049
2 Middle School Athletics	\$5,610
3 Weight/Conditioning Coach HS	\$1,645

Football

4 Head	\$9,816
5 Assistant	\$6,506
6 Level I (5)	\$4,633
7 Level II (2)	\$2,960
8 Level III (2)	\$1,896
9 Middle School Head	\$2,634
10 Assistant Middle School	\$1,896

Volleyball

11 High School Head	\$3,928
12 Assistant High School	\$1,645
13 Level I	\$1,230
14 Middle School Girls-6th	\$1,062
15 Middle School Girls-7th	\$1,062
16 Middle School Girls-8th	\$1,062

Cross Country - Boys and Girls

17 Head	\$2,634
18 Assistant	\$1,645
19 Middle School (1 Total)	\$1,062
20 Assistant Middle School (1 Total)	\$966

Basketball - Boys and Girls

21 High School Head	\$9,816
22 Assistant High School	\$6,506
23 Level I (2)	\$4,680
24 Level II	\$2,815
25 Middle School Boys-6th	\$2,634
26 Middle School Girls-6th	\$2,634
27 Middle School Boys-7th	\$2,634
28 Middle School Girls-7th	\$2,634
29 Middle School Boys-8th	\$2,634
30 Middle School Girls-8th	\$2,634

Track - Boys and Girls

31 Head	\$3,930
32 Assistant	\$2,787
33 Level I	\$1,645
34 Middle School (1 Total)	\$1,062
35 Assistant Middle School (1 Total)	\$966

Soccer - Boys and Girls

36 Head Coach	\$3,930
37 Assistant	\$1,645
38 Level I (2)	\$1,230

Softball - Fast Pitch

39 Head	\$5,891
40 Assistant High School	\$3,904
41 Level I (2)	\$2,812

Tennis - Boys and Girls

42 Head	\$2,634
43 Assistant	\$1,645

Golf

44 Head Boys	\$1,941
45 Head Girls	\$1,941

Archery

46 Head	\$2,634
47 Assistant (2)	\$1,230
48 Middle School Head	\$1,062
49 Assistant Middle School	\$966

Athletic Program Support

50 Athletic/Activity Camp Director	\$2,249
51 Athletic Team Instructor (1-20)	\$675
52 Athletic Support Level I	\$3,374
53 Athletic Support Level II (1-3)	\$2,249
54 Athletic Support Level III (1-3)	\$1,125
55 Non-KHSAA Official	\$33

Up to

ITEM NOTES:

- (7) Additional assistant if Varsity & JV team participation exceeds 60. Count taken 2 weeks after start of the season.
- (8) Additional assistant if Freshman team participation exceeds 50. Count taken 2 weeks after start of the season.
- (10, 20, 35, 49) Additional assistant if team participation exceeds 60. Count taken 2 weeks after start of the season
- (10) 2 Additional assistants if school is fielding 2 teams.
- (14) Requires comparable number of games as the 7th and 8th grade teams.
- (50-55) Athletic Program Support will be funded by the school or boosters

Athletic Directors: 26 checks

Other Athletic Stipends: 2 checks per year (1 @ Middle of Season and 1 @ End of Season)

4/25/24

KENTON COUNTY BOARD OF EDUCATION
2025 SUPPLEMENTARY SALARY SCHEDULE

SUP1 Certified
SUCL Classified/Para

<u>Cheerleaders</u>			<u>Elementary</u>		
1	Varsity	\$6,506	30	Literacy Leader (2)	\$1,534
2	Assistant	\$3,929	31	Academic Competition	\$2,512
3	Level I	\$2,960	32	Department Curriculum Leader (7 Positions)	\$1,286
4	Middle School-6th, 7th & 8th - Basketball	\$1,349	33	Sponsors (5 positions)	\$1,286
5	Middle School Football	\$1,093	34	E-WISE Sponsor (1 position)	\$1,286
			35	Athletics Activities Director	\$2,109
<u>Dance</u>			<u>Middle School</u>		
6	Head Coach (High School)	\$1,181	36	Academic Competition	\$3,929
<u>Marching Band</u>			37	Literacy Leader	\$1,715
7	Director	\$9,816	38	Department Curriculum Leader (6 Positions)	\$1,436
8	Assistant	\$6,506	39	Sponsors (8 positions)	\$1,436
9	Level I	\$5,708	40	E-WISE Sponsor (1 position)	\$1,436
			41	Intramural/Activities Director	\$2,505
<u>Bowling</u>			<u>High School</u>		
10	Head Coach	\$1,181	42	Academic Competition	\$6,506
11	Assistant Coach	\$590	43	Department Curriculum Leader (7 Positions)	\$1,733
<u>Wrestling</u>			44	Literacy Leader	\$1,941
12	Head - Boys	\$3,929	45	Sponsors (8 positions)	\$1,844
13	Head - Girls	\$3,929	46	TEDS Coordinator	\$890
14	Assistant	\$1,645	47	High School JROTC Sponsor (2)	\$1,844
15	Middle School	\$1,062	<u>Music Program Support</u>		
16	Assistant Middle School	\$966	<u>Up to</u>		
<u>Swimming/Diving</u>			48	Marching Band Caption Head	\$4,543
17	Swim Coach	\$3,890	49	Marching Band Support Level I	\$3,407
18	Assistant	\$1,645	50	Marching Band Support Level II	\$2,272
19	Diving Coach - District Position	\$1,646	51	Marching Band Support Level III (1-3)	\$1,136
<u>Baseball</u>			52	Marching Band Camp Level IV (1-4)	\$681
20	Head	\$5,891	53	Winter Season Caption Head (1-2)	\$4,543
21	Assistant High School	\$3,905	54	Winter Season Support Level I	\$3,407
22	Level I (2)	\$2,812	<u>Gifted and Talented Program</u>		
<u>Bass Fishing</u>			55	Enrollment <1000 Students (2 HS)	\$1,278
23	Head Coach	\$591	56	Enrollment >1000 Students (2 HS)	\$1,704
<u>E-Sports</u>			<u>Exceptional Children Lead Teacher</u>		
24	Head Coach	\$922	57	Exception Children Lead Teacher	\$3,308
<u>Unified and Adaptive Sports</u>			58	Speech Pathologist Leader	\$1,940
25	- Bowling (1 per HS)	\$1,181	<u>Technology Support</u>		
26	- Track (1 per HS)	\$1,181	59	Instructional Technology Coach	\$2,205
<u>District Wide</u>				Enrollment < 1,000 (1 position); >1,000 (2 positions)	
27	Elementary Activities Coordinator- 2 positions	\$8,482	60	STLP Coordinator (1)	\$2,205
28	Secondary School Activities Coordinator	\$8,482	61	School Asset Coordinator (1)	\$1,654
29	NKYDC Lead Teacher	\$3,463			

ITEM NOTES:

- (7) Includes responsibility for Flags, Rifles, Pep Band and Summer Camp.
- (35) \$100 per team for teams in excess of 4
- (57) 0-120 Spec Ed students = 1 lead; over 120 Spec Ed students = 2 leads
- (48-54) Music Program Support will be funded by the school or boosters

KENTON COUNTY BOARD OF EDUCATION
MISCELLANEOUS POSITIONS 2025

SECRETARY TO THE BOARD	\$15,413	ANNUAL
TREASURER	\$12,773	ANNUAL
TRANSPORTATION-SUB CALLING	\$3,308	ANNUAL
PRINCIPAL and DIRECTOR OF DISTRICTWIDE PROGRAMS	\$11,589	ANNUAL
FOOD SERVICE MANAGER - BREAKFAST SUPPLEMEN	\$1,323	ANNUAL
SIGN LANGUAGE CERTIFICATION SUPPLEMENT	\$2,000	ANNUAL
NATIONAL BOARD CERTIFICATION SUPPLEMENT	\$2,000	ANNUAL
SPEECH LANGUAGE PATHOLOGIST STIPEND (As defined in KRS 157.397)	\$2,000	ANNUAL As funded in State Budget
CLASSIFIED DOCTORATE SUPPLEMENT	\$3,000	ANNUAL
BUS DRIVER TRAINER SUPPLEMENT	\$1.44	PER HOUR
HEALTH ASSISTANT SUPPLEMENT	\$1.54	PER HOUR
SUMMER BUS MAINTENANCE	\$14.69	PER HOUR
STUDENT INTERN	G1 0 EXP FROM CLASSIFIED PAY SCALE	
SWIM INSTRUCTOR/LIFEGUARD	\$14.55	PER HOUR
POOL/AQUATICS ASSSTANT	\$16.50	PER HOUR
SUBSTITUTE INTERPRETER	PER CONTRACTED RATE	
DISTRICT BUILDING OPERATIONS SUPERVISOR	HOURLY RATE: HCME/HCMS/G8/HCLE/HCMC/HCHJ/HCLJ	
CHILD CARE EMPLOYEE	\$17.62	PER HOUR
SBDM SECRETARY	UP TO \$27.55	PER HOUR
REGISTERED NURSE ADDN'L HOURS	\$33.10	PER HOUR
SCHOOL TEACHER ADDN'L HOURS	\$36.40	PER HOUR
SCHOOL TEACHER ADDN'L INSTRUCTION HOURS	\$55.15	PER HOUR
ADMINISTRATOR EVENT SUPERVISOR	\$38.60	PER HOUR
CLASSIFIED POSITION SUBSTITUTE	0 EXP LEVEL I FROM CLASSIFIED PAY SCALE	
AP SCIENCE LAB STIPEND	\$2,756	ANNUAL
ADULT EVENT WORKER	\$16.55	PER HOUR
STUDENT EVENT WORKER	\$11.05	PER HOUR
COOPERATING TEACHER	KDE REIMBURSEMENT OR UNIV. CONTRACT RATE	

Annual Stipends: 26 checks

Per Hour Extra Pay: Paid as occurs throughout the year.

4/25/2024