

**WOODFORD COUNTY BOARD OF EDUCATION
AGENDA ITEM**

ITEM #: **DATE:** May 13th, 2024

TOPIC/TITLE: FY25 Salary Schedule

PRESENTER: Shane Smith

ORIGIN:

- TOPIC PRESENTED FOR INFORMATION ONLY (No board action required.)
- ACTION REQUESTED AT THIS MEETING
- ITEM IS ON THE CONSENT AGENDA FOR APPROVAL
- ACTION REQUESTED AT FUTURE MEETING: (DATE)
- BOARD REVIEW REQUIRED BY

- STATE OR FEDERAL LAW OR REGULATION
- BOARD OF EDUCATION POLICY
- OTHER:

PREVIOUS REVIEW, DISCUSSION OR ACTION:

- NO PREVIOUS BOARD REVIEW, DISCUSSION OR ACTION
- PREVIOUS REVIEW OR ACTION

- DATE:
- ACTION:

BACKGROUND INFORMATION:

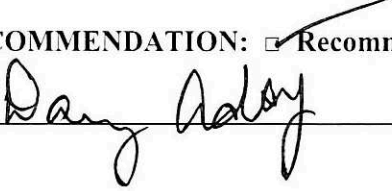
Attached is the FY25 Salary Schedule with a 3% increase built in.

SUMMARY OF MAJOR ELEMENTS:

IMPACT ON RESOURCES:

TIMETABLE FOR FURTHER REVIEW OR ACTION:

SUPERINTENDENT'S RECOMMENDATION: Recommended Not Recommended



CERTIFIED SALARY SCHEDULE

188 DAY CONTRACT

2024-2025

| GRADE | 12 | 11 | 21 | 31 | 41 | 51 |
|----------------------|--------------------------|-----------------------|------------------------|-------------------------|------------------------|-----------------------|
| Years of Experience* | <u>Doctorate</u> BASE | <u>Rank I</u> BASE | <u>Rank II</u> BASE | <u>Rank III</u> BASE | <u>Rank IV</u> BASE | <u>Rank V</u> BASE |
| 0 | \$54,303 | \$52,303 | \$47,550 | \$43,077 | \$34,438 | \$32,143 |
| 1 | \$54,661 | \$52,661 | \$48,025 | \$43,729 | \$34,438 | \$32,143 |
| 2 | \$55,194 | \$53,194 | \$48,499 | \$44,322 | \$34,438 | \$32,143 |
| 3 | \$55,849 | \$53,849 | \$48,857 | \$44,797 | \$34,438 | \$32,143 |
| 4 | \$58,759 | \$56,759 | \$52,244 | \$47,933 | \$34,438 | \$32,143 |
| 5 | \$59,057 | \$57,057 | \$52,957 | \$48,647 | \$34,438 | \$32,143 |
| 6 | \$59,653 | \$57,653 | \$53,314 | \$49,122 | \$34,438 | \$32,143 |
| 7 | \$63,159 | \$61,159 | \$55,276 | \$50,647 | \$34,438 | \$32,143 |
| 8 | \$63,636 | \$61,636 | \$55,869 | \$51,123 | \$34,438 | \$32,143 |
| 9 | \$64,111 | \$62,111 | \$56,345 | \$51,597 | \$34,438 | \$32,143 |
| 10 | \$67,141 | \$65,141 | \$58,783 | \$54,077 | \$34,438 | \$32,143 |
| 11 | \$67,438 | \$65,438 | \$59,316 | \$54,554 | \$34,438 | \$32,143 |
| 12 | \$67,742 | \$65,742 | \$59,881 | \$54,909 | \$34,438 | \$32,143 |
| 13 | \$68,033 | \$66,033 | \$60,831 | \$55,264 | \$34,438 | \$32,143 |
| 14 | \$68,331 | \$66,331 | \$61,218 | \$55,741 | \$34,438 | \$32,143 |
| 15 | \$72,583 | \$70,583 | \$62,111 | \$56,922 | \$34,438 | \$32,143 |
| 16 | \$72,894 | \$70,894 | \$62,408 | \$57,219 | \$34,438 | \$32,143 |
| 17 | \$73,207 | \$71,207 | \$62,705 | \$57,515 | \$34,438 | \$32,143 |
| 18 | \$73,518 | \$71,518 | \$63,202 | \$57,813 | \$34,438 | \$32,143 |
| 19 | \$73,830 | \$71,830 | \$63,703 | \$58,242 | \$34,438 | \$32,143 |
| 20 | \$74,767 | \$72,767 | \$64,717 | \$59,084 | \$34,438 | \$32,143 |
| 21 | \$75,080 | \$73,080 | \$65,271 | \$59,389 | \$34,438 | \$32,143 |
| 22 | \$75,393 | \$73,393 | \$65,805 | \$59,465 | \$34,438 | \$32,143 |
| 23 | \$75,703 | \$73,703 | \$66,334 | \$59,763 | \$34,438 | \$32,143 |
| 24 | \$76,016 | \$74,016 | \$66,866 | \$60,061 | \$34,438 | \$32,143 |
| 25 | \$76,950 | \$74,950 | \$67,775 | \$60,357 | \$34,438 | \$32,143 |
| 26 | \$77,265 | \$75,265 | \$68,338 | \$60,655 | \$34,438 | \$32,143 |
| 27 | \$77,574 | \$75,574 | \$68,868 | \$60,951 | \$34,438 | \$32,143 |
| 28 | \$77,887 | \$75,887 | \$69,180 | \$61,248 | \$34,438 | \$32,143 |
| 29 | \$78,199 | \$76,199 | \$69,493 | \$61,546 | \$34,438 | \$32,143 |
| 30 | \$79,135 | \$77,135 | \$70,406 | \$62,438 | \$34,438 | \$32,143 |

*Based upon completed year of experience

Doctorate degree will be paid at the rate of Rank I with their earned experience level plus an additional \$2,000.

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)).

CERTIFIED ADMINISTRATIVE SALARY SUPPLEMENT 2024-2025

| <u>POSITION</u> | Contract Days | Factor |
|--|--------------------------------|--------|
| Superintendent | Salary established by Contract | |
| Assistant Superintendent | 240 | 0.40 |
| Chief Academic Officer | 240 | 0.40 |
| Director of Special Education | 240 | 0.27 |
| Director of Staff and Student Services/DPP | 240 | 0.21 |
| Chief Information Officer/Director of Technology | 240 | 0.23 |
| Director of Student Achievement | 240 | 0.25 |
| Coordinator of Curriculum Instruction Assessment (MOA w/KDE) | 240 | 0.21 |
| Coordinator of District-Wide Programs: Community Education | 240 | 0.17 |
| Coordinator of Alternative Programs | 240 | 0.17 |
| Principals: | | |
| High School | 240 | 0.31 |
| Middle School | 240 | 0.25 |
| Elementary Schools | 240 | 0.17 |
| Assistant Principals: | | |
| High School | 240 | 0.15 |
| Middle School | 223 | 0.15 |
| Administrative Dean | | |
| Secondary School | 203 | 0.05 |
| Elementary Schools | 198 | 0.05 |

Administrative salaries will be calculated by the following formula: (Daily Rate x Number of Contract Days) + (Administrative Supplement x (Daily Rate x Number of Contract Days)).

Daily Rate is determined as follows: from the Certified Salary Schedule, "188 Day Base" Salary, as determined by appropriate rank and experience levels, divided by 188.

CERTIFIED EXTENDED DAY SCHEDULE 2024-2025

| <u>DISTRICT ADMINISTRATION/SUPERVISION</u> | <u>NUMBER OF DAYS</u> |
|--|-----------------------|
| Superintendent | 52 |
| Assistant Superintendent | 52 |
| Chief Academic Officer | 52 |
| Chief Information Officer/Director of Technology | 52 |
| Director of Student Achievement | 52 |
| Director of Special Education | 52 |
| District Wide Athletic Director | 52 |
| Coordinator of Curriculum Instruction Assessment (MOA w/KDE) | 52 |
| Coordinator of District-Wide Programs: Community Education | 52 |
| Gifted & Talented Coordinator | 5 |

| <u>SCHOOL ADMINISTRATION/SUPERVISION</u> | <u>NUMBER OF DAYS</u> |
|--|-----------------------|
| WCHS Principal | 52 |
| WCHS Assistant Principal | 52 |
| WCHS Assistant Principal | 52 |
| WCMS Principal | 52 |
| WCMS Assistant Principal | 35 |
| WCMS Assistant Principal | 35 |
| Huntertown Principal | 52 |
| Northside Principal | 52 |
| Simmons Principal | 52 |
| Southside Principal | 52 |
| Coordinator Alternative Programs | 52 |
| Secondary Administrative Dean | 15 |
| Elementary Administrative Dean | 10 |

| <u>SCHOOL PSYCHOLOGISTS</u> | <u>NUMBER OF DAYS</u> |
|--|-----------------------|
| District Position #1 | 10 |
| District Position #2 | 10 |
| District Position #3 | 10 |
| District Position #4/Coordinator of Multi-Tiered System of Support | 15 |

| <u>LIBRARIANS</u> | <u>NUMBER OF DAYS</u> |
|-------------------|-----------------------|
| WCHS | 14.5 |
| WCMS | 12 |
| Huntertown | 8 |
| Northside | 8 |
| Simmons | 8 |
| Southside | 10 |

CERTIFIED EXTENDED DAY SCHEDULE 2024-2025

| <u>GUIDANCE COUNSELORS/SOCIAL WORKERS</u> | <u>NUMBER OF DAYS</u> |
|---|-----------------------|
| Central Office | 16 |
| Central Office | 16 |
| WCHS | 20 |
| WCHS | 20 |
| WCHS | 26 |
| WCMS | 17 |
| WCMS | 18 |
| Huntertown | 10 |
| Northside | 10 |
| Simmons | 10 |
| Southside | 10 |
| Southside | 10 |
| Safe Harbor | 20 |

| <u>WCHS TEACHERS</u> | <u>NUMBER OF DAYS</u> |
|-------------------------------|-----------------------|
| Agriculture | 52 |
| Agriculture | 52 |
| BAC/Data Specialist-WCHS Paid | 10 |
| Business Education | 3 |
| Family & Consumer Science | 4 |
| Family & Consumer Science | 4 |
| Social Worker-WCHS Paid | 5 |
| Technical Education | 4 |

| <u>WCMS TEACHERS</u> | <u>NUMBER OF DAYS</u> |
|----------------------|-----------------------|
| Agriculture | 12 |

| <u>TRT's (Technology Resource Teachers)</u> | <u>NUMBER OF DAYS</u> |
|---|-----------------------|
| District Position #1 | 5 |
| District Position #2 | 5 |

| <u>Special Education</u> | <u>NUMBER OF DAYS</u> |
|------------------------------------|-----------------------|
| Exceptional Child Department Chair | 5 |

TOTAL EXTENDED EMPLOYMENT DAYS **1505.5**

NOTE: Extended days are in addition to 188 day calendar for all certified personnel

WCHS EXTRA DUTY SUPPLEMENT SCHEDULE 2024-2025

| | <u>Years of Experience</u> | | |
|---------------------------------------|----------------------------|---------------------|----------------------|
| | <u>0-5 Years</u> | <u>6-10 Years</u> | <u>11+ Years</u> |
| <u>HS A Positions</u> | <u>19.0%</u> | <u>20.0%</u> | <u>21.0%</u> |
| WCHS Academic Coach | \$7,600 | \$8,000 | \$8,400 |
| WCHS Athletic Director | \$7,600 | \$8,000 | \$8,400 |
| WCHS Band Director | \$7,600 | \$8,000 | \$8,400 |
| WCHS Basketball Coach-Boys | \$7,600 | \$8,000 | \$8,400 |
| WCHS Basketball Coach-Girls | \$7,600 | \$8,000 | \$8,400 |
| WCHS Football Coach | \$7,600 | \$8,000 | \$8,400 |
| <u>HS B Positions</u> | <u>14.5%</u> | <u>15.5%</u> | <u>16.5%</u> |
| WCHS Baseball Coach | \$5,800 | \$6,200 | \$6,600 |
| WCHS Soccer Boys Coach | \$5,800 | \$6,200 | \$6,600 |
| WCHS Soccer Girls Coach | \$5,800 | \$6,200 | \$6,600 |
| WCHS Softball Coach | \$5,800 | \$6,200 | \$6,600 |
| WCHS Volleyball Coach | \$5,800 | \$6,200 | \$6,600 |
| WCHS Lacrosse Coach - Boys | \$5,800 | \$6,200 | \$6,600 |
| WCHS Lacrosse Coach - Girls | \$5,800 | \$6,200 | \$6,600 |
| WCHS Wrestling Coach | \$5,800 | \$6,200 | \$6,600 |
| <u>HS C Positions</u> | <u>8.50%</u> | <u>9.50%</u> | <u>10.50%</u> |
| Chamber Orchestra Director | \$3,400 | \$3,800 | \$4,200 |
| WCHS Asst. Basketball Boys Coach (1) | \$3,400 | \$3,800 | \$4,200 |
| WCHS Asst. Basketball Girls Coach (1) | \$3,400 | \$3,800 | \$4,200 |
| WCHS Asst. Football (2) | \$3,400 | \$3,800 | \$4,200 |
| WCHS Cheerleading Coach | \$3,400 | \$3,800 | \$4,200 |
| WCHS Choral Director | \$3,400 | \$3,800 | \$4,200 |
| WCHS Percussion Director | \$3,400 | \$3,800 | \$4,200 |
| WCHS Track Coach-B/G | \$3,400 | \$3,800 | \$4,200 |
| <u>HS D Positions</u> | <u>6.00%</u> | <u>7.00%</u> | <u>8.00%</u> |
| WCHS Academy Facilitator | \$2,400 | \$2,800 | \$3,200 |
| WCHS Archery Coach | \$2,400 | \$2,800 | \$3,200 |
| WCHS Asst. Academic Team Coach | \$2,400 | \$2,800 | \$3,200 |
| WCHS Asst. Band Director | \$2,400 | \$2,800 | \$3,200 |
| WCHS Asst. Baseball Coach (2) | \$2,400 | \$2,800 | \$3,200 |
| WCHS Asst. Basketball Coach-Boys (1) | \$2,400 | \$2,800 | \$3,200 |

WCHS EXTRA DUTY SUPPLEMENT SCHEDULE 2024-2025

| | <u>Years of Experience</u> | | |
|---------------------------------------|----------------------------|-------------------|------------------|
| | <u>0-5 Years</u> | <u>6-10 Years</u> | <u>11+ Years</u> |
| WCHS Asst. Basketball Coach-Girls (1) | \$2,400 | \$2,800 | \$3,200 |
| WCHS Asst. Football Coach (3) | \$2,400 | \$2,800 | \$3,200 |
| WCHS Asst. Soccer Coach-Boys (2) | \$2,400 | \$2,800 | \$3,200 |
| WCHS Asst. Soccer Coach-Girls (2) | \$2,400 | \$2,800 | \$3,200 |
| WCHS Asst. Softball Coach (2) | \$2,400 | \$2,800 | \$3,200 |
| WCHS Asst. Volleyball Coach (2) | \$2,400 | \$2,800 | \$3,200 |
| WCHS Asst. Wrestling Coach (2) | \$2,400 | \$2,800 | \$3,200 |
| WCHS Asst. Lacrosse Coach-Boys (1) | \$2,400 | \$2,800 | \$3,200 |
| WCHS Asst. Lacrosse Coach-Girls (1) | \$2,400 | \$2,800 | \$3,200 |
| WCHS Band Flag Corp Director | \$2,400 | \$2,800 | \$3,200 |
| WCHS Cross Country Coach-B/G | \$2,400 | \$2,800 | \$3,200 |
| WCHS Golf Coach-B/G | \$2,400 | \$2,800 | \$3,200 |
| WCHS Swimming Coach-B/G | \$2,400 | \$2,800 | \$3,200 |
| WCHS Tennis Coach-B/G | \$2,400 | \$2,800 | \$3,200 |
| WCHS Video Coordinator | \$2,400 | \$2,800 | \$3,200 |
| WCHS Weight Room Coach | \$2,400 | \$2,800 | \$3,200 |
| WCHS Yearbook Sponsor | \$2,400 | \$2,800 | \$3,200 |
| <u>HS E Positions</u> | <u>4.00%</u> | <u>4.50%</u> | <u>5.00%</u> |
| WCHS Asst. Archery | \$1,600 | \$1,800 | \$2,000 |
| WCHS Asst. Cheerleading Coach (2) | \$1,600 | \$1,800 | \$2,000 |
| WCHS Asst. Cross Country Coach-B/G | \$1,600 | \$1,800 | \$2,000 |
| WCHS Asst. Diving Coach-B/G | \$1,600 | \$1,800 | \$2,000 |
| WCHS Asst. Golf Coach-B/G | \$1,600 | \$1,800 | \$2,000 |
| WCHS Asst. Swimming Coach-B/G | \$1,600 | \$1,800 | \$2,000 |
| WCHS Asst. Tennis Coach-B/G | \$1,600 | \$1,800 | \$2,000 |
| WCHS Asst. Track Coach-B/G (2) | \$1,600 | \$1,800 | \$2,000 |
| WCHS Bass Fishing Coach | \$1,600 | \$1,800 | \$2,000 |
| WCHS Step Coach | \$1,600 | \$1,800 | \$2,000 |
| WCHS Drama Coach | \$1,600 | \$1,800 | \$2,000 |
| WCHS Mock Trial Team Coach | \$1,600 | \$1,800 | \$2,000 |
| WCHS Newspaper Sponsor | \$1,600 | \$1,800 | \$2,000 |
| WCHS Student Incentive Coordinator | \$1,600 | \$1,800 | \$2,000 |
| WCHS Supervisor of Judges | \$1,600 | \$1,800 | \$2,000 |
| WCHS Vo-Ag Sponsor | \$1,600 | \$1,800 | \$2,000 |

WCHS EXTRA DUTY SUPPLEMENT SCHEDULE 2024-2025

| | <u>Years of Experience</u> | | |
|--|----------------------------|-------------------|------------------|
| | <u>0-5 Years</u> | <u>6-10 Years</u> | <u>11+ Years</u> |
| HS F Positions | 6.00% | 7.00% | 8.00% |
| Coordinator of Vocational Programs | \$2,400 | \$2,800 | \$3,200 |
| WCHS Department Chair (6) | | | |
| *Social Studies | \$2,400 | \$2,800 | \$3,200 |
| *Science | \$2,400 | \$2,800 | \$3,200 |
| *English | \$2,400 | \$2,800 | \$3,200 |
| *Humanities | \$2,400 | \$2,800 | \$3,200 |
| *Math | \$2,400 | \$2,800 | \$3,200 |
| *Special Education | \$2,400 | \$2,800 | \$3,200 |
| *Physical Education - Paid from School Allocation (0.5) | \$2,400 | \$2,800 | \$3,200 |

Supplement is based upon verified completed years of certified experience, plus coaching experience that did not run concurrently with the certified experience; coaching experience credit shall be given for comparable paid coaching experience (Athletic Coaching to Athletic Coaching or Academic Coaching to Academic Coaching) in another Kentucky school district. You cannot receive more than one year of experience for any one school year. Experience must be verified on the appropriate form. Coaches/Sponsors pay will be paid on a year for year basis for WCBE coaching experience.

WCMS / ELEMENTARY EXTRA DUTY SUPPLEMENT SCHEDULE 2024-2025

| | <u>Years of Experience</u> | | |
|---|----------------------------|-------------------|------------------|
| | <u>0-5 Years</u> | <u>6-10 Years</u> | <u>11+ Years</u> |
| <u>MS A Positions</u> | | | |
| WCMS Academic Team Coach | 6.0% | 7.0% | 8.0% |
| WCMS Athletic Director | \$2,400 | \$2,800 | \$3,200 |
| WCMS Basketball Coach-Boys | \$2,400 | \$2,800 | \$3,200 |
| WCMS Basketball Coach-Girls | \$2,400 | \$2,800 | \$3,200 |
| WCMS Cheerleading Coach | \$2,400 | \$2,800 | \$3,200 |
| WCMS Football Coach | \$2,400 | \$2,800 | \$3,200 |
| WCMS Track Coach-Boys/Girls | \$2,400 | \$2,800 | \$3,200 |
| <u>MS B Positions</u> | | | |
| Elementary Academic Team Coaches (4) | 3.5% | 4.5% | 5.5% |
| WCMS Archery Coach | \$1,400 | \$1,800 | \$2,200 |
| WCMS Baseball Coach | \$1,400 | \$1,800 | \$2,200 |
| WCMS Math Team Coach | \$1,400 | \$1,800 | \$2,200 |
| WCMS Soccer Boys Coach | \$1,400 | \$1,800 | \$2,200 |
| WCMS Soccer Girls Coach | \$1,400 | \$1,800 | \$2,200 |
| WCMS Softball Coach | \$1,400 | \$1,800 | \$2,200 |
| WCMS Lacrosse Coach - Boys | \$1,400 | \$1,800 | \$2,200 |
| WCMS Lacrosse Coach - Girls | \$1,400 | \$1,800 | \$2,200 |
| WCMS Team Leaders (7) | \$1,400 | \$1,800 | \$2,200 |
| WCMS Volleyball Coach | \$1,400 | \$1,800 | \$2,200 |
| WCMS Wrestling Coach | \$1,400 | \$1,800 | \$2,200 |
| <u>MS C Positions</u> | | | |
| Elementary Team Leaders (1 per school) | 3.0% | 4.0% | 5.0% |
| Elementary Special Ed Team Leaders (1 per school + MSD) | \$1,200 | \$1,600 | \$2,000 |
| WCMS Archery Ass't Coach | \$1,200 | \$1,600 | \$2,000 |
| WCMS Assistant Athletic Director-School Paid | \$1,200 | \$1,600 | \$2,000 |
| WCMS Asst. Academic Team Coach | \$1,200 | \$1,600 | \$2,000 |
| WCMS Asst. Basketball Coach-Boys | \$1,200 | \$1,600 | \$2,000 |
| WCMS Asst. Basketball Coach-Girls | \$1,200 | \$1,600 | \$2,000 |
| WCMS Asst. Cheerleading Coach | \$1,200 | \$1,600 | \$2,000 |
| WCMS Asst. Football Coach (3) | \$1,200 | \$1,600 | \$2,000 |
| WCMS Asst. Track Coach-Boys | \$1,200 | \$1,600 | \$2,000 |
| WCMS Asst. Track Coach-Girls | \$1,200 | \$1,600 | \$2,000 |

WCMS / ELEMENTARY EXTRA DUTY SUPPLEMENT SCHEDULE 2024-2025

| | <u>Years of Experience</u> | | |
|------------------------------------|----------------------------|-------------------|------------------|
| | <u>0-5 Years</u> | <u>6-10 Years</u> | <u>11+ Years</u> |
| WCMS Asst. Lacrosse Coach-Boys | \$1,200 | \$1,600 | \$2,000 |
| WCMS Asst. Lacrosse Coach-Girls | \$1,200 | \$1,600 | \$2,000 |
| WCMS Baseball Ass't Coach | \$1,200 | \$1,600 | \$2,000 |
| WCMS Drama Coach | \$1,200 | \$1,600 | \$2,000 |
| WCMS Publications Sponsor | \$1,200 | \$1,600 | \$2,000 |
| WCMS Soccer Ass't Coach-Boys/Girls | \$1,200 | \$1,600 | \$2,000 |
| WCMS Softball Ass't Coach | \$1,200 | \$1,600 | \$2,000 |
| WCMS Volleyball Ass't Coach | \$1,200 | \$1,600 | \$2,000 |
| WCMS Wrestling Ass't Coach | \$1,200 | \$1,600 | \$2,000 |

Supplement is based upon verified completed years of certified experience, plus coaching experience that did not run concurrently with the certified experience; coaching experience credit shall be given for comparable paid coaching experience (Athletic Coaching to Athletic Coaching or Academic Coaching to Academic Coaching) in another Kentucky school district. You cannot receive more than one year of experience for any one school year. Experience must be verified on the appropriate form. Coaches/Sponsors pay will be paid on a year for year basis for WCBE coaching experience.

SUBSTITUTE SALARY SCHEDULE 2024-2025

CERTIFIED TEACHER SUBSTITUTES:

| | | |
|---|---|---|
| Non Certified Teacher Substitute i.e. Rank IV, Rank V, and substitute certificates as well as non-certified substitutes | Certified Teacher Substitute i.e. Rank I, Rank II, and Rank III | Retired Certified Teacher Substitutes |
| \$120 | \$145 | *Daily Wage Threshold (DWT) per day |
| Long term rate for assignments 11 days or longer | Long term rate for assignments 11 days or longer | No rate differences for long term assignments |
| \$120 rate per day for days 1-10 beginning on day 11 rate of pay from regular certified salary schedule | \$145 rate per day for days 1-10 beginning on day 11 rate of pay from regular certified salary schedule | Daily Wage Threshold per day beginning on day 1 |

*DWT capped at \$400 per day

INSTRUCTIONAL ASSISTANTS or OFFICE STAFF WORKING AS SUBSTITUTE TEACHERS:

DAILY RATE

Full Day Additional Compensation
Half Day Additional Compensation

\$30.00
\$15.00

PROCEDURE FOR LONG-TERM ASSIGNMENTS:

Whenever a substitute teacher assignment exceeds ten (10) days, the substitute will be paid from the regular certified salary schedule. This rate of pay will begin on the eleventh (11th) day. To be eligible for this procedure, the service must be continuous within the same position, and the substitute must hold proper certification for the teaching assignment.

CLASSIFIED SUBSTITUTES:

Classified substitutes will start at zero years' experience and will not earn years' experience on the salary schedule while substitutive teaching in a classified capacity. If an employee has previously worked in Woodford County Public Schools in a classified contract position and earned years of experience on the salary schedule and returns at a later date as a classified substitute, they will be paid based upon prior years of verifiable classified experience. It is the employee's responsibility to provide information regarding when they were previously employed.

CLASSIFIED SALARY SCHEDULE 2024-2025

*Based upon completed year of experience

| Grade | 01 | 02 | 03 | 04 | 05 | 06 | 07 | 08 |
|-------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| STEP* | HOURLY RATE | HOURLY RATE | HOURLY RATE | HOURLY RATE | HOURLY RATE | HOURLY RATE | HOURLY RATE | HOURLY RATE |
| 0 | \$18.54 | \$17.03 | \$15.08 | \$14.07 | \$14.58 | \$12.02 | \$17.30 | \$18.06 |
| 1 | \$18.77 | \$17.30 | \$15.36 | \$14.38 | \$14.89 | \$12.10 | \$17.61 | \$18.33 |
| 2 | \$19.09 | \$17.61 | \$15.61 | \$14.68 | \$15.19 | \$12.16 | \$17.85 | \$18.64 |
| 3 | \$19.34 | \$17.85 | \$15.97 | \$14.96 | \$15.47 | \$12.49 | \$18.16 | \$18.88 |
| 4 | \$19.65 | \$18.16 | \$16.20 | \$15.23 | \$15.75 | \$12.75 | \$18.41 | \$19.19 |
| 5 | \$19.93 | \$18.41 | \$16.49 | \$15.49 | \$16.01 | \$12.98 | \$18.73 | \$19.44 |
| 6 | \$20.22 | \$18.73 | \$16.75 | \$15.74 | \$16.25 | \$13.12 | \$19.03 | \$19.76 |
| 7 | \$20.51 | \$19.03 | \$17.02 | \$16.05 | \$16.56 | \$13.51 | \$19.26 | \$20.06 |
| 8 | \$20.81 | \$19.26 | \$17.29 | \$16.25 | \$16.77 | \$13.77 | \$19.58 | \$20.29 |
| 9 | \$21.08 | \$19.58 | \$17.59 | \$16.54 | \$17.06 | \$14.01 | \$19.82 | \$20.61 |
| 10 | \$21.35 | \$19.82 | \$17.81 | \$16.79 | \$17.30 | \$14.24 | \$20.05 | \$20.85 |
| 11 | \$21.57 | \$20.05 | \$18.06 | \$17.03 | \$17.54 | \$14.49 | \$20.30 | \$21.08 |
| 12 | \$21.93 | \$20.30 | \$18.27 | \$17.26 | \$17.78 | \$14.73 | \$20.54 | \$21.33 |
| 13 | \$22.08 | \$20.54 | \$18.54 | \$17.51 | \$18.03 | \$15.00 | \$20.78 | \$21.57 |
| 14 | \$22.27 | \$20.78 | \$18.75 | \$17.74 | \$18.25 | \$15.20 | \$20.98 | \$21.81 |
| 15 | \$22.53 | \$20.98 | \$19.00 | \$17.97 | \$18.49 | \$15.45 | \$21.27 | \$22.01 |
| 16 | \$22.79 | \$21.27 | \$19.24 | \$18.25 | \$18.77 | \$15.71 | \$21.56 | \$22.30 |
| 17 | \$23.11 | \$21.56 | \$19.58 | \$18.55 | \$19.07 | \$16.04 | \$21.89 | \$22.59 |
| 18 | \$23.42 | \$21.89 | \$19.82 | \$18.78 | \$19.29 | \$16.25 | \$22.20 | \$22.92 |
| 19 | \$23.71 | \$22.20 | \$20.11 | \$19.09 | \$19.60 | \$16.56 | \$22.47 | \$23.23 |
| 20 | \$24.06 | \$22.47 | \$20.39 | \$19.33 | \$19.85 | \$16.86 | \$22.76 | \$23.50 |
| 21 | \$24.34 | \$22.76 | \$20.69 | \$19.64 | \$20.16 | \$17.16 | \$23.02 | \$23.79 |
| 22 | \$24.57 | \$23.02 | \$20.94 | \$19.87 | \$20.38 | \$17.45 | \$23.29 | \$24.05 |
| 23 | \$24.84 | \$23.29 | \$21.21 | \$20.12 | \$20.63 | \$17.69 | \$23.54 | \$24.32 |
| 24 | \$25.09 | \$23.54 | \$21.47 | \$20.39 | \$20.91 | \$17.95 | \$23.77 | \$24.57 |
| 25 | \$25.36 | \$23.77 | \$21.72 | \$20.65 | \$21.17 | \$18.22 | \$24.09 | \$24.80 |
| 26 | \$25.64 | \$24.09 | \$21.98 | \$20.91 | \$21.42 | \$18.47 | \$24.35 | \$25.12 |
| 27 | \$25.89 | \$24.35 | \$22.24 | \$21.20 | \$21.71 | \$18.74 | \$24.58 | \$25.38 |
| 28 | \$26.19 | \$24.58 | \$22.52 | \$21.45 | \$21.97 | \$19.00 | \$24.88 | \$25.61 |
| 29 | \$26.41 | \$24.88 | \$22.76 | \$21.71 | \$22.23 | \$19.23 | \$25.10 | \$25.91 |
| 30-40 | \$26.70 | \$25.10 | \$23.02 | \$21.97 | \$22.48 | \$19.53 | \$25.32 | \$26.13 |

CLASSIFIED SALARY SCHEDULE 2024-2025

*Based upon completed year of experience

| Grade | 09 | 10 | 11 | 12 | 13 | 14 | 15 | 16 |
|-------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| STEP* | HOURLY RATE | HOURLY RATE | HOURLY RATE | HOURLY RATE | HOURLY RATE | HOURLY RATE | HOURLY RATE | HOURLY RATE |
| 0 | \$14.38 | \$15.59 | \$15.10 | \$19.09 | \$18.36 | \$18.88 | \$19.21 | \$19.47 |
| 1 | \$14.68 | \$15.87 | \$15.41 | \$19.34 | \$18.65 | \$19.17 | \$19.45 | \$19.70 |
| 2 | \$14.96 | \$16.13 | \$15.71 | \$19.65 | \$18.94 | \$19.46 | \$19.78 | \$20.04 |
| 3 | \$15.23 | \$16.48 | \$15.99 | \$19.93 | \$19.20 | \$19.71 | \$20.04 | \$20.31 |
| 4 | \$15.46 | \$16.72 | \$16.26 | \$20.22 | \$19.49 | \$20.00 | \$20.36 | \$20.63 |
| 5 | \$15.74 | \$17.01 | \$16.52 | \$20.51 | \$19.77 | \$20.27 | \$20.65 | \$20.93 |
| 6 | \$16.05 | \$17.26 | \$16.77 | \$20.81 | \$20.06 | \$20.58 | \$20.95 | \$21.23 |
| 7 | \$16.25 | \$17.53 | \$17.08 | \$21.08 | \$20.37 | \$20.89 | \$21.25 | \$21.55 |
| 8 | \$16.54 | \$17.81 | \$17.28 | \$21.35 | \$20.60 | \$21.12 | \$21.56 | \$21.85 |
| 9 | \$16.79 | \$18.11 | \$17.57 | \$21.57 | \$20.92 | \$21.43 | \$21.85 | \$22.13 |
| 10 | \$17.03 | \$18.32 | \$17.82 | \$21.93 | \$21.16 | \$21.67 | \$22.12 | \$22.42 |
| 11 | \$17.26 | \$18.57 | \$18.06 | \$22.08 | \$21.39 | \$21.91 | \$22.34 | \$22.65 |
| 12 | \$17.51 | \$18.79 | \$18.29 | \$22.27 | \$21.63 | \$22.15 | \$22.72 | \$23.02 |
| 13 | \$17.74 | \$19.06 | \$18.54 | \$22.53 | \$21.89 | \$22.40 | \$22.88 | \$23.19 |
| 14 | \$17.97 | \$19.26 | \$18.77 | \$22.79 | \$22.10 | \$22.62 | \$23.07 | \$23.38 |
| 15 | \$18.25 | \$19.52 | \$19.00 | \$23.11 | \$22.33 | \$22.85 | \$23.34 | \$23.65 |
| 16 | \$18.55 | \$19.76 | \$19.28 | \$23.42 | \$22.60 | \$23.11 | \$23.62 | \$23.94 |
| 17 | \$18.78 | \$20.10 | \$19.58 | \$23.71 | \$22.91 | \$23.42 | \$23.95 | \$24.27 |
| 18 | \$19.09 | \$20.33 | \$19.81 | \$24.06 | \$23.22 | \$23.73 | \$24.27 | \$24.60 |
| 19 | \$19.33 | \$20.62 | \$20.12 | \$24.34 | \$23.54 | \$24.05 | \$24.57 | \$24.90 |
| 20 | \$19.64 | \$20.91 | \$20.36 | \$24.57 | \$23.81 | \$24.33 | \$24.93 | \$25.27 |
| 21 | \$19.87 | \$21.21 | \$20.67 | \$24.84 | \$24.10 | \$24.62 | \$25.21 | \$25.55 |
| 22 | \$20.12 | \$21.45 | \$20.90 | \$25.09 | \$24.36 | \$24.87 | \$25.45 | \$25.76 |
| 23 | \$20.39 | \$21.72 | \$21.15 | \$25.36 | \$24.63 | \$25.14 | \$25.74 | \$26.09 |
| 24 | \$20.65 | \$21.98 | \$21.42 | \$25.64 | \$24.87 | \$25.39 | \$26.00 | \$26.35 |
| 25 | \$20.91 | \$22.24 | \$21.68 | \$25.89 | \$25.12 | \$25.64 | \$26.28 | \$26.63 |
| 26 | \$21.20 | \$22.50 | \$21.94 | \$26.19 | \$25.43 | \$25.95 | \$26.56 | \$26.91 |
| 27 | \$21.45 | \$22.75 | \$22.23 | \$26.41 | \$25.69 | \$26.20 | \$26.83 | \$27.19 |
| 28 | \$21.71 | \$23.03 | \$22.48 | \$26.70 | \$25.90 | \$26.42 | \$27.13 | \$27.50 |
| 29 | \$21.97 | \$23.28 | \$22.74 | \$26.99 | \$26.22 | \$26.74 | \$27.36 | \$27.73 |
| 30-40 | \$22.23 | \$23.54 | \$23.00 | \$27.27 | \$26.43 | \$26.94 | \$27.66 | \$28.04 |

CLASSIFIED SALARY SCHEDULE 2024-2025

*Based upon completed year of experience

| Grade | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
|-------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| STEP* | HOURLY RATE | HOURLY RATE | HOURLY RATE | HOURLY RATE | HOURLY RATE | HOURLY RATE | HOURLY RATE | HOURLY RATE |
| 0 | \$21.94 | \$21.67 | \$22.25 | \$24.29 | \$21.82 | \$32.19 | \$25.96 | \$29.10 |
| 1 | \$22.21 | \$22.00 | \$22.52 | \$24.58 | \$22.09 | \$32.59 | \$26.27 | \$29.45 |
| 2 | \$22.59 | \$22.37 | \$22.90 | \$25.00 | \$22.46 | \$33.14 | \$26.72 | \$29.96 |
| 3 | \$22.89 | \$22.66 | \$23.21 | \$25.34 | \$22.77 | \$33.59 | \$27.08 | \$30.36 |
| 4 | \$23.26 | \$23.03 | \$23.58 | \$25.74 | \$23.13 | \$34.12 | \$27.51 | \$30.85 |
| 5 | \$23.59 | \$23.33 | \$23.92 | \$26.11 | \$23.46 | \$34.61 | \$27.90 | \$31.28 |
| 6 | \$23.93 | \$23.71 | \$24.26 | \$26.49 | \$23.80 | \$35.11 | \$28.31 | \$31.73 |
| 7 | \$24.27 | \$24.07 | \$24.61 | \$26.86 | \$24.14 | \$35.61 | \$28.71 | \$32.19 |
| 8 | \$24.62 | \$24.35 | \$24.97 | \$27.26 | \$24.49 | \$36.13 | \$29.13 | \$32.66 |
| 9 | \$24.95 | \$24.73 | \$25.30 | \$27.62 | \$24.82 | \$36.61 | \$29.52 | \$33.09 |
| 10 | \$25.27 | \$25.02 | \$25.62 | \$27.97 | \$25.13 | \$37.08 | \$29.89 | \$33.51 |
| 11 | \$25.52 | \$25.30 | \$25.88 | \$28.25 | \$25.39 | \$37.45 | \$30.20 | \$33.85 |
| 12 | \$25.95 | \$25.60 | \$26.31 | \$28.73 | \$25.81 | \$38.08 | \$30.70 | \$34.42 |
| 13 | \$26.13 | \$25.88 | \$26.50 | \$28.93 | \$25.99 | \$38.35 | \$30.92 | \$34.66 |
| 14 | \$26.35 | \$26.17 | \$26.72 | \$29.17 | \$26.21 | \$38.67 | \$31.18 | \$34.95 |
| 15 | \$26.66 | \$26.41 | \$27.03 | \$29.51 | \$26.51 | \$39.11 | \$31.54 | \$35.36 |
| 16 | \$26.97 | \$26.76 | \$27.35 | \$29.86 | \$26.83 | \$39.58 | \$31.91 | \$35.78 |
| 17 | \$27.35 | \$27.11 | \$27.74 | \$30.28 | \$27.20 | \$40.13 | \$32.36 | \$36.28 |
| 18 | \$27.72 | \$27.50 | \$28.11 | \$30.68 | \$27.57 | \$40.67 | \$32.79 | \$36.76 |
| 19 | \$28.06 | \$27.88 | \$28.45 | \$31.06 | \$27.91 | \$41.17 | \$33.19 | \$37.21 |
| 20 | \$28.47 | \$28.20 | \$28.87 | \$31.52 | \$28.32 | \$41.78 | \$33.69 | \$37.76 |
| 21 | \$28.80 | \$28.55 | \$29.21 | \$31.88 | \$28.65 | \$42.26 | \$34.07 | \$38.20 |
| 22 | \$29.07 | \$28.86 | \$29.48 | \$32.18 | \$28.91 | \$42.66 | \$34.39 | \$38.56 |
| 23 | \$29.40 | \$29.18 | \$29.81 | \$32.55 | \$29.24 | \$43.14 | \$34.78 | \$38.99 |
| 24 | \$29.69 | \$29.48 | \$30.11 | \$32.87 | \$29.53 | \$43.57 | \$35.13 | \$39.38 |
| 25 | \$30.01 | \$29.76 | \$30.43 | \$33.22 | \$29.85 | \$44.03 | \$35.50 | \$39.80 |
| 26 | \$30.34 | \$30.14 | \$30.76 | \$33.58 | \$30.17 | \$44.52 | \$35.89 | \$40.24 |
| 27 | \$30.64 | \$30.46 | \$31.07 | \$33.92 | \$30.48 | \$44.96 | \$36.25 | \$40.64 |
| 28 | \$31.00 | \$30.73 | \$31.43 | \$34.31 | \$30.83 | \$45.48 | \$36.67 | \$41.11 |
| 29 | \$31.25 | \$31.09 | \$31.69 | \$34.60 | \$31.08 | \$45.86 | \$36.97 | \$41.45 |
| 30-40 | \$31.59 | \$31.36 | \$32.04 | \$34.97 | \$31.42 | \$46.36 | \$37.38 | \$41.90 |

CLASSIFIED SALARY SCHEDULE 2024-2025

*Based upon completed year of experience

| Grade | 25 | 26 | 27 | 28 | 29 |
|-------|-------------|-------------|-------------|-------------|-------------|
| STEP* | HOURLY RATE | HOURLY RATE | HOURLY RATE | HOURLY RATE | HOURLY RATE |
| 0 | \$24.10 | \$29.66 | \$22.25 | \$27.45 | \$22.82 |
| 1 | \$24.40 | \$30.03 | \$22.52 | \$27.78 | \$23.10 |
| 2 | \$24.81 | \$30.54 | \$22.90 | \$28.25 | \$23.49 |
| 3 | \$25.15 | \$30.95 | \$23.21 | \$28.64 | \$23.81 |
| 4 | \$25.55 | \$31.44 | \$23.58 | \$29.09 | \$24.19 |
| 5 | \$25.91 | \$31.89 | \$23.92 | \$29.50 | \$24.53 |
| 6 | \$26.28 | \$32.35 | \$24.26 | \$29.93 | \$24.89 |
| 7 | \$26.66 | \$32.81 | \$24.61 | \$30.36 | \$25.24 |
| 8 | \$27.05 | \$33.29 | \$24.97 | \$30.80 | \$25.61 |
| 9 | \$27.41 | \$33.73 | \$25.30 | \$31.21 | \$25.95 |
| 10 | \$27.76 | \$34.16 | \$25.62 | \$31.61 | \$26.28 |
| 11 | \$28.04 | \$34.51 | \$25.88 | \$31.93 | \$26.55 |
| 12 | \$28.51 | \$35.09 | \$26.31 | \$32.46 | \$26.99 |
| 13 | \$28.71 | \$35.33 | \$26.50 | \$32.69 | \$27.18 |
| 14 | \$28.95 | \$35.63 | \$26.72 | \$32.97 | \$27.41 |
| 15 | \$29.28 | \$36.04 | \$27.03 | \$33.35 | \$27.73 |
| 16 | \$29.63 | \$36.47 | \$27.35 | \$33.74 | \$28.06 |
| 17 | \$30.05 | \$36.98 | \$27.74 | \$34.22 | \$28.45 |
| 18 | \$30.45 | \$37.48 | \$28.11 | \$34.67 | \$28.83 |
| 19 | \$30.82 | \$37.94 | \$28.45 | \$35.10 | \$29.19 |
| 20 | \$31.28 | \$38.50 | \$28.87 | \$35.62 | \$29.62 |
| 21 | \$31.64 | \$38.94 | \$29.21 | \$36.03 | \$29.96 |
| 22 | \$31.94 | \$39.30 | \$29.48 | \$36.37 | \$30.24 |
| 23 | \$32.30 | \$39.75 | \$29.81 | \$36.78 | \$30.58 |
| 24 | \$32.62 | \$40.15 | \$30.11 | \$37.14 | \$30.89 |
| 25 | \$32.97 | \$40.57 | \$30.43 | \$37.54 | \$31.22 |
| 26 | \$33.33 | \$41.02 | \$30.76 | \$37.95 | \$31.56 |
| 27 | \$33.66 | \$41.43 | \$31.07 | \$38.33 | \$31.88 |
| 28 | \$34.05 | \$41.91 | \$31.43 | \$38.78 | \$32.24 |
| 29 | \$34.33 | \$42.25 | \$31.69 | \$39.10 | \$32.51 |
| 30-40 | \$34.71 | \$42.72 | \$32.04 | \$39.52 | \$32.86 |

CLASSIFIED SALARY GRADE 2024-2025

| GRADE | JOB CLASS / TITLE | CONTRACT DAYS |
|--|---|-----------------|
| 01 | 7192 Payroll Clerk | 260 / 8 |
| | 7221 Food Service Asst. Coordinator | 220 / 8 |
| | 7263 School Nurse LPN | 182 / 7 |
| | 7443 Maintenance Tech III | 260 / 8 |
| | 7474 Coordinator III | 240 / 6 |
| | 7525 Computer Tech District | 260 / 8 |
| | 7602 Head Custodian High School | 260 / 8 |
| | 7903 Transportation Logistics Coordinator | 260 / 8 |
| | 7933 Transportation Training Coordinator | 260 / 8 |
| 02 | 7165 Account Clerk I / School Bookkeepers | 180-260 / 3.5-8 |
| | 7212 Food Service Manager - Elementary | 182 / 7 |
| | 7335 Migrant Program Asst. II | 210 / 4 |
| | 7447 Maintenance Worker, Skilled II | 260 / 8 |
| | 7607 Head Custodian - CO/ Safe Harbor/ Transportation | 260 / 8 |
| | 7786 Project Clerk | 260 / 8 |
| 03 | 7224 Food Service Program Assistant | 195 / 7 |
| | 7320 Instructional Assistant | 180 / 3.5-7 |
| | 7334 Program Assist. I / Preschool Expanded Program | 186 / 8 |
| | 7448 Maintenance Worker, Semi-Skilled I | 260 / 8 |
| | 7527 Computer Training Specialist | 215 / 7 |
| | 7609 Custodian | 260 / 8 |
| | 7773 School Secretary - High School | 184-205 / 3.5-7 |
| | 7774 School Secretary - Middle School | 184-205 / 3.5-7 |
| | 7775 School Secretary - Elementary / FRC | 184-205 / 3.5-7 |
| | 7863 Attendance Data Technician | 195 / 8 |
| 7904 Transportation Data Assistant | 260 / 8 | |
| 7685 Sub Caller / Sub Center Assistant | 260 / 4 | |
| 04 | 7213 Lunchroom Monitor | 180 / 2.5 |
| | 7241 Cook / Baker | 180 / 6 |
| | 7362 Library Media Clerk | 191 / 7 |
| | 7942 Bus Monitor | 180 / 4 |
| 05 | 7945 Bus Monitor - Exceptional Child | 180 / 4 |
| 06 | 7784 Office Clerk | 180/7 |
| 07 | 7605 Head Custodial Elementary & Middle | 260 / 8 |
| | 7211 Food Service Manager - Middle / High | 182 / 8 |

CLASSIFIED SALARY GRADE 2024-2025

| GRADE | JOB CLASS / TITLE | CONTRACT DAYS |
|-------|--|---------------|
| 08 | 7164 Account Clerk II | 260 / 3.5-8 |
| | 7475 ETC Site Coordinator II | 180 / 6 |
| | 7665 Employee Benefits Specialist | 260 / 8 |
| | 7776 Central Office Staff Support Secretary | 260 / 8 |
| 09 | 7234 Food Service Assistant Manager | 180 / 6-7 |
| 10 | 7273 Health Services Assistant | 182 / 7 |
| | 7318 Instructional Assistant - Exceptional Child | 180 / 3-8 |
| | 7783 Clerical Assistant - FRC | 180 / 7 |
| | 7872 Job Coach | 180 / 7 |
| 11 | 7317 ETC Instructional Monitor | 180 / 4.5 |
| 12 | 7767 ETC Community Liaison / Adm. Asst. | 240 / 7 |
| 13 | 7941 Bus Driver | 184 / 4 |
| 14 | 7943 Bus Driver Exceptional Child | 184 / 4 |
| 15 | 7915 Vehicle Mechanic II | 260 / 8 |
| | 7221 Asst. Food Service Coordinator | 220 / 8 |
| 16 | 7916 Vehicle Mechanic III | 260 / 8 |
| 17 | 7186 Assistant Finance Manager | 260 / 8 |
| | 7761 Secretary to the Superintendent | 260 / 8 |
| 18 | 7512 System Analyst | 260 / 8 |
| | 7862 Attendance Specialist | 260 / 8 |
| 19 | 7476 Community Ed Program Manager | 260 / 8 |
| 20 | 7492 FRYSC Coordinator II | 240 / 8 |
| 21 | 7162 Accounting Supervisor | 260 / 8 |
| | 7191 Payroll Supervisor | 260 / 8 |
| 22 | 7912 Vehicle Maintenance Supervisor | 260 / 8 |
| 23 | 7262 Registered Nurse | 182 / 7 |
| 24 | 7424 HVAC Technician | 260 / 8 |
| 25 | 7413 Electrician | 260 / 8 |
| | 7445 Certified Plumber | 260 / 8 |
| 27 | 7824 Law Enforcement Officer | 185-195 / 8 |
| 28 | 7537 Computer Operations Supervisor - DW | 260 / 8 |
| 29 | 7336 Educ Interpreter II / ESL Instr. | 200 / 7 |

CLASSIFIED PERSONNEL WITH RESPONSIBILITY INDEX 2024-2025

FLSA Non-Exempt Employees

| <u>POSITION</u> | <u>CLASSIFIED SALARY SCHEDULE</u> | <u>INDEX</u> |
|--|-----------------------------------|--------------|
| Occupational Therapist | Same as Grade 01 plus index | 1.854000 |
| Physical Therapist | Same as Grade 01 plus index | 1.854000 |
| 21st Century Learning Grant Program Coordinator | Same as Rank II Certified | |
| Speech Pathologist with Masters plus 30 hours in SLP Program | Same as Rank I Certified | |

FLSA Exempt Employees

| <u>POSITION</u> | <u>CLASSIFIED SALARY SCHEDULE</u> | <u>INDEX</u> |
|---|--|--------------|
| Chief Operating Officer | Same as Grade 01 plus index | 1.630710 |
| Director of Transportation | Same as Grade 01 plus index | 1.059805 |
| Director of Maintenance | Same as Grade 01 plus Index | 0.736427 |
| Director of Food Service | Same as Grade 01 plus index | 0.639000 |
| Director of Health Services | Same as Grade 01 plus index | 0.600000 |
| Migrant Recruiter | Same as Rank IV Certified with 215 Days | |
| Public Information/Communications Officer | Same as Rank II Certified plus Yrs Exp with 220 days | |

CERTIFIED ADDITIONAL SERVICES 2024-2025

CERTIFIED

| Position | Annual Pay |
|--|-------------|
| Born Learning Academy Facilitator (2) | \$450.00 |
| Bus Duty (3) Southside, Simmons, Huntertown | \$1,125.00 |
| Cross Country Coach (school paid) | \$350.00 |
| Early Childhood Council Grant Coordinator | \$1,500.00 |
| Elementary Content Leaders (12) | \$600.00 |
| Gifted & Talented Stipend - (6) One per School | \$1,200.00 |
| Master Teacher Cadre Leader (8) | \$2,500.00 |
| National Board Teaching Certification (NBTC) | \$2,000.00 |
| NBCT Mentor-District Coordinator | \$1,500.00 |
| NBCT Mentor (6) | \$1,000.00 |
| New Teacher Mentor (aka KTIP Mentor) | \$1,500.00 |
| Night School Coordinator/Virtual School | \$10,500.00 |
| RTA +1 Teacher Mentor (Paid by Schools Title I Allocation) | \$2,000.00 |
| School Paid Club Sponsor | \$300.00 |
| School Paid Drama Coordinator | \$500.00 |
| School Technology Coordinator - (6) One per School (Certified or Classified) | \$1,000.00 |
| SCM Trainers (Safe Crisis Management) (2) | \$1,500.00 |
| Speech/Language Pathologists with Certificate of Clinical Competence | \$2,000.00 |
| School Psychologist (3.5) | \$7,000.00 |
| Exceptional Child Consultant for ARC Chair | \$3,000.00 |
| STLP Coordinator - (6) One per School | \$600.00 |
| STLP Coordinator - District Coordinator | \$1,000.00 |
| Carl Perkins Grant Coordinator | \$1,500.00 |
| RTI Coordinator | \$500.00 |
| TEDS Coordinator - WCHS Perkins Grant Paid | \$1,500.00 |
| VEX Robotics Stipend - (4) One per Elementary School | \$1,500.00 |
| VEX Robotics Stipend - (1) High School | \$1,500.00 |
| WCHS eSports | \$1,000.00 |
| WCHS Junior Class Sponsor | \$600.00 |
| WCHS Senior Class Sponsor | \$600.00 |
| WCMS Dance Team Coach | \$500.00 |

CERTIFIED ADDITIONAL SERVICES 2024-2025

CERTIFIED

| Position | Hourly Rate |
|--------------------------------------|------------------------|
| Tutor/P.D. Stipend* | \$25.00 |
| Summer School Teacher including Subs | \$35.00 |
| Home/Hospital | Contracted Hourly Rate |
| Special Ed Extended Days - ESY | Contracted Hourly Rate |

***RETIRED TEACHERS RETURNING AS TUTORS**

Retired teachers are limited by their Daily Wage Threshold (DWT) set by the Kentucky Retirement System.

Example: \$168 DWT / 7.50 hours = \$22.40 per hour

COOPERATING/SUPERVISING TEACHER PAYMENTS

Variable Rate

Funds and amounts due to staff vary by year and are provided to WCPS by universities and/or KDE.

| | Years of Experience | | |
|--|---------------------|-------------------|------------------|
| | <u>0-5 Years</u> | <u>6-10 Years</u> | <u>11+ Years</u> |
| **District Wide Cert Additional Positions | 6.00% | 7.00% | 8.00% |
| District ELL Department Chair | \$2,400 | \$2,800 | \$3,200 |
| District Choir Director | \$2,400 | \$2,800 | \$3,200 |
| District MSD Chair | \$2,400 | \$2,800 | \$3,200 |

****Supplement is based upon verified completed years of certified experience, plus coaching experience that did not run concurrently with the certified experience; coaching experience credit shall be given for comparable paid coaching experience (Athletic Coaching to Athletic Coaching or Academic Coaching to Academic Coaching) in another Kentucky school district. You cannot receive more than one year of experience for any one school year. Experience must be verified on the appropriate form. Coaches/Sponsors pay will be paid on a year for year basis for WCBE coaching experience.**

CLASSIFIED ADDITIONAL SERVICES 2024-2025

CLASSIFIED

| Position | Hourly Rate |
|---|------------------------|
| Athletic Extra Duties: Gate Keeper/Secretary/Ticket Takers/Other | \$12.00 |
| Born Learning Academy Child Care | Class. Salary Grade 4 |
| Bus Driver - Athletic/Field Trip | Contracted Hourly Rate |
| Bus Driver - CBI/KSD-KSB/Vocational/Preschool/Training | Contracted Hourly Rate |
| Bus Monitor - Athletic/Field Trip | Contracted Hourly Rate |
| Bus Monitor - CBI/KSD-KSB/Vocational/Preschool/ESY/Training | Contracted Hourly Rate |
| Chief of Police Extra Duty | \$2,200.00 |
| Assistant Chief of Police Extra Duty | \$1,100.00 |
| Classified Tutor | Contracted Hourly Rate |
| ETC Training | Contracted Hourly Rate |
| Food Service Trainings | Contracted Hourly Rate |
| Nurses Training | Contracted Hourly Rate |
| Office or Instructional staff PD training | \$12.00 |
| PEP Training | Contracted Hourly Rate |
| Special Ed Extended Days - ESY | Contracted Hourly Rate |
| Summer School Classified Staff (Instructional Assistants/Cooks/Bus Drivers/Monitors and Subs for these positions) | \$25.00 |
| Technical/Electrical/Mechanical Highly Skilled Labor, part-time | \$20.00 |
| Student Worker | \$10.00 |
| Technology Extra Duty | Contracted Hourly Rate |
| Energy Manager/Lead Maint Worker/Lead High School Custodian | \$2,800.00 |
| District School Safety Coordinator | \$2,800.00 |
| Work Based Learning Coach | \$2,200.00 |
| School Technology Coordinator - (6) One per School (Certified or Classified) | \$1,000.00 |

CERTIFIED SALARY SCHEDULE WITH DAILY & HOURLY RATE 2024-2025

(Based upon completed year of experience)

| YRS EXP | RANK I | | | RANK II | | | RANK III | | |
|------------|-----------------|---------------|----------------|-----------------|---------------|----------------|-----------------|---------------|----------------|
| | 188 DAY BASE | DAILY RATE | HOURLY RATE | 188 DAY BASE | DAILY RATE | HOURLY RATE | 188 DAY BASE | DAILY RATE | HOURLY RATE |
| 0 | \$52,303 | 278.21 | 37.09 | \$47,550 | 252.93 | 33.72 | \$43,077 | 229.13 | 30.55 |
| 1 | \$52,661 | 280.11 | 37.35 | \$48,025 | 255.45 | 34.06 | \$43,729 | 232.60 | 31.01 |
| 2 | \$53,194 | 282.95 | 37.73 | \$48,499 | 257.97 | 34.40 | \$44,322 | 235.75 | 31.43 |
| 3 | \$53,849 | 286.43 | 38.19 | \$48,857 | 259.88 | 34.65 | \$44,797 | 238.28 | 31.77 |
| 4 | \$56,759 | 301.91 | 40.25 | \$52,244 | 277.89 | 37.05 | \$47,933 | 254.96 | 34.00 |
| 5 | \$57,057 | 303.49 | 40.47 | \$52,957 | 281.69 | 37.56 | \$48,647 | 258.76 | 34.50 |
| 6 | \$57,653 | 306.67 | 40.89 | \$53,314 | 283.58 | 37.81 | \$49,122 | 261.29 | 34.84 |
| 7 | \$61,159 | 325.32 | 43.38 | \$55,276 | 294.02 | 39.20 | \$50,647 | 269.40 | 35.92 |
| 8 | \$61,636 | 327.85 | 43.71 | \$55,869 | 297.18 | 39.62 | \$51,123 | 271.93 | 36.26 |
| 9 | \$62,111 | 330.38 | 44.05 | \$56,345 | 299.71 | 39.96 | \$51,597 | 274.45 | 36.59 |
| 10 | \$65,141 | 346.50 | 46.20 | \$58,783 | 312.68 | 41.69 | \$54,077 | 287.64 | 38.35 |
| 11 | \$65,438 | 348.07 | 46.41 | \$59,316 | 315.51 | 42.07 | \$54,554 | 290.18 | 38.69 |
| 12 | \$65,742 | 349.69 | 46.63 | \$59,881 | 318.52 | 42.47 | \$54,909 | 292.07 | 38.94 |
| 13 | \$66,033 | 351.24 | 46.83 | \$60,831 | 323.57 | 43.14 | \$55,264 | 293.96 | 39.19 |
| 14 | \$66,331 | 352.82 | 47.04 | \$61,218 | 325.63 | 43.42 | \$55,741 | 296.49 | 39.53 |
| 15 | \$70,583 | 375.44 | 50.06 | \$62,111 | 330.38 | 44.05 | \$56,922 | 302.78 | 40.37 |
| 16 | \$70,894 | 377.10 | 50.28 | \$62,408 | 331.96 | 44.26 | \$57,219 | 304.35 | 40.58 |
| 17 | \$71,207 | 378.76 | 50.50 | \$62,705 | 333.54 | 44.47 | \$57,515 | 305.93 | 40.79 |
| 18 | \$71,518 | 380.42 | 50.72 | \$63,202 | 336.18 | 44.82 | \$57,813 | 307.52 | 41.00 |
| 19 | \$71,830 | 382.08 | 50.94 | \$63,703 | 338.85 | 45.18 | \$58,242 | 309.80 | 41.31 |
| 20 | \$72,767 | 387.06 | 51.61 | \$64,717 | 344.24 | 45.90 | \$59,084 | 314.28 | 41.90 |
| 21 | \$73,080 | 388.72 | 51.83 | \$65,271 | 347.19 | 46.29 | \$59,389 | 315.90 | 42.12 |
| 22 | \$73,393 | 390.39 | 52.05 | \$65,805 | 350.02 | 46.67 | \$59,465 | 316.30 | 42.17 |
| 23 | \$73,703 | 392.04 | 52.27 | \$66,334 | 352.84 | 47.05 | \$59,763 | 317.89 | 42.38 |
| 24 | \$74,016 | 393.70 | 52.49 | \$66,866 | 355.67 | 47.42 | \$60,061 | 319.48 | 42.60 |
| 25 | \$74,950 | 398.67 | 53.16 | \$67,775 | 360.51 | 48.07 | \$60,357 | 321.05 | 42.81 |
| 26 | \$75,265 | 400.35 | 53.38 | \$68,338 | 363.50 | 48.47 | \$60,655 | 322.63 | 43.02 |
| 27 | \$75,574 | 401.99 | 53.60 | \$68,868 | 366.32 | 48.84 | \$60,951 | 324.21 | 43.23 |
| 28 | \$75,887 | 403.66 | 53.82 | \$69,180 | 367.98 | 49.06 | \$61,248 | 325.79 | 43.44 |
| 29 | \$76,199 | 405.32 | 54.04 | \$69,493 | 369.64 | 49.29 | \$61,546 | 327.37 | 43.65 |
| 30 | \$77,135 | 410.29 | 54.71 | \$70,406 | 374.50 | 49.93 | \$62,438 | 332.11 | 44.28 |

Employees who hold a Doctorate degree will be paid at the rate of Rank I with their earned experience level plus an additional \$2,000.00.

CLASSIFIED STAFF FINAL DEGREE & CERTIFICATION SUPPLEMENT ADDITIVE SCHEDULE 2024-2025

Documentation for all areas listed below must be received by September 15, 2024, and the retroactive pay increase will be effective July 1, 2024, for hours worked. The certification must be submitted to the Central Office before September 15, 2024, using the appropriate Certification/Degree Verification Form. No retroactive pay will be paid for prior years. After September 15, 2024, the supplemental pay additives will be noted for the classified staff member's next school year's contract as determined by the FY25 approved salary schedule. Retroactive pay will not be paid for any certifications or degrees submitted after September 15, 2024, but certifications and degrees be applied to the next school year's contract pending FY25 approved salary schedule.

Certification must be maintained to remain eligible for certification credit. If the certification expires, no longer applies to the position, or becomes outdated, the certification credit will be removed. Verification of certification renewal must be submitted to Central Office prior to certificate expiration. Any changes to this salary schedule will take effect on July 1 of the school year pertaining to this salary schedule and are not retroactive to prior years. The Superintendent has the discretion to determine the level of experience and additional certifications as needed.

In order to receive the supplemental additives for Tiers 2, 3, & 4, the classified staff member must be in the position/department attached to this salary schedule. If classified staff members hold certifications but are not in the mentioned department, the staff member will not be granted an additive for the certification. If a classified staff member transfers into a different position, the certification must be listed in the new position's department to remain valid for pay. Classified Staff members may receive both Tier 1 (Degree) additives and Tiers 2-4 (Certifications) additives combined.

Non-contract employees are not eligible for certification supplement additives.

For Tier 1 (Degree)- The maximum additive is \$4 per hour. Additive is paid at the highest degree earned, it is not a combined pay.

Tier 1 Additives

| | |
|------------------|---------------------|
| Associate Degree | <u>\$1 per hour</u> |
| Bachelor Degree | <u>\$2 per hour</u> |
| Master Degree | <u>\$3 per hour</u> |
| Doctorate | <u>\$4 per hour</u> |

For Tiers 2, 3, & 4 (Certifications)- The maximum additive combined is \$2 per hour. Any current certifications over a total of \$2 per hour will not be added.

Tier 2 Additives

| | |
|---|--------------|
| Technology- Certified Wireless Technician, Administrator, Professional, or Expert (CWNP) | \$1 per hour |
| Technology- Certified Associate in Project Management Certification (CAPM) | \$1 per hour |
| Secretary/Clerks/Bookkeepers- Certified Associate in Project Management Certification (CAPM) | \$1 per hour |
| Finance - Certified School Financial Manager/Officer | \$1 per hour |
| Finance - Fundamental and/or Certified Payroll Professional (CPP) | \$1 per hour |
| Finance/HR - SMHR Certified Professional | \$1 per hour |
| Finance/HR - SMHR Senior Certified Professional | \$1 per hour |
| Secretary/Clerks/Bookkeepers- Advanced Level III or Higher Professional Standards Program (PSP) | \$1 per hour |
| ETC- Child Development Associate | \$1 per hour |
| ETC- Early Childhood Education Director's Credential | \$1 per hour |
| Instructional Assistant - Teaching Certificate | \$1 per hour |
| SRO - Department of Criminal Justice Training Career Development Program (DOCJT) | \$1 per hour |
| Transportation- ASE Certification ASE S1 -S6 Total Certifications 6 | \$1 per hour |
| Transportation- AC Certification Must complete ASE S7 | \$1 per hour |

CLASSIFIED STAFF

FINAL DEGREE & CERTIFICATION

SUPPLEMENT ADDITIVE SCHEDULE

2024-2025

Tier 3 Additives

| | |
|---|-----------------|
| Transportation- Driver Trainer Certificate | \$0.50 per hour |
| Technology- Any CompTIA Certifications excluding IT Fundamentals | \$0.50 per hour |
| Technology- Fortinet Network Certified Professional Certification (up to 3 different certifications) | \$0.50 per hour |
| Technology- Fortinet Network Certified Engineer | \$0.50 per hour |
| Technology- Infinite Campus Certified System Administrator | \$0.50 per hour |
| Technology- Professional Google Workspace Administrator | \$0.50 per hour |
| Instructional Assistant- Bluegrass Career and Technical College Para Educator Certification Program | \$0.50 per hour |
| Instructional Assistant- ParaPro Assessment (ETS) | \$0.50 per hour |
| Instructional Assistant- PBS Media Literacy Educator Certification | \$0.50 per hour |
| Instructional Assistant - Certified Autism Spectrum Disorder Clinical Specialist Intensive Training (ASDCS) | \$0.50 per hour |
| Instructional Assistant - ASL/Communication Training (Max 1 Certificate Type) | \$0.50 per hour |
| Instructional Assistant - Master Teacher Para Educator Certification | \$0.50 per hour |
| Nursing - National Board Certification in School Nursing | \$0.50 per hour |
| Nursing - CBDCE Diabetic Care Certification | \$0.50 per hour |
| Nursing - School Health for Children & Adolescents Specialization | \$0.50 per hour |

Tier 4 Additives

| | |
|---|-----------------|
| Food Service- SNA Level 1 | \$0.25 per hour |
| Food Service- SNA Level 2 | \$0.25 per hour |
| Food Service- SNA Level 3 | \$0.25 per hour |
| Food Service- SNA Level 4 | \$0.25 per hour |
| All Classified Staff- Microsoft Office Specialist, any program, each program certification is considered a \$.25 additive | \$0.25 per hour |
| All Classified Staff- Microsoft Certified Application Specialist | \$0.25 per hour |
| All Classified Staff- WCPS Proctored Technology Training Courses (Not Safe Schools or Para Exams) | \$0.25 per hour |
| Technology- Fortinet Certified Associate (Must Complete All 3 Levels) | \$0.25 per hour |
| Technology - Fortinet Certified Fundamentals | \$0.25 per hour |
| Technology - Fortinet Certified Associate | \$0.25 per hour |
| Technology - Fortinet Certified Professional (Any Product) | \$0.25 per hour |
| Technology- Certification in Cybersecurity (ISC) | \$0.25 per hour |
| Finance/HR - Frontline Absence Management Certification Course | \$0.25 per hour |
| Instructional Assistant - Autism Certification through KATC or IRIS Center (Max 1 Certificate Type) | \$0.25 per hour |
| Maintenance/Custodial - Forklift and/or Aerial Lift Certifications | \$0.25 per hour |
| Maintenance/Custodian - (NCCER) /OSHA Certifications | \$0.25 per hour |
| Maintenance/Custodian - KSPMA General Maintenance Certification | \$0.25 per hour |
| Maintenance/Custodian - Backflow Certification | \$0.25 per hour |
| Maintenance/Custodian - Certified Manager of Maintenance | \$0.25 per hour |
| Maintenance/Custodian - Facilities Management Administrator | \$0.25 per hour |
| Maintenance/Custodian - Concrete Certification | \$0.25 per hour |
| Maintenance/Custodian - Herbicide Spray Certification | \$0.25 per hour |