

**HOPKINS COUNTY SCHOOLS
CERTIFIED SALARY SCHEDULE
2024-2025
185 DAYS**

DRAFT FOR BOARD APPROVAL +\$3,000

		MASTERS +				
YRS	DOCTORATE	*30 HOURS	MASTERS	DEGREE		
EXP	RANK IA	RANK I	RANK II	RANK III	RANK IV	RANK V
0	49,475	49,123	44,423	42,663	34,490	32,436
DR	267.43	265.53	240.12	230.61	186.43	175.33
1	49,773	49,423	45,312	43,046		
DR	269.04	267.15	244.93	232.68		
2	50,073	49,719	45,611	43,432		
DR	270.66	268.75	246.55	234.77		
3	50,305	49,986	45,909	43,816		
DR	271.92	270.19	248.16	236.84		
4	53,425	53,111	48,962	44,840		
DR	288.78	287.09	264.66	242.38		
5	53,734	53,263	49,189	45,138		
DR	290.45	287.91	265.89	243.99		
6	53,804	53,302	49,236	45,236		
DR	290.83	288.12	266.14	244.52		
7	53,870	53,358	49,297	45,329		
DR	291.19	288.42	266.47	245.02		
8	54,179	53,557	49,452	46,065		
DR	292.86	289.50	267.31	249.00		
9	54,642	54,186	50,111	47,171		
DR	295.36	292.90	270.87	254.98		
10	59,643	58,700	54,594	50,510		
DR	322.39	317.30	295.10	273.03		
11	61,444	59,266	55,235	51,090		
DR	332.13	320.36	298.57	276.16		
12	63,291	59,972	55,942	51,801		
DR	342.11	324.17	302.39	280.01		
15	65,230	61,113	57,014	52,931		
DR	352.59	330.34	308.18	286.11		
18	65,847	61,534	57,644	53,502		
DR	355.93	332.62	311.59	289.20		
20	66,604	62,495	58,397	54,307		
DR	360.02	337.81	315.66	293.55		
23	67,406	63,239	59,067	55,206		
DR	364.36	341.83	319.28	298.41		
25	68,369	64,262	60,152	56,072		
DR	369.56	347.36	325.15	303.09		
26	69,285	65,176	61,072	56,940		
DR	374.51	352.30	330.12	307.78		
27	70,205	66,087	61,992	57,782		
DR	379.49	357.23	335.09	312.34		
28	73,875	69,763	65,666	62,084		
DR	399.32	377.10	354.95	335.59		

Salary Schedules are subject to change if the Commonwealth of Kentucky does not fully fund the SEEK formula \$2,000.00 increment and rank change for National Board Certification see Board Policy 03.121

* 30 Hours must be in an approved program determined by EPSB

DR-Daily Rate

**HOPKINS COUNTY SCHOOLS
CLASSIFIED SALARY SCHEDULE
2024-2025**

DRAFT FOR BOARD APPROVAL +\$2.00

EXP	1	2	3A	3	4	5A	5
0	18.65	18.08	16.26	15.97	15.09	14.54	14.00
1	19.78	18.56	16.73	16.40	15.45	14.92	14.72
2	20.01	18.82	16.95	16.64	15.73	15.19	14.99
3	20.30	19.06	17.22	16.88	15.97	15.44	15.24
4	20.56	19.34	17.48	17.15	16.25	15.70	15.49
5	20.80	19.57	17.72	17.39	16.51	15.93	15.77
6	21.05	19.83	17.98	17.67	16.71	16.22	16.00
7	21.30	20.09	18.24	17.92	17.01	16.46	16.27
8	21.58	20.35	18.51	18.19	17.26	16.70	16.53
9	21.83	20.62	18.75	18.42	17.54	16.96	16.77
10	22.08	20.85	19.00	18.68	17.78	17.23	17.04
11	22.34	21.10	19.26	18.93	18.04	17.48	17.29
12	22.59	21.38	19.54	19.20	18.29	17.74	17.57
15	22.86	21.63	19.76	19.47	18.53	17.98	17.79
18	23.12	21.88	20.06	19.71	18.80	18.27	18.04
20	23.34	22.13	20.28	19.95	19.05	18.50	18.32
23	23.64	22.39	20.52	20.20	19.31	18.75	18.56
25	23.87	22.65	20.78	20.48	19.58	19.02	18.84
26	24.14	22.89	21.05	20.74	19.79	19.27	19.07
27	24.38	23.14	21.31	20.98	20.06	19.54	19.33
28	24.91	23.66	21.81	21.50	20.59	20.03	19.82

Salary Schedules are subject to change if the Commonwealth of Kentucky does not fully fund the SEEK formula

**HOPKINS COUNTY SCHOOLS
CLASSIFIED SALARY SCHEDULE
2024-2025
DRAFT FOR BOARD APPROVAL**

Category	Job Class	Position Classification	Additional Increment
1	1. 7163	Account Clerk III	\$1.00/hr.
	2. 7191	Payroll Clerk II-Finance	\$1.00/hr.
	3. 7447	Maintenance Worker II	\$1,200 annually for masters electrical, plumbing or hvac license; \$600 annually for journeyman electrical, plumbing, hvac, pesticide, or locksmith license
	4. 7605	Custodial Supervisor (High School)	
	5. 7665	Employee Benefit Specialist	\$1.00/hr.
	6. 7761	Secretary to Superintendent	\$8,000 Annually
	7. 8766	Secretary to Assistant Superintendent	\$4,000 Annually
	8. 7765	Administrative Secretary II	
	9. 7916	Vehicle Mechanic I	\$.50/hr. \$1,200 annually for ASE school bus masters certification; \$600 annually for KDE school bus certification
	10. 7931	Bus Driver Training Coordinator	
2	1. 7164	Account Clerk II	
	2. 7205	Food Service Account Clerk	
	3. 7448	Maintenance Worker I	
	4. 7527	Computer Training Specialist	
	5. 7661	Personnel Assistant	
	6. 7762	Administrative Secretary I	
	7. 7771	Secretary II	
	8. 7863	Attendance Data Technician	
	9. 7906	Transportation Data Assistant	
	10. 8908	Dispatcher/Driver Trainer	
3A	1. 7531	Microcomputer Software Technician	
	2. 7605	Custodial Supervisor (Elementary & Middle School)	
	3. 7634	Utility Worker I	
	4. 7773	School Secretary I - High School	
	5. 7933	Bus Driver Trainer	
	6. 7941	Bus Driver/Backup Bus Driver	
	7. 7941	Bus Driver Trainer	\$.20/hr. while training driver
	8. 8946	Substitute Bus Driver	
3	1. 7321	Instructional Assistant-High School (Learning Management System)	
	2. 7777	School Secretary II (Elementary)	
	3. 7778	School Secretary II (High School)	
	4. 7779	School Secretary II (Middle)	
	5. 7607	Lead Custodian	
	6. 7627	Grounds Worker II	
4	1. 7212	Food Service Manager I	Elem. & Middle: \$1.50 hr., High \$2.00 hr.
	2. 7273	Health Services Assistant	
	3. 7324	Child Development Center Supervisor	
	4. 7781	Clerical Assistant III	
	5. 7791	Receptionist-Central Office	
	6. 7609	Custodian (Permanent Substitute)	
	7. 7628	Grounds Worker I	
5A	1. 7318	Instructional Assistant II (Special Ed-Medically Fragile)*	
	2. 7767	Community Liaison/Administrative Assistant	
	3. 7782	Clerical Assistant II	
	4. 7943	Bus Monitor-Exceptional Children (Medically Fragile)* * Medically Fragile: student tracheotomy, feeding tube, catheter, or EBD in self contained unit, toileting, and other documented intense needs as approved by appropriate director.	
5	1. 7241	Cook/Baker	
	2. 7319	Instructional Monitor II	
	3. 7320	Instructional Assistant I	
	4. 7326	Child Development Center Assistant Supervisor	
	5. 7526	Computer Lab Technician	
	6. 7942	Bus Monitor / Backup Bus Monitor	
	7. 8947	Substitute Bus Monitor * Medically Fragile: student tracheotomy, feeding tube, catheter, or EBD in self contained unit, toileting, and other documented intense needs as approved by appropriate director.	
Seasonal Workers Hourly Wage			
	CO-OP Students	\$12.00	Substitute Instructional Assistant (8318) \$12.00
	Substitute Custodian (8609)	\$12.00	Child Care Assist. Substitute/Seasonal Worker \$12.00
	Substitute Food Service (8241)	\$12.00	Bus Driver Trainees (8948) \$16.26
	Lunchroom Monitor (7213)	\$12.00	Substitute Secretary (8771) \$12.00
	ESL Translator	\$25.00	
Others as determined by contract & approved by the board			

**HOPKINS COUNTY SCHOOLS
CLASSIFIED SALARY SCHEDULE
2024-2025**

DRAFT FOR BOARD APPROVAL

JOB CLASS	FAMILY RESOURCE/YOUTH SERVICE CENTER COORDINATOR & SOCIAL WORKER ASSISTANT 240 DAY SALARY					
	YRS EXP SALARY		YRS EXP SALARY		YRS EXP SALARY	
7493	0	37,753	4	41,919	8	46,437
	1	38,794	5	43,012	9	47,741
	2	39,835	6	44,005	10	49,083
	3	40,878	7	45,048		

7293 **SPEECH LANGUAGE PATHOLOGY ASSISTANT-Rank III per KRS 334A.030
(Bachelors Degree-Speech License) 185 DAY SALARY**

**¹OCCUPATIONAL THERAPIST, SPEECH LANGUAGE PATHOLOGIST, PHYSICAL THERAPIST &
CLINICAL PSYCHOLOGIST 195 DAY SALARY**

	YRS EXP SALARY		YRS EXP SALARY		YRS EXP SALARY	
	7291	0	67,514	5	70,806	9
7294	1	68,160	6	71,484	10	75,626
7289	2	68,810	7	72,168	11	75,989
	3	69,469	8	72,860	12	76,354
	4	70,134				

¹Additional \$6,000 for Doctorate Degree

SPECIALIZED LICENSE PERSONNEL

7292	Therapy Assistant (Occupational)	Daily Rate of \$178.94
7338	Educational Interpreter (Licensed)	Daily Rate of \$200.80
7301	Community Relations Specialist-(4 Yr. Degree) - up to 225 days- Paid from Certified Salary Schedule	
7882	Social Worker/Counselor (4 Yr. Degree) - 210 days-Paid from the Certified Salary Schedule	
8883	Mental Health Professional I - up to 195 days - Paid from the Certified Salary Schedule	
8882	Mental Health Professional II - up to 195 days - Paid from the Certified Salary Schedule	
8320	Behavior Support Interventionist - 180 days (up to 195 days)	42,100

SPECIALIZED CLASSIFIED POSITIONS

0040	⁴ Chief Financial Officer (4 Yr Degree Required)	(260 day Salary)	83,159
0290	Director of Facilities	(260 day Salary)	83,159
7501	Chief Information Officer (4 Yr Degree Required)	(260 day Salary)	77,801
7463	Director of Engagement, Equity, & School Support (4 Yr Degree Required)	(260 day Salary)	83,159
7467	Director of Child Nutrition (4 Yr Degree Required)	(260 day Salary)	68,560
7911	Vehicle Maintenance Manager	(260 day Salary)	63,284
7913	Vehicle Maintenance Assistant	(260 day Salary)	59,949
7914	Master Vehicle Mechanic	(260 day Salary)	52,779
7915	Vehicle Mechanic II	(260 day Salary)	47,779
7432	Maintenance Manager General	(260 day Salary)	68,641
7435	Maintenance Supervisor (Assistant Maintenance Manager)	(260 day Salary)	59,949
7533	Microcomputer Technology Specialist (4 Year Degree Required)	(260 day Salary)	48,251
7525	Computer Maintenance Technician	(260 day Salary)	39,037
7421	Energy Systems Supervisor (4 Yr Degree Required)	(260 day Salary)	58,198
7504	Technical Support Manager (4 Yr Degree Required)	(260 day Salary)	54,438
7505	User Support Manager (4 Yr Degree Required)	(260 day Salary)	53,504
7506	Computer Operations Manager (4 Yr Degree Required)	(260 day Salary)	59,691
7161	⁵ Accounting Manager (4 Yr Degree Required)	(260 day Salary)	54,438

³ YRS EXP	SALARY	YRS EXP	SALARY	YRS EXP	SALARY
4	1,500	8	3,250	12	5,000
16	6,750	20	8,500	24	10,000

³Additional Incentive for years of service to the District applicable to Specialized Classified Positions Category determined on September 15 for full credit. See Board policy 03.221. Amounts are cumulative.

⁴\$16,807 (CFO/CPA/Gatton Financial Management Institute)

⁵\$3,000 with CPA

**HOPKINS COUNTY SCHOOLS
EXTRA SERVICE SALARY SCHEDULE
2024-2025
DRAFT FOR BOARD APPROVAL**

Salaries will be determined by use of the following formula:

Central Office Staff Members

Basal Salary + Extended Employment + Extra Services = Total Salary

Assistant Superintendents (3) - Basal Salary (240 days) + \$30,000 = Total Salary

Directors (10) - Pupil Personnel, Elementary Education/Title I, Middle/Secondary Education, Assessment, Special Education & Early Childhood, Human Resources, Transportation, Child Nutrition, Athletics & Special Programs, Community Schools Grant

Basal Salary (240 days) + \$16,000= Total Salary

Elementary Principals - Basal Salary (240 days) + \$12,500 = Total Salary

Middle School Principals - Basal Salary (240 days) + \$15,000 = Total Salary

High School Principals - Basal Salary (240 days) + \$23,000 = Total Salary

Career & Technical School Principal

Basal Salary (240 days) + \$11,000 = Total Salary

Alternate School & Academy Principal

Basal Salary (240 days) + \$11,000 = Total Salary

Elementary School Assistant Principals

Basal Salary (210 days) + 5,750 = Total Salary

Middle School Assistant Principals

Basal Salary (210 days) + 7,000 = Total Salary

Itinerant Assistant Principal

Basal Salary (195 days) + 5,750 = Total Salary

High School Assistant Principals

Basal Salary (210 days) + 14,700 = Total Salary

District Teacher Consultant

Basal Salary + Extended Days (TBD) = Total Salary

Head Teacher

Basal Salary (210 days) + 3,000 Extra Service = Total Salary

Lead Teacher

Basal Salary (200 days)

Digital Learning Coach

Basal Salary (up to 220 days)

Early Childhood Coordinator

Basal Salary (240 days)

Special Projects Manager - \$2,500.00

Certified School Psychologists (no interns) Basal Salary + \$10,000 = Total Salary

Homebound Instructors - \$32.00 per hour

Gifted & Talented School Coordinator (13) - \$1,300.00

Inclusivity Coordinator (up to 14) - \$1,500.00

JROTC Instructors - MIP Supplement determined by the military + \$1,000 per additional duties up to \$4,000

(color guard, orienteering, marksmanship, air rifle, drill team)

Speech Language Pathologist - \$2,000.00 per year for those with Certificate of Clinical Competence (CCC)

School Assessment Coordinator - \$2,000.00

ESS Coordinators – Elementary/Middle School \$1,300.00; High School - \$3,250.00

Summer School Coordinators – Paid by ESS Schedule

Staff members employed over 185 days must file a calendar with the HR department each year.

**HOPKINS COUNTY SCHOOLS
EXTRA SERVICE SALARY SCHEDULE
2024-2025**

DRAFT FOR BOARD APPROVAL

High School Athletics

Position	Extra Service Pay	
Athletic Director (2) 210 days	10,500.00	*
Archery, Head (2)	2,500.00	
Archery, Assistant (2)	1,250.00	
Archery, Assistant Booster (4)	500.00	**
Archery Volunteers (12)	-	
Baseball, Head (2)	5,500.00	
Baseball, Assistant (2)	2,500.00	
Baseball, Assistant (2)	2,250.00	
Baseball, Assistant (2)	1,750.00	
Baseball, Assistant (MS) (2)	1,500.00	
Baseball, Assistant Booster (4)	1,125.00	**
Baseball Volunteers (8) Max: 14	-	
Basketball, Head (4)	10,000.00	
Basketball, Assistant (4)	4,500.00	
Basketball, Assistant (4)	4,000.00	
Basketball, Assistant (4)	2,500.00	
Basketball, Assistant Booster (8)	2,250.00	**
Basketball Volunteers (16) Max: 28	-	
Bass Fishing (2)	2,500.00	
Bass Fishing Volunteers (10)	-	
Cheerleading, Head (2)	5,500.00	
Cheerleading, Assistant (4)	2,500.00	
Cheerleading, Assistant Booster (2)	500.00	**
Cheerleading Volunteers (4) Max: 8	-	
Cross Country, Head (4)	3,500.00	
Cross Country, Assistant (4)	1,500.00	
Cross Country, Assistant (MS) (4)	1,000.00	
Cross Country, Assistant Booster (4)	500.00	**
Cross Country Volunteers (6) Max: 6	-	
Dance, Head (2)	3,500.00	
Dance, Assistant (2)	1,750.00	
Dance, Assistant Booster (2)	500.00	**
Dance Volunteers (4) Max: 6	-	
Football, Head (2)	10,000.00	
Football, Assistant (4)	4,500.00	
Football, Assistant (4)	4,000.00	
Football, Assistant (2)	4,000.00	
Football, Assistant (4)	2,500.00	
Football, Assistant Booster (4)	2,000.00	**
Football Volunteers (10) Max: 24	-	
Golf, Head (4)	2,500.00	
Golf, Assistant (4)	1,000.00	
Golf, Assistant Booster (4)	500.00	**
Golf Volunteers (8) Max: 8	-	
Powerlifting, Head (4)	1,100.00	
Powerlifting, Assistant (8)	500.00	
Powerlifting, Assistant Booster (4)	500.00	**
Powerlifting Volunteers (4) Max: 10	-	
Soccer, Head (4)	5,550.00	
Soccer, Assistant (4)	2,500.00	
Soccer, Assistant (MS) (4)	1,500.00	
Soccer, Assistant Booster (8)	2,250.00	**
Soccer Volunteers (16) Max: 24	-	
Softball, Head (2)	5,500.00	
Softball, Assistant (2)	2,500.00	
Softball, Assistant (2)	2,250.00	
Softball, Assistant (2)	1,750.00	
Softball, Assistant (MS) (2)	1,500.00	
Softball, Assistant Booster (4)	1,125.00	**
Softball Volunteers (8) Max: 14	-	
Swimming, Head (2)	3,500.00	
Swimming, Assistant (4)	2,000.00	
Swimming, Assistant Booster (2)	500.00	**
Swimming Volunteers (4) Max: 8	-	

High School Athletics Cont.

Position	Extra Service Pay	
Tennis, Head (4)	2,500.00	
Tennis, Assistant (4)	1,000.00	
Tennis, Assistant Booster (4)	500.00	**
Tennis Volunteers (8) Max: 8	-	
Track, Head (4)	3,500.00	
Track, Field Assistant(4)	1,200.00	
Track, Running Assistant(4)	1,200.00	
Track, Assistant (MS) (4)	1,000.00	
Track, Assistant Booster (4)	500.00	**
Track Volunteers (6) Max: 8	-	
Volleyball, Head (2)	5,500.00	
Volleyball, Assistant (2)	2,500.00	
Volleyball, Assistant (2)	2,250.00	
Volleyball, Assistant (2)	1,750.00	
Volleyball, Assistant Booster (4)	1,125.00	**
Volleyball Volunteers (8) Max:14	-	

High School Other Positions

Position	Extra Service Pay	
Academic,Head (4)	4,225.00	
Assistant Academic (2)	3,000.00	
Band Director, Head (2)	10,000.00	
Band Director, Assistant (4)	5,500.00	
Band Camp Instructor Booster (8)	800.00	**
Band Camp Instructor Booster (8)	1,000.00	**
Band, Jazz (2)	2,150.00	
Band Percussion Booster (2)	1,250.00	**
Choral Music	1,625.00	***
Color Guard Booster (2)	1,250.00	**
Color Guard Booster (2)	8,000.00	**
Debate (2)	1,625.00	
Drama (2)	1,625.00	
Flag, Majorette, Guard (2)	1,500.00	
Speech (2)	1,625.00	
Science Olympiad (2)	1,625.00	
Yearbook (2)	1,625.00	

Middle School Athletics

Position	Extra Service Pay	
Athletic Director (3)	3,500.00	
WHS Athletic Director (1)	2,275.00	
Archery, Head (4)	2,000.00	
Archery Volunteers (28)	-	
Basketball, Head (8)	3,000.00	
Basketball, Assistant (8)	2,000.00	
Basketball Volunteers (8)	-	
Basketball, 6th Grade (8)	1,000.00	
Cheerleading, Head (4)	2,000.00	
Cheerleading Volunteers (4)	-	
Dance, Head (4)	2,000.00	
Dance Volunteers (4)	-	
Football, Head (4)	3,000.00	
Football, Assistant (8)	2,000.00	
Football Volunteers (9)	-	
Volleyball Head (3)	2,250.00	
Volleyball, Assitant (3)	1,350.00	

Middle/Elementary School

Position	Extra Service Pay	
Middle Kentucky Academic Assoc. (8)	2,000.00	****
Elem. Kentucky Academic Assoc. (16)	1,200.00	****
Elem. Archery (6)	1,000.00	
Elem. Basketball Building Rep. (8)	250.00	

*High School and Middle School A.D. receives an additional \$2,500 for CMAA (Certified Master Athletic Administrator)

**Positions are funded by Booster Club donations and the donation must be received by the district in May of the prior year or before position is posted

***Choral Music Coaches will receive pay by submitting performance verification (3 in+3 out) to Superintendent, excludes part time positions

****School must belong to KY Academic Association and submit proof of membership and competition schedule

Note: Maximum amount on volunteer line is the total number of assistants per student athletic program

Note: see September 22, 2014 Board approved addendum coaching increment for years of service

**HOPKINS COUNTY SCHOOLS
 SUBSTITUTE TEACHER SALARY SCHEDULE
 2024-2025
 DRAFT FOR BOARD APPROVAL**

DAILY RATE (TEACHING CERTIFICATE REQUIRED)

RANK I	135.00
RANK II	125.00
RANK III	115.00

COLLEGE HOURS	RANK	DAILY RATE
96-Bachelor's Degree	IV	\$ 105.00
64-95	V	\$ 105.00

Rank IV, V regular teacher- \$110.00 daily (effective retroactive to the 21st day of consecutive coverage in same assignment)

INTERIM & ADMINISTRATIVE SUBSTITUTES DAILY RATES

Regular Administrative Substitute	\$ 250.00
Regular Teacher Consultant (*Minimum of 100 days)	\$ 200.00
Regular Teacher Substitute (effective retroactive to the 21st day of consecutive coverage in same assignment)	\$ 185.00
Regular Substitute will be reimbursed at a daily rate corresponding to experience	
Regular Guidance Counselor Substitute	\$ 225.00

**HOPKINS COUNTY SCHOOLS
2024-2025
DRAFT FOR BOARD APPROVAL**

EXTENDED SCHOOL SERVICES SALARY SCHEDULE

Certified - teaching degree	
0-5 years experience	\$22.00
6-10 years experience	\$24.00
11 + years experience	\$27.00
Emergency Substitute teaching degree	\$79.00 per day prorated (64 college hours = Emergency Substitute)
Classroom Instructional Assistant - current rate of pay	
Student Tutor – Classified Salary Schedule	
Professional Learning Opportunity Stipend	\$25.00 per hour, not to exceed \$150.00 per day
Saturday School - High School	\$125.00 per day
Per KTRS, retirees are subject to the limitations imposed by the Daily Wage Threshold	

RECRUITMENT INCENTIVE PROGRAM

Hopkins County School personnel who recommend a new school Bus Driver, Custodian, Vehicle Mechanic I, or Maintenance Worker II; who is hired and works for one complete year in the same position as a Bus Driver (including training time), Custodian, or Vehicle Mechanic I, or Maintenance Worker II will receive a \$500 bonus. Upon completion of one year, the Bus Driver/Custodian/Vehicle Mechanic I/Maintenance Worker II will receive a \$1,000 bonus. All bonus payments will be processed at the end of the completed year. It is the responsibility of any employee who is eligible for either of these bonuses to notify Human Resources before the new bus driver/custodian initial hire date.