



JEFFERSON COUNTY PUBLIC SCHOOLS
2024-2025
SALARY SCHEDULES

JOB FAMILY III SALARY SCHEDULE

2024 - 25

Annual Salary based on 187 days, 7 hours per day

STEP	RANK III	RANK III + 15	RANK II	RANK II + 15	RANK I	DOCTORATE
	(31) Bachelor's	(32) Bachelor's + 15 hrs	(21) Master's	(22) Master's + 15 hrs	(11) Master's + 30 hrs	(12) Doctorate Degree
0	48,038.41	49,982.82	54,516.02	56,455.79	60,986.55	63,789.20
1	48,903.62	50,843.36	55,376.52	57,318.64	61,847.09	64,656.84
2	49,768.89	51,708.66	56,239.41	57,962.88	62,714.68	65,514.98
3	50,624.73	52,571.53	57,099.95	59,042.09	63,572.88	66,377.89
4	53,653.11	53,653.11	59,350.12	59,905.02	65,037.72	67,243.14
5	54,516.02	55,162.57	59,691.05	61,633.16	66,163.93	68,968.95
6	55,811.52	56,888.35	61,416.82	63,354.25	67,887.40	70,692.34
7	56,669.68	58,609.47	63,142.61	65,089.43	69,613.18	72,418.20
8	58,397.84	60,342.34	64,870.77	66,812.86	71,341.32	74,148.68
9	60,119.00	62,065.75	66,594.22	68,536.32	73,067.13	75,869.79
10	61,847.09	63,789.20	68,320.06	70,259.75	74,788.22	77,593.26
11	65,303.39	67,243.14	71,773.95	73,711.40	78,249.16	81,047.17
12	67,026.82	68,968.95	73,499.75	75,439.52	79,972.63	82,775.31
13	68,752.64	70,692.34	75,220.86	77,165.34	81,696.09	84,505.80
14	70,478.43	72,418.20	76,951.32	78,888.74	83,421.93	86,226.93
15	72,201.88	74,148.68	78,679.46	80,616.88	85,145.36	87,952.70
16	75,658.18	77,593.26	82,131.13	84,073.22	88,601.63	91,399.63
17	78,249.16	80,186.63	84,712.74	86,661.86	91,190.36	93,990.67
18	78,249.16	80,186.63	84,712.74	86,661.86	91,190.36	93,990.67
19	78,249.16	80,186.63	84,712.74	86,661.86	91,190.36	93,990.67
20	79,972.63	81,914.81	86,443.24	88,385.31	92,916.13	95,716.45
21	79,972.63	81,914.81	86,443.24	88,385.31	92,916.13	95,716.45
22	79,972.63	81,914.81	86,443.24	88,385.31	92,916.13	95,716.45
23	79,972.63	81,914.81	86,443.24	88,385.31	92,916.13	95,716.45
24	79,972.63	81,914.81	86,443.24	88,385.31	92,916.13	95,716.45
25	81,263.47	83,207.95	87,736.40	89,678.49	94,206.97	97,014.33

The 2024-2025 teacher salary schedule reflects an increase of 2.0%. Annual salary is based on a 187 days, 7 hours per day work year.

Munis Group/BU: CERT, CERV, RCET, CLA1, CLA2, CERU, CLAU, and CERX x admin index

EMERGENCY CERTIFICATION	
2024 - 25	
Annual Salary based on 187 days 7 hours per day	
STEP	RANK IV 96-127 HOURS INDEX SALARY
0	47,038.41
1	47,903.62
2	48,768.89
3	49,624.73
4	52,653.10
5	53,516.02
6	54,811.51
7	55,669.68
8	57,397.84
9	59,119.00
10	60,847.09

Salaries for Rank IV reflect \$1000 less than Rank III of teacher salary.

JOB FAMILY IV						
Addendum to the Teachers Salary Schedule for Certified Administrators						
2024 - 25						
SALARY	STEP					
GRADE	0	1	2	3	4	5
16	1.320	1.338	1.355	1.373	1.388	1.405
15	1.275	1.290	1.306	1.320	1.336	1.352
14	1.230	1.244	1.258	1.272	1.285	1.299
13	1.190	1.201	1.213	1.225	1.237	1.249
12	1.151	1.162	1.172	1.182	1.191	1.201
11	1.111	1.119	1.128	1.138	1.147	1.156
10	1.073	1.080	1.088	1.095	1.103	1.111
09	1.036	1.042	1.049	1.055	1.062	1.068
08	1.001	1.007	1.012	1.017	1.021	1.026

Salary Computation for Certified Administrator:

Job Family III Daily Rate X Certified Administrator Index = Certified Administrator's Daily Rate

Certified Administrator's Daily Rate X Number of Days = Annual Salary

Example Salary Computation for High School Principal who is on Certified Admin Grade 14/Step 5 and Teacher Rank I/Step 25:

Step 1: Find Rank I/Step 25 Annual Salary on Job Family III/Teacher Salary Schedule = \$94,206.97

Step 2: Divide \$94,206.97 by 187 days = \$503.7806 per day

Step 3: Find Certified Administrator Index for High School Principal at Grade 14/Step 5 = 1.299

Step 4: Multiply \$503.7806 x 1.299 = \$654.4110 Certified Admin Daily Rate

Step 5: Multiply \$654.4110 x 260 or applicable Number of Contract Days = \$170,146.86

Effective 7/1/2023, administrator salaries shall be capped at \$765.90 per day including doctorate stipend.

JOB FAMILY II - SALARY EXEMPT

2024 - 25

Daily Rate is based on 8 hour work day.

GRADE	0	1	2	3	4	5	6	7	8	9	10
18	549.1568	571.1029	593.0494	613.9981	635.9445	657.3921	678.8397	700.2869	722.2333	743.6808	765.1283
17	528.2079	548.6579	569.6067	590.5555	611.0054	631.9541	652.4041	673.3529	694.3017	714.7516	735.7004
16	508.2568	528.7067	548.6579	568.6092	588.5603	608.0128	628.4627	648.4139	667.8663	688.3164	707.7688
15	488.8043	507.7580	527.2106	546.1642	565.1177	584.5701	603.5237	622.9762	641.9298	660.8833	680.3358
14	469.8507	488.3056	506.7606	525.2150	543.6701	561.6262	580.5800	598.5359	616.9909	635.9445	653.9005
13	451.3958	469.3520	487.3080	504.7653	522.7215	540.6774	557.6360	575.5920	593.5482	611.0054	628.9615
12	434.9361	451.8948	468.8533	486.3104	502.7701	520.2274	537.1859	554.1445	571.1029	588.5603	605.0202
11	417.4788	434.4374	450.3982	466.8580	483.3177	499.2787	515.7384	532.6969	548.6579	565.1177	581.5773
10	401.5180	417.4788	433.4397	448.9020	464.8630	480.8239	496.2860	511.7481	527.7092	543.6701	559.1322
9	386.5546	401.0190	416.4811	431.9435	446.9068	461.8704	476.8336	492.2958	507.2593	522.2226	537.6848
8	371.0923	386.0559	400.0215	414.9850	429.4495	444.4130	458.3788	473.3422	487.8068	502.2714	516.7360

Job Family II, Grades 8 - 18 are salaried positions exempt from overtime. Daily Rates are based on 8 hour per work day.

Effective July 1, 2023, administrator salaries shall be capped at \$765.90 per day including doctorate stipend.

The 2024-25 Job Family II salary schedules reflects an increase of 2.0%.

Add-to-base stipends including but not limited to KLEFPF, Classified Doctorate & Temporary stipends are not subject to Cost of Living increases.

JOB FAMILY II - SALARY EXEMPT (1)															
2024 - 25															
Daily Rate is based on 8 hour work day.															
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
7	256.0853	268.8807	281.6888	294.4715	307.2797	320.1005	332.8831	332.8831	345.6782	345.6782	358.5117	358.5117	371.3071	371.3071	384.1025
6	232.7631	244.3987	256.0345	267.6701	279.3058	290.9540	302.6023	302.6023	314.2251	314.2251	325.8735	325.8735	337.5219	337.5219	349.1446
5	-	225.2510	230.6477	241.1363	251.6378	262.1262	272.6148	272.6148	283.0779	283.0779	293.5667	293.5667	304.0423	304.0423	314.5439
4	-	-	-	-	225.2510	234.0631	243.4175	243.4175	252.7717	252.7717	262.1391	262.1391	271.5063	271.5063	280.8605
SI	232.8843	244.5261	268.8720	272.9520	281.5200	287.6400	294.5760	294.5760	298.9824	298.9824	303.9600	303.9600	310.0800	310.0800	319.0560

(1) Job Family II - SALARY EXEMPT schedule is based on 8 hours per day. Positions are salaried and exempt from overtime.

Longevity Pay for Job Family II Grades 4 -7 & SI (revised effective 7/1/24): The rates below are in addition to the above salary schedule hourly rate. Longevity pay is based on continuous permanent employment with JCPS with no break in service.

10 years as of July 1st: \$.20 per hour

15 years as of July 1st: \$.60 per hour (includes the \$.20 for after 10 yrs)

20 years as of July 1st: \$.80 per hour (includes the \$.60 for after 15 yrs)

25 years as of July 1st: \$1.00 per hour (includes the \$.80 for after 20 yrs)

The 2024-25 Job Family II - Salary Exempt schedule reflects an increase of 2.0%.

Add-to-base stipends including but not limited to Longevity, Shift, KLEFPF, Classified Doctorate & Temporary stipends are not subject to Cost of Living increases.

Munis Group/BU: CLAS and CLAP (Grades 4-7, SI)

JOB FAMILY II - HOURLY NON-EXEMPT (2)															
2024 - 25															
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
3	20.7112	21.7483	22.7869	23.8208	24.8578	25.8902	26.9241	26.9241	27.9612	27.9612	28.9951	28.9951	30.0321	30.0321	31.0660

(2) Job Family II - HOURLY NON-EXEMPT. Beginning 7/1/24, position in Job Family II/grade 3 are hourly (overtime eligible) to comply with Federal minimum limits effective 7/1/24.

Classified Stipend for Doctorate Degree: \$1.6653 per hour

Longevity Pay for Job Family II Grades 3 (revised effective 7/1/24): The rates below are in addition to the above salary schedule hourly rate. Longevity pay is based on continuous permanent employment with JCPS with no break in service.

10 years as of July 1st: \$.20 per hour

15 years as of July 1st: \$.60 per hour (includes the \$.20 for after 10 yrs)

20 years as of July 1st: \$.80 per hour (includes the \$.60 for after 15 yrs)

25 years as of July 1st: \$1.00 per hour (includes the \$.80 for after 20 yrs)

The 2024-25 Job Family II - Hourly Non-Exempt schedule reflects an increase of 2.0%

Add-to-base stipends including but not limited to Longevity, Shift, KLEFPF, Classified Doctorate & Temporary stipends are not subject to Cost of Living increases.

Munis Group/BU: CLA5 and CLAJ (Grade I13 and I13H)

CLASSIFIED SUPPORT STAFF HOURLY RATES

SALARY SCHEDULE IA

2024 - 25

GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
16	29.1846	30.7523	32.3962	33.9892	35.4804	37.2265	39.1509	39.1509	40.8712	40.8712	42.4771	42.4771	44.3634	44.3634	45.0512	45.7778	46.5041	47.3198
15	27.8210	29.3123	30.9052	32.3962	33.7854	35.5060	37.3027	37.3027	38.9723	38.9723	40.5144	40.5144	42.3240	42.3240	42.9868	43.6750	44.3758	45.1534
14	26.4700	27.8847	29.4013	30.7903	32.1413	33.7088	35.4547	35.4547	37.0735	37.0735	38.5135	38.5135	40.2086	40.2086	40.8329	41.4828	42.1455	42.8849
13	25.0554	26.3554	27.7954	29.1081	30.4208	31.8992	33.5560	33.5560	35.0213	35.0213	36.4235	36.4235	38.0420	38.0420	38.6282	39.2527	39.8772	40.5779
12	23.6407	24.9024	26.2151	27.4768	28.7259	30.1532	31.6571	31.6571	33.1224	33.1224	34.3970	34.3970	35.9136	35.9136	36.4616	37.0606	37.6469	38.2969
11	22.2645	23.4750	24.6858	25.9221	27.0182	28.3436	29.8090	29.8090	31.1600	31.1600	32.3706	32.3706	33.7854	33.7854	34.3206	34.8686	35.4165	36.0411
10	20.9133	22.0477	23.1948	24.3672	25.3995	26.6739	28.0504	28.0504	29.2611	29.2611	30.4208	30.4208	31.7590	31.7590	32.2561	32.7660	33.2883	33.8745
9	19.4734	20.5311	21.5890	22.6595	23.6663	24.8133	26.0750	26.0750	27.2346	27.2346	28.3050	28.3050	29.5796	29.5796	30.0385	30.5101	31.0070	31.5424
8	18.0968	19.1165	20.1234	21.0793	22.0095	23.0544	24.2526	24.2526	25.3485	25.3485	26.3171	26.3171	27.5024	27.5024	27.9613	28.4074	28.8788	29.3758
7	16.6697	17.6129	18.5174	19.4223	20.2380	21.2958	22.3535	22.3535	23.3603	23.3603	24.2526	24.2526	25.3485	25.3485	25.7309	26.1388	26.5719	27.0307
6	15.9864	16.1853	17.0521	17.8676	18.6323	19.5371	20.5948	20.5948	21.4615	21.4615	22.3155	22.3155	23.3222	23.3222	23.6793	24.0739	24.4438	24.8643
5	15.8265	15.9864	16.2491	17.0267	17.7911	18.6323	19.5752	19.5752	20.4803	20.4803	21.2958	21.2958	22.2388	22.2388	22.5703	22.9401	23.2967	23.7046
4	15.6680	15.8265	15.9864	16.2108	16.9245	17.7401	18.6323	18.6323	19.4861	19.4861	20.2380	20.2380	21.1685	21.1685	21.4615	21.8184	22.1625	22.5449
3	15.5117	15.6683	15.8265	15.9864	16.1218	16.9245	17.7911	17.7911	18.5560	18.5560	19.3205	19.3205	20.1613	20.1613	20.4803	20.8117	21.1556	21.5253
2	15.2039	15.3564	15.5117	15.6683	15.8265	15.9864	16.7844	16.7844	17.5362	17.5362	18.1990	18.1990	19.0529	19.0529	19.3205	19.6263	19.9449	20.3018
1	14.9940	15.0518	15.2039	15.3564	15.5117	15.6683	15.8265	15.9864	16.6314	16.6314	17.2685	17.2685	18.0588	18.0588	18.3520	18.6575	18.9508	19.2822

Longevity Pay for Job Family 1A (revised effective 7/1/24). The rates below are in addition to the above salary schedule hourly rate: Longevity pay is based on continuous, permanent JCPS employment with no break in service.

- 10 years as of July 1st: \$.20 per hour
- 15 years as of July 1st: \$.60 per hour (includes the \$.20 for after 10 yrs)
- 20 years as of July 1st: \$.80 per hour (includes the \$.60 for after 15 yrs)
- 25 years as of July 1st: \$ 1.00 per hour (includes the \$.80 for after 20 yrs)

Shift Differential:

- Second Shift: \$.65 per hour
- Third Shift: \$ 1.00 per hour

ECE & Early Childhood Instructional Assistant and Personal Care Asst ECE Stipend Pay (JCCs 8190, 8194, 8015, 8023, 8906):
\$1.00 per hour in addition to the above salary schedule

AIS and/or CHOICE Zone Classroom Instructional Support Stipend Pay:
\$1.00 per hour in addition to the above salary schedule

The 2024-25 Job Family IA salary schedule reflects an increase of 2.0%.

Add-to-base stipends including but not limited to Longevity, Shift, ECE IA, AIS/CZ, Classified Doctorate & Temporary stipends are not subject to Cost of Living increases.

Munis Group/BU:: CLAA, CLAR, CLA5, CLAB, CLA8, CLAD, RCLA

CLASSIFIED SUPPORT STAFF HOURLY RATES

SALARY SCHEDULE IB

2024 - 25

GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13
13	24.7242	26.0366	27.3367	28.8788	30.3061	31.7464	33.1736	34.6137	34.6137	35.9902	35.9902	37.4557	37.4557	39.0360
12	23.7171	24.9663	26.2280	27.7319	29.0700	30.4589	31.8101	33.2373	33.2373	34.5755	34.5755	35.9520	35.9520	37.4557
11	22.8252	24.0103	25.2593	26.6867	27.9868	29.2994	30.5863	31.9631	31.9631	33.2502	33.2502	34.6011	34.6011	36.0027
10	21.9589	23.0801	24.2908	25.6543	26.9035	28.1907	29.4524	30.7011	30.7011	31.9885	31.9885	33.2755	33.2755	34.6648
09	21.2067	22.2900	23.4626	24.7494	25.9730	27.1967	28.3691	29.6306	29.6306	30.8160	30.8160	32.1031	32.1031	33.4157
08	20.3273	21.4106	22.5066	23.7427	24.9024	26.1132	27.2728	28.4708	28.4708	29.6178	29.6178	30.8031	30.8031	32.1286
07	19.5371	20.5821	21.6143	22.8634	23.9466	25.1191	26.2151	27.3751	27.3751	28.4838	28.4838	29.6306	29.6306	30.9052
06	18.8235	19.8431	20.8499	22.0095	23.0544	24.2016	25.2722	26.3554	26.3554	27.4386	27.4386	28.5474	28.5474	29.7327
05	18.0968	19.0783	20.0469	21.1685	22.1880	23.2333	24.2908	25.3485	25.3485	26.3554	26.3554	27.4386	27.4386	28.5601
04	16.8098	17.6890	18.5685	19.6010	20.5821	21.5508	22.5449	23.5133	23.5133	24.4692	24.4692	25.4506	25.4506	26.5210
03	15.9864	16.1091	16.9500	17.8929	18.7342	19.6139	20.5311	21.4106	21.4106	22.2770	22.2770	23.1819	23.1819	24.1252
02	15.6683	15.8265	15.9864	16.2875	17.0902	17.9185	18.6830	19.4988	19.4988	20.3018	20.3018	21.1176	21.1176	22.0095
01	15.3564	15.5117	15.6683	15.8265	15.9864	16.1344	16.8481	17.5746	17.5746	18.3137	18.3137	19.0400	19.0400	19.8176

Longevity Pay for Job Family 1B (revised effective 7/1/24). The rates below are in addition to the above salary schedule hourly rate: Longevity pay is based on continuous, permanent JCPS employment with no break in service.

- 10 years as of July 1st: \$.20 per hour
- 15 years as of July 1st: \$.60 per hour (includes the \$.20 for after 10 yrs)
- 20 years as of July 1st: \$.80 per hour (includes the \$.60 for after 15 yrs)
- 25 years as of July 1st: \$ 1.00 per hour (includes the \$.80 for after 20 yrs)

Shift Differential:

- Second Shift: \$.65 per hour
- Third Shift: \$1.00 per hour

The 2024-2025 Job Family IB salary schedule reflects an increase of 2%.

Add to base stipends including but not limited to Longevity, Shift, Classified Doctorate, KLEFPF & Temporary Stipends are not subject to Cost of Living Increases.

Munis Group/BU: CLAE, CLAT (job class code 8818 only), CLAJ

CLASSIFIED SUPPORT STAFF HOURLY RATES														
SALARY SCHEDULE IB - BUS DRIVERS AND SPECIAL NEEDS TRANSPORTATION ASSISTANTS														
2024 - 25														
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13
BUS	24.0968	25.0783	26.0469	27.1685	28.1880	29.2333	30.2908	31.3485	31.3485	32.3554	32.3554	33.4386	33.4386	34.5601
SNTA	21.9864	22.1091	22.9500	23.8929	24.7342	25.6139	26.5311	27.4106	27.4106	28.2770	28.2770	29.1819	29.1819	30.1252

Longevity Pay for Job Family 1B (revised effective 7/1/24). The rates below are in addition to the above salary schedule hourly rate. Longevity pay is based on continuous, permanent JCPS employment with no break in service.

- 10 years as of July 1st: \$.20 per hour
- 15 years as of July 1st: \$.60 per hour (includes the \$.20 for after 10 yrs)
- 20 years as of July 1st: \$.80 per hour (includes the \$.60 for after 15 yrs)
- 25 years as of July 1st: \$ 1.00 per hour (includes the \$.80 for after 20 yrs)

Challenging Bus Stipend (Job Class Codes 8814, 8816, 8818 & 8824):

- \$5.00 per hour for one challenge
- \$7.50 per hour for two challenges
- \$10.00 per hour for three challenges

Bus Driver & SNTA Differential Pay:

Effective 7/1/24, the Bus Driver & SNTA salary schedule has been increased by \$6.00 per hour permanently in addition to the 2% Cost of Living increase, and will be included in the hourly pay rate on all wages paid regardless of scheduled hours worked. The \$6.00 per hour Bus Driver & SNTA Differential Incentive pay previously paid based on fulfillment of working all scheduled hours in the pay period has been discontinued.

New Bus Driver Incentives (Job Class Codes 8814 & 8818):

\$150 plus CDL fees: New Bus Driver without CDL

Bus drivers hired by JCPS after 7/1/16 will receive reimbursement of CDL license fees up to \$75 upon successful completion of training and hired as a full-time or permanent part-time bus driver. One-time \$150 incentive will be paid after successful completion of 90 day probationary period. Only eligible to be paid this incentive one-time during the driver's career including breaks in service.

\$2000 Incentive: New Bus Driver with CDL

Full-time and permanent part-time Bus driver hired by JCPS after 7/1/24 and have a CDL will be paid a one-time \$2000 incentive payment after successful completion of 90 day probationary period. Only eligible to be paid this incentive one-time during the driver's career including breaks in service.

\$4000 Incentive: New Bus Driver with CDL and School Bus Endorsement

Full-time and permanent part-time bus drivers hired by JCPS after 7/1/24 and have a CDL and School Bus Endorsement will be paid a one-time \$4000 incentive payment after successful completion of 90 day probationary period. Only eligible to be paid this incentive one-time during the driver's career including breaks in service.

The 2024-2025 Job Family IB Bus Driver & SNTA salary schedule reflects an increase of 2.0% plus \$6.00 per hour.

Add-to-base stipends including but not limited to Longevity, Shift, Classified Doctorate, KLEFPF & Temporary stipends are not subject to Cost of Living increases.

Munis Group/BU: CLAE (job class code 8814, 8816, 8824 only and CLAT (job class code 8818 only)

CLASSIFIED SUPPORT STAFF HOURLY RATES

SALARY SCHEDULE IB - Nutrition Services

2024 - 25

GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13
04	16.8098	17.6890	18.5685	19.6010	20.5821	21.5508	22.5449	23.5133	23.5133	24.4692	24.4692	25.4506	25.4506	26.5210
03	15.9864	16.1091	16.9500	17.8929	18.7342	19.6139	20.5311	21.4106	21.4106	22.2770	22.2770	23.1819	23.1819	24.1252
02	15.6683	15.8265	15.9864	16.2875	17.0902	17.9185	18.6830	19.4988	19.4988	20.3018	20.3018	21.1176	21.1176	22.0095
01	15.3564	15.5117	15.6683	15.8265	15.9864	16.1344	16.8481	17.5746	17.5746	18.3137	18.3137	19.0400	19.0400	19.8176

Longevity Pay for Job Family 1B Nutrition Services (revised effective 7/1/24: The rates below are in addition to the above salary schedule hourly rate.

Longevity pay is based on continuous, permanent JCPS employment with no break in service.

10 years as of July 1st: \$.20 per hour

15 years as of July 1st: \$.60 per hour (includes the \$.20 for after 10 yrs)

20 years as of July 1st: \$.80 per hour (includes the \$.60 for after 15 yrs)

25 years as of July 1st: \$1.00 per hour (includes the \$.80 for after 20 yrs)

See Temporary Salary Schedule Schedule for 2024-25 pay adjustments.

The 2024-25 Nutrition Services Job Family IB salary schedule reflects an increase of 2.0%.

Add-to-base stipends including but not limited to Longevity, Shift, Classified Doctorate & Temporary stipends are not subject to Cost of Living increases.

CLASSIFIED SUPPORT STAFF HOURLY RATES														
SALARY SCHEDULE IB - SEIU CUSTODIANS AND HOURLY PLANT OPERATORS														
2024 - 25														
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13
5H	18.0968	19.0783	20.0469	21.1685	22.1880	23.2333	24.2908	25.3485	25.3485	26.3554	26.3554	27.4386	27.4386	28.5601
4H	16.8098	17.6890	18.5685	19.6010	20.5821	21.5508	22.5449	23.5133	23.5133	24.4692	24.4692	25.4506	25.4506	26.5210
3H	15.9864	16.1091	16.9500	17.8929	18.7342	19.6139	20.5311	21.4106	21.4106	22.2770	22.2770	23.1819	23.1819	24.1252
2H	15.6683	15.8265	15.9864	16.2875	17.0902	17.9185	18.6830	19.4988	19.4988	20.3018	20.3018	21.1176	21.1176	22.0095
1H	15.3564	15.5117	15.6683	15.8265	15.9864	16.1344	16.8481	17.5746	17.5746	18.3137	18.3137	19.0400	19.0400	19.8176

Longevity Pay for Job Family 1B SEIU(revised effective 7/1/24). The rates below are in addition to the above salary schedule hourly rate: Longevity pay is based on continuous, permanent JCPS employment with no break in service.

- 10 years as of July 1st: \$.20 per hour
- 15 years as of July 1st: \$.60 per hour (includes the \$.20 for after 10 yrs)
- 20 years as of July 1st: \$.80 per hour (includes the \$.60 for after 15 yrs)
- 25 years as of July 1st: \$ 1.00 per hour (includes the \$.80 for after 20 yrs)

Shift Differential:

- Second Shift: \$.65 per hour
- Third Shift: \$1.00 per hour

Custodians and Lead Custodians working in a higher classification: \$2.00 per hour

The 2024-25 Job Family IB salary schedule reflects an increase of 2.0%.

Add-to-base stipends including but not limited to Longevity, Shift, Classified Doctorate & Temporary stipends are not subject to Cost of Living increases.

CLASSIFIED SUPPORT STAFF HOURLY RATES															
SALARY SCHEDULE IC - Officer Security & Officer School Safety															
2024 - 25															
GRADE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14
OS	27.2523	29.7424	34.0771	34.0771	34.6649	34.6649	35.2183	35.2183	35.7602	35.7602	36.3596	36.3596	36.9936	36.9936	37.5931
OSS	26.3996	28.8056	32.7590	32.7590	33.5617	33.5617	34.0964	34.0964	34.6198	34.6198	35.1990	35.1990	35.8116	35.8116	36.3908

Longevity Pay for Job Family IC (revised effective 7/1/24). The rates below are in addition to the above salary schedule hourly rate. Longevity pay is based on continuous permanent employment with JCPS with no break in service.

- 10 years as of July 1st: \$.20 per hour
- 15 years as of July 1st: \$.60 per hour (includes the \$.20 for after 10 yrs)
- 20 years as of July 1st: \$.80 per hour (includes the \$.60 for after 15 yrs)
- 25 years as of July 1st: \$1.00 per hour (includes the \$.80 for after 20 yrs)

Shift Differential Pay:

- Second Shift: \$.65 per hour
- Third Shift: \$1.00 per hour

The 2024-25 Job Family 1C salary schedule reflects an increase of 2.0% plus adjustment.

Add-to-base stipends including but not limited to Longevity, Shift, Classified Doctorate & Temporary stipends are not subject to Cost of Living increases.

JOB FAMILY V SALARY SCHEDULE						
PERMANENT FULL-TIME AUXILIARY TEACHER & RESIDENT CLASSROOM INSTRUCTION* SALARY SCHEDULE						
2024 - 25						
RANK		STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
		0-2 yrs.	3-5 yrs.	6-8 yrs.	9-11 yrs.	12+ yrs.
I	Master's plus 30 semester hrs	209.5198	217.9041	226.2886	232.5685	243.0461
II	Master's Degree	188.5757	203.2399	211.6244	219.9976	226.2886
III	Bachelor's Degree	182.2846	188.5757	194.8556	203.2399	209.5198
IV	96 semester hours plus	173.9114	180.1914	188.5757	195.1130	201.1467
V	64-95 semester hours	161.3292	167.6203	173.9114	180.8854	186.4824

*Resident Classroom Instruction salary is Rank III/Step 0 in the above schedule and not eligible for step increases.

The 2024-25 Permanent Full-Time Auxiliary Teacher salary schedule reflects an increase of 2.0%.

Munis Group/BU: CLAU grades PS1 - PS5

LIMITED SPECIAL PROJECT SUBSTITUTE SALARY SCHEDULE					
RE-EMPLOYED JCPS TEACHER RETIREES*					
2024 - 25					
	RANK III	RANK III + 15	RANK II	RANK II +15	RANK I
Daily Rate	210.9387	217.4822	233.2097	239.7744	255.4808
Hourly Rate	30.1341	31.0689	33.3157	34.2535	36.4973
* Subject to reduction to comply with TRS Daily Wage Threshold (DWT)					

The 2024-25 Certified Re-employed Retiree salary schedule is not marked to Cost of Living Adjustment (COLA).

Munis Group/BU: SUB7/Step 5 and RCET/Step 41

JOB FAMILY V SALARY SCHEDULE		
SUBSTITUTE TEACHERS SALARY SCHEDULE		
2024 - 25		
RANK	DESCRIPTION	DAILY RATE
I	Master's plus 30 semester hrs	195.0000
II	Master's Degree	185.0000
III	Bachelor's Degree	175.0000
IV	96 semester hours plus	165.0000
V	64-95 semester hours	155.0000

Incentives

Substitute Teacher Incentive Pay:

- \$20.00 per day for substituting for an Exceptional Child Education certified teacher position
- \$20.00 per day for substituting for an Early Childhood certified teacher position
- See Temporary Salary Adjustments Schedule for additional Critical Need stipends for the 2024-2025 school year

Temporary Appointee (Long-term) Assignment:

- After working 20 consecutive days for the same absent certified teacher, the substitute teacher's pay will increase by 1.5 the normal rate, with other incentives removed, beginning on day 21 until the end of the assignment.
- After working 21 consecutive days for the same absent certified teacher, the substitute teacher will receive a one-time payment of \$1,000 in addition to the increase in the normal rate explained above.
- Temporary Appointees are not eligible the following sub incentive pays at the same time they are receiving the 1.5 pay increase: \$20/day ECE Sub, \$20/day Early Childhood Sub, Temporary Critical Needs Incentives.

Incentive pay ends at the end of each school year. Incentive goals must be met each new school year.

The 2024-25 Substitute Teacher salary schedule reflects an increase of 2.0% rounded down to nearest whole dollar.

RETIRED CERTIFIED SUBSTITUTE ADMINISTRATOR SALARY SCHEDULE - DAILY RATE BASED ON 8 HRS PER DAY						
2024 - 25						
STEP	RANK III	RANK III + 15	RANK II	RANK II + 15	RANK I	DOCTORATE
0	223.0288	232.2409	253.7173	262.9071	284.3723	297.6502
1	227.1280	236.3178	257.7942	266.9952	288.4493	301.7606
2	231.2272	240.4171	261.8823	270.0473	292.5596	305.8264
3	235.2819	244.5052	265.9592	275.1602	296.6254	309.9144
4	249.6292	249.6292	276.6195	279.2483	303.5652	314.0137
5	253.7173	256.7805	278.2347	287.4356	308.9008	322.1899
6	259.8549	264.9567	286.4108	295.5895	317.0659	330.3549
7	263.9208	273.1106	294.5870	303.8102	325.2420	338.5310
8	272.1080	281.3202	302.7742	311.9753	333.4293	346.7295
9	280.2620	289.4852	310.9392	320.1403	341.6054	354.8834
10	288.4493	297.6502	319.1155	328.3053	349.7593	363.0484

Salary Placement cannot exceed the retiree's TRS Daily Wage Threshold.

Retired administrator maximum daily pay shall be capped at the 8-hr daily rate reflected on this schedule.

The 2024-25 Part-time Retired Certified Administrator salary schedule is not marked to Cost of Living Adjustment (COLA).

RETIRED JOB FAMILY II CLASSIFIED SUBSTITUTE	
2024 - 25	
GRADE II-A	HOURLY RATE
18	68.6447
17	66.0259
16	63.5321
15	61.1006
14	58.7313
13	56.4245
12	54.3669
11	52.1849
10	50.1897
9	48.3193
8	46.3865
7	32.0107
6	29.0954
5	26.2104
4	23.4068
3	20.7112

Classified part-time/substitute retiree administrators are employed at step 0 of the appropriate Job Family II salary grade. If position is subject to TRS, the rate cannot exceed the retiree's TRS Daily Wage Threshold (DWT).

Retired administrator maximum daily pay shall be capped at the 8-hours per day.

The 2024-25 Retired Job Family II Classified Substitute Administrator salary schedule reflects an increase of 2.0%.

Munis BU: SUBC (Grade II-A) and RCEA (Grade II-A/JCC 8381 only)

ADULT EDUCATION (FULL-TIME AND PART-TIME)	
HOURLY SALARY RATE	
2024 - 25	
Adult Ed Instructor I, Temp (SUBC-SUB-STEP 35)	27.4035
Adult Ed Instructor II, Temp (SUBW-SUB-STEP 35)	27.4035
Adult Ed Teacher, Temp (SUBW-SUB-STEP 35)	27.4035
Adult Ed Center Manager (SUBW-SUB-STEP 36)	30.7742
Adult Ed Instructor II, Full Time (CLAU-ADLT-STEP 0)	32.1112
Professional Development	10.7800

The 2024-25 Adult Ed Full-time salary schedule reflects an increase of 2.0%
The 2024-25 Adult Ed Temp salary schedule is not marked to Cost of Living Adjustment (COLA).

YOUTH STUDENT APPRENTICESHIP / YOUTH APPRENTICESHIP

2024 - 25

CAREER PATHWAY	Job Family 6 Grade YA-x	# Hours Required for Apprenticeship Completion	0-1000 (Step 0)	1000-2000 (Step 1)	2000-3000 (Step 2)	3000-4000 (Step 3)	4000-5000 (Step 4)	5000-6000 (Step 5)	Full Time Salary Schedule & Grade	Entry Level Starting Pay
Accounting	YA-1	4,000	9.1794	9.6794	10.1794	10.6794	-	-	1A, Gr. 5	15.8265
Administrative Support	YA-2	4,000	9.1794	9.6794	10.1794	10.6794	-	-	1A, Gr. 5	15.8265
Medical Assistant	YA-3	4,000	9.0874	9.5874	10.0874	10.5874	-	-	1A, Gr. 4	15.6680
Graphic Design	YA-4	3,000	9.2721	9.7721	10.2721	-	-	-	1A, Gr. 6	15.9864
IT: Specialist	YA-5	2,606	12.1297	12.6297	13.1297	-	-	-	1A, Gr. 10	20.9133
IT: Help Desk	YA-6	2,008	12.1297	12.6297	-	-	-	-	1A, Gr. 10	20.9133
Cook	YA-7	3,000	8.9067	9.4067	9.9067	-	-	-	1B, Gr. 1	15.3564
Maintenance (Facility)	YA-8	4,000	11.3315	11.8315	12.3315	12.8315	-	-	1B, Gr. 7	19.5371
Diesel Mechanic	YA-9	6,000	12.7362	13.2362	13.7362	14.2362	14.7362	15.2362	1B, Gr. 10	21.9589
Early Childhood	YA11	4,000	9.0874	9.5874	10.0874	10.5874	-	-	1A, Gr. 4	15.6680
Industrial Manufacturing Technician	YA12	2,736	10.4961	10.9961	11.4961	-	-	-	1B, Gr. 5	18.0968
Landscape Management Technician	YA13	2,000	8.9968	9.4968	-	-	-	-	1A, Gr. 3	15.5117

Starting Pay of Step 0 is 58% of full-time Entry Level position which reflects an increase of 2%. Subsequent steps increase by \$.50 per hour.

CLASSIFIED HOURLY SUBSTITUTE RATES JOB FAMILY 6 (SUBC)			
2024 - 25			
DESCRIPTION	Temp Grade/Step	Job Family Grade/Step Equivalent	Entry Level Starting Pay
Americorp Participant	SUBC-SUB-03		Living Wage
Student Worker	STDT-1-00		10.0000
Student Worker - Co-op Vehicle Maintenance	STDT-2-00		10.5000
Classified Temp/Substitute	SUBC-SUB-30		10.9778
Classified Temp/Substitute	SUBC-SUB-01	IA-3-0	15.5117
Classified Temp/Substitute	SUBC-SUB-04	IA-4-0	15.6680
Classified Temp/Substitute	SUBC-SUB-05	IA-5-0	15.8265
Classified Temp/Substitute	SUBC-SUB-06	IA-6-0	15.9864
Classified Temp/Substitute	SUBC-SUB-07	IA-7-0	16.6697
Classified Temp/Substitute	SUBC-SUB-08	IA-8-0	18.0968
Classified Temp/Substitute	SUBC-SUB-10	IA-10-0	20.9133
Classified Temp/Substitute	SUBC-SUB-13	IA-13-0	25.0554
Temp/Sub RN	SUBC-SUB-11	IA-8-6	24.2526
Temp/Sub Interpreter I	SUBC-SUB-16	IA-8-4	22.0095
Temp/Sub Interpreter II	SUBC-SUB-17	IA-10-5	26.6739
Temp/Sub Interpreter III	SUBC-SUB-18	IA-12-6	31.6571
Bus Driver Trainee	SUBC-SUB-28		21.0000
Sub Bus Driver	SUBC-SUB-29		27.0000
Retired Bus Driver	SUBC-SUB-51		32.2500
Temp/Sub SNTA	SUBC-SUB-52		25.2104
Sub Custodian	SUBC-SUB-37		17.1360
Summer Grounds & Summer Mover/Maintenance	SUBC-SUB-38	IB-2-1	15.8265
Grounds Crewleaders	SUBC-SUB-40	IB-3-1	16.1091
Sub In-School Security Monitor	SUBC-SUB-42	IB-5-0	18.0968
Painter	SUBC-SUB-43	IB-6-0	18.8235
High Scaffold Painter	SUBC-SUB-44	IB-7-0	19.5371
Lead Painter/Lead Worker	SUBC-SUB-45	IB-8-0	20.3273
Lead Painter/Lead Worker	SUBC-SUB-46	IB-9-0	21.2067
Lead Painter/Lead Worker	SUBC-SUB-47	IB-10-0	21.9589
Lead Painter/Lead Worker	SUBC-SUB-48	IB-11-0	22.8252
Lead Painter/Lead Worker	SUBC-SUB-49	IB-12-0	23.7171
Lead Painter/Lead Worker	SUBC-SUB-50	IB-13-0	24.7242

The 2024-25 Temp/Substitute salary schedule reflects alignment with equivalent full-time position with the exception of Americorp, Student Worker, Student Worker-Co-op, Sub Custodian & Bus Driver Trainee. Rates for Sub Bus Driver, Retired Bus Driver & Sub SNTA increased by \$6 per hour.

Munis BU: SUBC (Grade SUB), STDT (Grade 1,2)

EXTRA SERVICE PAY SCHEDULE

2024 - 25

1.0 = .1088 x Rank III, Step 0 (for a 187 day teacher salary schedule)

Rank III, Step 0 = \$48,038.41

Times .1088 = \$5,226

Athletic and Related Activities in Senior High Schools

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
Athletic Director	1.2000 6,272	1.3876 7,252	1.5750 8,232	1.7626 9,213	1.9500 10,192
Head Football	1.0000 5,226	1.1563 6,044	1.3125 6,860	1.4688 7,677	1.6250 8,494
Head Basketball	1.0000 5,226	1.1563 6,044	1.3125 6,860	1.4688 7,677	1.6250 8,494
JV Football/Asst Football (1,2)	0.6000 3,135	0.6938 3,625	0.7875 4,116	0.8813 4,605	0.9750 5,096
JV Basketball/Asst Bball (1,2)	0.6000 3,135	0.6938 3,625	0.7875 4,116	0.8813 4,605	0.9750 5,096
Track (1)	0.6000 3,135	0.6938 3,625	0.7875 4,116	0.8813 4,605	0.9750 5,096
Baseball (2)	0.6000 3,135	0.6938 3,625	0.7875 4,116	0.8813 4,605	0.9750 5,096
Softball (2)	0.6000 3,135	0.6938 3,625	0.7875 4,116	0.8813 4,605	0.9750 5,096
Wrestling	0.6000 3,135	0.6938 3,625	0.7875 4,116	0.8813 4,605	0.9750 5,096
Volleyball	0.6000 3,135	0.6938 3,625	0.7875 4,116	0.8813 4,605	0.9750 5,096
Cheerleaders	0.6000 3,135	0.6938 3,625	0.7875 4,116	0.8813 4,605	0.9750 5,096
JROTC Rifle Team	0.6000 3,135	0.6938 3,625	0.7875 4,116	0.8813 4,605	0.9750 5,096
Drill Corps	0.5000 2,613	0.5782 3,022	0.6563 3,429	0.7344 3,838	0.8125 4,247
Cross Country (1,2)	0.5000 2,613	0.5782 3,022	0.6563 3,429	0.7344 3,838	0.8125 4,247
Field Hockey (1,2)	0.5000 2,613	0.5782 3,022	0.6563 3,429	0.7344 3,838	0.8125 4,247
Lacrosse	0.5000 2,613	0.5782 3,022	0.6563 3,429	0.7344 3,838	0.8125 4,247
Soccer (1,2)	0.5000 2,613	0.5782 3,022	0.6563 3,429	0.7344 3,838	0.8125 4,247
Tennis (1,2)	0.5000 2,613	0.5782 3,022	0.6563 3,429	0.7344 3,838	0.8125 4,247
JV Volleyball	0.4000 2,091	0.4625 2,417	0.5250 2,745	0.5875 3,070	0.6500 3,398
Golf (1,2)	0.4000 2,091	0.4625 2,417	0.5250 2,745	0.5875 3,070	0.6500 3,398
Bass Fishing	0.4000 2,091	0.4625 2,417	0.5250 2,745	0.5875 3,070	0.6500 3,398
Swimming (1,2)	0.4000 2,091	0.4625 2,417	0.5250 2,745	0.5875 3,070	0.6500 3,398
Chess Sponsor	0.4000 2,091	0.4625 2,417	0.5250 2,745	0.5875 3,070	0.6500 3,398
E-sports	0.4000 2,091	0.4625 2,417	0.5250 2,745	0.5875 3,070	0.6500 3,398

EXTRA SERVICE PAY SCHEDULE

2024 - 25

Athletic and Related Activities in Senior High Schools

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
ROTC Drill Team	0.4000	2,091	0.4625	2,417	0.5250	2,745	0.5875	3,070	0.6500	3,398
Archery	0.4000	2,091	0.4625	2,417	0.5250	2,745	0.5875	3,070	0.6500	3,398
Assistant Wrestling (2)	0.4000	2,091	0.4625	2,417	0.5250	2,745	0.5875	3,070	0.6500	3,398
Assistant Field Hockey (2)	0.4000	2,091	0.4625	2,417	0.5250	2,745	0.5875	3,070	0.6500	3,398
Assistant Track (1,2)	0.3000	1,568	0.3469	1,814	0.3938	2,058	0.4406	2,304	0.4875	2,549
Assistant Soccer (1,2)	0.3000	1,568	0.3469	1,814	0.3938	2,058	0.4406	2,304	0.4875	2,549
Assistant Baseball (2)	0.3000	1,568	0.3469	1,814	0.3938	2,058	0.4406	2,304	0.4875	2,549
Assistant Softball (2)	0.3000	1,568	0.3469	1,814	0.3938	2,058	0.4406	2,304	0.4875	2,549
Freshman Basketball (1,2)	0.3000	1,568	0.3469	1,814	0.3938	2,058	0.4406	2,304	0.4875	2,549
Freshman Football (1,2)	0.3000	1,568	0.3469	1,814	0.3938	2,058	0.4406	2,304	0.4875	2,549
Bowling	0.1000	522	0.1156	605	0.1313	686	0.1469	768	0.1625	851

Adaptive Sports Sponsor

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
Achery - Adaptive Sports	0.1000	522	-	-	-	-	-	-	-	-
Basketball - Adaptive Sports	0.2000	1,046	-	-	-	-	-	-	-	-
Boccia - Adaptive Sports	0.1000	522	-	-	-	-	-	-	-	-
Track - Adaptive Sports	0.2000	1,046	-	-	-	-	-	-	-	-

EXTRA SERVICE PAY SCHEDULE

2024 - 25

Other activities High School & YPAS

TITLE	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4
Band Director	0.9000 4,704	1.0407 5,439	1.1813 6,174	1.3219 6,909	1.4625 7,645
Band Camp (4)	0.2022 1,057	-	-	-	-
Academic Activities Coordinator	0.6000 3,135	0.6938 3,625	0.7875 4,116	0.8813 4,605	0.9750 5,096
Assistant Band Director (3)	0.4000 2,091	0.4625 2,417	0.5250 2,745	0.5875 3,070	0.6500 3,398
Choral Director *	0.4000 2,091	0.4625 2,417	0.5250 2,745	0.5875 3,070	0.6500 3,398
Newspaper Sponsor	0.4000 2,091	0.4625 2,417	0.5250 2,745	0.5875 3,070	0.6500 3,398
Yearbook Sponsor	0.4000 2,091	0.4625 2,417	0.5250 2,745	0.5875 3,070	0.6500 3,398
Drama *	0.4000 2,091	0.4625 2,417	0.5250 2,745	0.5875 3,070	0.6500 3,398
Speech and Debate or KUNA (8)	0.4000 2,091	0.4625 2,417	0.5250 2,745	0.5875 3,070	0.6500 3,398
Robotics Sponsor	0.4000 2,091	0.4625 2,417	0.5250 2,745	0.5875 3,070	0.6500 3,398
Instrumental Band Director *	0.4000 2,091	0.4625 2,417	0.5250 2,745	0.5875 3,070	0.6500 3,398
Instrumental Strings Director *	0.4000 2,091	0.4625 2,417	0.5250 2,745	0.5875 3,070	0.6500 3,398
Orchestra (Concert) Director *	0.4000 2,091	0.4625 2,417	0.5250 2,745	0.5875 3,070	0.6500 3,398
Quick Recall Sponsor	0.4000 2,091	0.4625 2,417	0.5250 2,745	0.5875 3,070	0.6500 3,398
Science Fair Sponsor	0.0730 383	0.0844 442	0.0958 501	0.1072 560	0.1186 620
Science Olympiad Sponsor	0.0730 383	0.0844 442	0.0958 501	0.1072 560	0.1186 620
JV Quick Recall Sponsor (5)	- 724	-	-	-	-
Future Problem Solving Sponsor(5)	- 494	-	-	-	-

EXTRA SERVICE PAY SCHEDULE

2024 - 25

Middle School Athletics & Other Activities

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
Activity/Athletic Director	0.6000	3,135	0.6938	3,625	0.7875	4,116	0.8813	4,605	0.9750	5,096
Activities Sponsor	0.1000	522	0.1156	605	0.1313	686	0.1469	768	0.1625	851
Robotics Sponsor	0.4000	2,091	0.4625	2,417	0.5250	2,745	0.5875	3,070	0.6500	3,398
Basketball (1)	0.3000	1,568	0.3469	1,814	0.3938	2,058	0.4406	2,304	0.4875	2,549
Academic Activities Coordinator	0.3000	1,568	0.3469	1,814	0.3938	2,058	0.4406	2,304	0.4875	2,549
Football	0.3000	1,568	0.3469	1,814	0.3938	2,058	0.4406	2,304	0.4875	2,549
Archery	0.1000	522	0.1156	605	0.1313	686	0.1469	768	0.1625	851
Asst. Football	0.1000	522	0.1156	605	0.1313	686	0.1469	768	0.1625	851
6th Grade Basketball	0.1000	522	0.1156	605	0.1313	686	0.1469	768	0.1625	851
Baseball	0.1000	522	0.1156	605	0.1313	686	0.1469	768	0.1625	851
Softball	0.1000	522	0.1156	605	0.1313	686	0.1469	768	0.1625	851
Volleyball	0.1000	522	0.1156	605	0.1313	686	0.1469	768	0.1625	851
Soccer	0.1000	522	0.1156	605	0.1313	686	0.1469	768	0.1625	851
Flag Football	0.1000	522	0.1156	605	0.1313	686	0.1469	768	0.1625	851
Cross Country	0.1000	522	0.1156	605	0.1313	686	0.1469	768	0.1625	851
Track	0.1000	522	0.1156	605	0.1313	686	0.1469	768	0.1625	851
Field Hockey	0.1000	522	0.1156	605	0.1313	686	0.1469	768	0.1625	851
Lacrosse	0.1000	522	0.1156	605	0.1313	686	0.1469	768	0.1625	851
Cheerleaders	0.2000	1,046	0.2313	1,208	0.2625	1,372	0.2938	1,535	0.3250	1,698
Drill Corps	0.1000	522	0.1156	605	0.1313	686	0.1469	768	0.1625	851
E-sports	0.1000	522	0.1156	605	0.1313	686	0.1469	768	0.1625	851
Quick Recall Coach	0.1000	522	0.1156	605	0.1313	686	0.1469	768	0.1625	851
Future Problem Solving Coach	0.1000	522	0.1156	605	0.1313	686	0.1469	768	0.1625	851

EXTRA SERVICE PAY SCHEDULE

2024 - 25

Elementary School

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
School Technology Coordinator	0.4000	2,091	0.4625	2,417	0.5250	2,745	0.5875	3,070	0.6500	3,398
Robotics Sponsor	0.4000	2,091	0.4625	2,417	0.5250	2,745	0.5875	3,070	0.6500	3,398
Quick Recall	0.1000	522	0.1156	605	0.1313	686	0.1469	768	0.1625	851

School Funded Sports & Support

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
Asst AD/Game Manager (Full Yr) (6)	-	1,700	-	2,000	-	2,300	-	2,600	-	3,000
School Technology Coordinator-HS	0.6000	3,135	0.6938	3,625	0.7875	4,116	0.8813	4,605	0.9750	5,096
School Technology Coordinator-MS	0.5000	2,613	0.5782	3,022	0.6563	3,429	0.7344	3,838	0.8125	4,247

District Evaluation Appeals Panel (DEAP)

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
DEAP Pool (7)	0.4044	2,114	-	-	-	-	-	-	-	-

Mentor Teacher Residency

TITLE	STEP 0 (1 Mentee)		STEP 1 (2 Mentees)		STEP 2		STEP 3		STEP 4	
Mentor Teacher Residency (9)	-	5,000	-	10,000	-	-	-	-	-	-

Student Technology Leadership Program (STLP)

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
STLP (10)	-	1,000	-	-	-	-	-	-	-	-

Black Student Union Sponsor

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
Black Student Union Sponsor (11)	-	2,464	-	-	-	-	-	-	-	-

Career & Tech Student Organization Advisor

TITLE	STEP 0		STEP 1		STEP 2		STEP 3		STEP 4	
CTSO Advisor (12)	0.4000	2,091	0.4625	2,417	0.5250	2,745	0.5875	3,070	-	-

EXTRA SERVICE PAY SCHEDULE

2024 - 25

- (1) The total increment paid to a person who coaches both teams is calculated at 1.5 times the listed Increment.
- (2) Increment is for teams which meet approved participation levels.
- (3) Increment is for 100 or more members of marching band.
- (4) Band Camp is not subject to step increases.
- (5) Paid by the Academic Competition Department and not subject to step increases.
- (6) Increment is not adjusted for cost of living increases. Full year pay is based on 180-days (60-days per season: Fall, Winter, Spring). If working less than the full year, the contract pay must be prorated based on number of days worked in the season. Contract pay for working one season (60 days) is prorated as follows:

Full Year:	Step 0- \$1700.00	Step 1- \$2000.00	Step 2- \$2300.00	Step 3- \$2600.00	Step 4- \$3000.00
Fall Only:	Step 0- \$566.67	Step 1- \$666.67	Step 2- \$766.67	Step 3- \$866.67	Step 4- \$1000.00
Winter Only:	Step 0- \$566.67	Step 1- \$666.67	Step 2- \$766.67	Step 3- \$866.67	Step 4- \$1000.00
Spring Only:	Step 0- \$566.67	Step 1- \$666.67	Step 2- \$766.67	Step 3- \$866.67	Step 4- \$1000.00

(6a) School funded sport/sponsor positions must be paid based on the same rate and schedule as the District paid sport/sponsor position. For all coaching positions in this Salary Schedule, Assistant indicates the Assistant coach position for varsity. Any other Assistant position without an approved District pay scale will be paid at 50% of the approved head coach/sponsor scale for the specific level (High, Middle, Elementary). Any sport or sponsorship that is not listed on the Board approved salary schedule will be paid at the employee's approved classified hourly rate extra service rate for hours worked.

- (7) DEAP is not subject to step increases.
- (8) KUNA-Kentucky United Nations Assembly Sponsor
- (9) Mentor Teacher Resident increment is not subject to step increases. Increment is \$5000 per mentee. Step 0 reflects increment for one(1) mentee. Step 1 reflects increment for two(2) mentees
- (10) STLP is not subject cost of living increases and not subject to step increases.
- (11) Black Student Union Sponsor is not subject to cost of living increases and not subject to step increases.
- (12) Career & Tech Student Organization (CTSO) Advisor step placement is determined by the program and requirements of that program. Step are not based on years in the program.

* Positions are not subject to shared duty including those of head coaches

Step placement for District and School Funded coach/sponsor positions is based on years of experience in the applicable activity. One step is granted for each full year of experience, not to exceed the maximum number of steps on the Board approved scale. Half/partial steps are not allowable regardless of funding source.

Pay for all District and School Funded coach/sponsor contracts which start late or end early must be prorated based on the number of days worked in the applicable season.

Safe School Sponsor: \$522

Safe School Coordinator: \$1568

Tournament Manager: 1Day-\$100, 2 Days-\$150, 3 Days-\$200, 4 Days-\$250, 5 Days-\$300

The 2024-2025 Extra Service Coaching salary schedule is indexed to Job Family III/Rank III/Step 0 unless noted (6), (9), (10), (11). Annual amounts are rounded to the nearest whole dollar based on normal rounding rules.

Munis Group/BU: PARA, CERA, CLAX

AIS and Choice Zone Quarterly Stipends

2024 - 25

Teacher Stipend *				
Assignment Year	MUNIS Grade	MUNIS Step	Annual Stipend	Quarterly Payment
Yr 1	AC-T	0	8,000	2,000.00
Yr 2	AC-T	1	8,120	2,030.00
Yr 3	AC-T	2	8,240	2,060.00
Yr 4	AC-T	3	8,370	2,092.50
Yr 5	AC-T	4	8,500	2,125.00
Yr 6	AC-T	5	8,620	2,155.00
Yr 7	AC-T	6	8,750	2,187.50
Yr 8	AC-T	7	8,880	2,220.00
Yr 9	AC-T	8	9,020	2,255.00
Yr 10	AC-T	9	9,150	2,287.50
Yr 11	AC-T	10	9,290	2,322.50
Yr 12	AC-T	11	9,430	2,357.50
Yr 13	AC-T	12	9,570	2,392.50
Yr 14	AC-T	13	9,720	2,430.00
Yr 15	AC-T	14	9,860	2,465.00
Yr 16	AC-T	15	10,010	2,502.50
Yr 17	AC-T	16	10,160	2,540.00
Yr 18	AC-T	17	10,310	2,577.50
Yr 19	AC-T	18	10,460	2,615.00
Yr 20	AC-T	19	10,620	2,655.00
Yr 21	AC-T	20	10,620	2,655.00
Yr 22	AC-T	21	10,620	2,655.00
Yr 23	AC-T	22	10,620	2,655.00
Yr 24	AC-T	23	10,620	2,655.00
Yr 25	AC-T	24	14,000	3,500.00
Yr 26	AC-T	25	14,000	3,500.00

Administrator Stipend			
Position	MUNIS Grade	Annual Stipend	Quarterly Payment
Principal	AC-P	10,000.00	2,500.00
Assistant Principal	ACAP	8,000.00	2,000.00
Counselor	AC-C	8,000.00	2,000.00
FRYSC Coordinator	ACFC	5,000.00	1,250.00

Eligibility & Pay Dates
<p>1st Stipend - Paid on 2nd pay date in October. Assigned to the AIS or Choice Zone School since the first Student day through the 1st pay date in October and in active status.</p>
<p>2nd Stipend - Paid on 1st pay date in December. Assigned to the AIS or Choice Zone School by 1st pay date in October through the last pay date in November and in active status.</p>
<p>3rd Stipend - Paid on 2nd pay date in March. Assigned to the AIS or Choice Zone School since the by the 1st student day after December 31st through 1st pay date in March and in active status.</p>
<p>4th Stipend - Paid on last regular paycheck in June. Assigned to the AIS by the 1st pay date in March through the last contract work day of the fiscal year and in active status.</p>
<p>* Teacher Stipend progression is based on continuous assignment in AIS/Choice Zone School. Stipend for all assigned teachers on 7/1/23 was Year 1 (Step 0).</p>
<p>Teachers assigned to AIS schools in 2024-25 which exited AIS status in 2022-2023 will receive the 2024-25 AIS stipend for one year only provided payment eligibility is met for each stipend pay date.</p>

2024-2025 JCTA EXTRA SERVICE RATES

Teachers / Librarians / Resource Teachers - Job Family III

Instruction (example: ESS)	Daily/Hourly Rate
Substitute Shortage (make-up planning one hour after school)	Hourly Rate
Mandatory Professional Development - Participation	Hourly Rate
Professional Development - Presentation	Hourly Rate
Professional Development - Participation*	\$23.9408 per hour
Professional Development - Preparation*	\$23.9408 per hour
(Up to 3 hours prep for each hour of presentation may be paid)	
Overcap (Class Size Overage)	\$2.1407 per 1/2 hr per student
(1/12 of 10% of the daily rate for Step 0, Rank III)	
New Teacher Induction	\$21.1934 per hour
(8.25% of the daily rate of Step 0, Rank III)	
Department Head (Middle & High School) 2+ teachers in department	\$125.00 per full-time teacher in department
Team Leader/Grade Group Leader (Elementary School)	\$125.00 per full-time teacher on team
Cultural Contact	\$250.00 per year
Curriculum Preparation	\$10.78 per hour
Other Extra Service Duties (non-certified work, clerical, coach/sponsor)	\$12.50 per hour*
*Non-certified work is not subject to TRS. Rate will be tied to COLA increase beginning 7/1/2025.	
Transportation Support (activity bus driving)	\$25.00 per hour*
*Non-certified work is not subject to TRS.	
Bus Driving (regular bus route as reported by Transportation)	Hourly Rate*
*See Temporary Salary Adjustment for driving regular bus route for Transportation	
Tutoring for the following activities	\$15.00 per hour*
*Rate will be tied to COLA increase beginning 7/1/2025	
Aiding students in the completion of homework assignments and completing students' notes;	
Supervising study time;	
Providing classroom and resources for project completion (i.e supervision of science lab);	
Making up classroom activities missed because of absentees;	
Computer Curriculum Corporation (CCC);	
Study skills program;	
Tutoring centers;	
Supervising National Honor Student volunteers in peer tutoring;	
Supervising students in computer lab;	
One on one;	
Supervising students completing long term projects; and	
Student supervision for TEDS high school activities related to career pathways.	
Mentor New Teacher	\$1,000 per year per mentee
Provides support for new teachers. Funded through Title II, previously funded through KTIP.	
\$1000 per year per mentee (up to 3 mentees). Paid in \$500 increments.	

*Professional Development Participation & Preparation rate is adjusted each year by the same percentage as the Extra Service (coaching) salary schedule.

Employees may not be compensated for additional extra or overtime pay for time which overlaps the employee's regular work hours or other extra/overtime hours.

2024-2025 OTHER EXTRA SERVICE & STIPEND INFORMATION

Teaching & Learning/Curriculum Design & Learning Innovation:

Deeper Learning Cohort Participant (completion of initial training & evidence of implementation)	\$500.00
Deeper Learning Cohort Participant (completion of competency certification)	\$1,000.00
Deeper Learning Coach	\$2500.00 per year
Portfolio Based Learning (PBL) Certification Assessor (maximum 8 assessments).	\$250.00 per portfolio
Jefferson County Leadership Academy (JCLA)	
JCLA Mentor/Coach (replaces Principal Mentor).	\$2,000.00 per mentee
JCLA Faculty - Step 1 (per semester for coursework)	\$2,000.00
JCLA Faculty - Step 2 (per year for curriculum development)	\$3,000.00
JCLA Faculty - Step 3 (per year for curriculum development and instruction).	\$5,000.00
NBCT (National Board Certified Teacher)	\$2,000.00 per year
Teaching & Learning Special Program Training (Modern Classroom, LETRS, etc).	\$500.00

Speech Language Pathologist & Audiologist Supplement (per KRS 157.397) Rate as determined by KDE

Bus Driver Referral Incentive \$500.00 per referral

Referral incentive paid to a JCPS employee after the bus driver applicant has successfully completed the 90-day probationary period. This incentive payment is not subject to TRS withholding.

Career & Tech Student Organization (CTSO) National Competition Stipend. \$1,000.00 per year

Stipend paid to CTSO Advisors who attend the CTSO National Competition

Operations Employee License Stipend

Foreman (job class codes 8343, 8361, 8312) and Coordinator of Renovations (job class code 8365) who use their license to secure a permit for work on a JCPS project as directed by Operations leadership will be paid a \$1800 quarterly stipend as follows:

- 1st Stipend – \$1800 paid on 2nd pay date in October. Must be assigned to an eligible position and in Active pay status in the pay period which ends on the 1st pay date in October.
- 2nd Stipend – \$1800 paid on the 1st pay date in December. Must be assigned to an eligible position and in Active pay status in the pay period which end on the last pay date in November.
- 3rd Stipend – \$1800 paid on 2nd pay date in March. Must be assigned to an eligible position and in Active pay status in the pay period which end on the 1st pay date in March.
- 4th stipend – \$1800 paid on the last regular paycheck in June. Must be assigned to an eligible position and in Active pay status in the pay period which ends on the 1st pay date in June and in active status.

Security Training Stipend-KY Law Enforcement Foundation Program Fund (KLEFPF) \$2.1212 hourly or \$16.9694 daily

Pay Rates based on KLEFPF reimbursement amounts in compliance with KRS 15.410 - 15.510.
Payment reimbursed by KLEFPF monthly to the District.

Classified Stipend for Doctorate Degree. \$1.7318 hrly or \$13.8550 daily

Classified Hourly Overtime

All Classified hourly employees are to be paid their hourly rate for any Extra Service performed outside of their contract work hours. Overtime must be paid at 1.5 x hourly rate for all hours worked over 40 hours per work week Saturday through Friday with the exception of District Security at school events as follows:

School Level	Event	OT Rate	Eligible Position
High School	Graduation	2.4 x hourly rate	District Security Officer, Detective, Sergeant
High School	Graduation	2.1 x hourly rate	District Security Monitor
High School	Dance	2.1 x hourly rate	District Security Officer, Detective, Sergeant, District Security Monitor
High School	Varsity Sport	2.1 x hourly rate	District Security Officer, Detective, Sergeant, District Security Monitor
High School	Other event	1.5 x hourly rate	District Security Officer, Detective, Sergeant, District Security Monitor
Middle School	Dance	2.1 x hourly rate	District Security Officer, Detective, Sergeant, District Security Monitor
Middle School	Sport	1.5 x hourly rate	District Security Officer, Detective, Sergeant, District Security Monitor
Middle School	Promotion	1.5 x hourly rate	District Security Officer, Detective, Sergeant, District Security Monitor
Middle School	Other event	1.5 x hourly rate	District Security Officer, Detective, Sergeant, District Security Monitor
Elementary School	Dance	1.5 x hourly rate	District Security Officer, Detective, Sergeant, District Security Monitor
Elementary School	Sport	1.5 x hourly rate	District Security Officer, Detective, Sergeant, District Security Monitor
Elementary School	Promotion	1.5 x hourly rate	District Security Officer, Detective, Sergeant, District Security Monitor
Elementary School	Other event	1.5 x hourly rate	District Security Officer, Detective, Sergeant, District Security Monitor

Add-to-base stipends including but not limited to Longevity, Shift, ECE IA, AIS/CZ Support, KLEFPF, Classified Doctorate, & Temporary stipends are not subject to Cost of Living increases.

Employees may not be compensated for additional extra or overtime pay for time which overlaps the employee's regular work hours or overlaps with other extra/overtime hours.

Omitted extra service time reporting will be paid in the next regular payroll cycle after which the discovery has been made.

Temporary Salary Adjustments for 2024-2025 (Effective as noted below)

Student Transportation by Employees other than Bus Drivers - \$6.00 per hour Differential Pay

- Effective 7/1/24 – 6/30/25, classified Hourly staff driving a bus for Transportation Department and reported by Transportation will be paid their primary hourly rate plus an additional \$6.00 per hour differential pay, if eligible. To be eligible for the additional \$6.00 per hour the employee must work and be present every contract day in the applicable pay period based on their regular/primary working calendar assignment. If the employee has a paid leave or dock time in their primary position with the District, they will not be eligible for the \$6.00 per hour for the entire pay period. If retroactive corrections to attendance reporting are received, the \$6.00 per hour differential pay will be adjusted accordingly. This additional \$6.00 per hour is for hours the employee drives the bus route only, and is not paid on their regular contract work hours or any other extra service.
- Effective 7/1/24 – 6/30/25, certified Teachers driving a bus for the Transportation Department and reported by Transportation are paid their regular hourly rate plus an additional \$6.00 per hour differential pay, if eligible, for driving the bus for transportation (not applicable to Activity Bus driving). To be eligible for the \$6.00 per hour, the employee must work and be present every contract day in the applicable pay period based on their regular/primary working calendar assignment. If the employee has a paid leave or dock time in their primary position with the District, they will not be eligible for the \$6.00 per hour for the entire pay period. If retroactive corrections to attendance reporting are received, the \$6.00 per hour differential pay will be adjusted accordingly. This additional \$6.00 per hour is for hours the teacher drives the bus route only and is not paid on their regular contract work hours or any other extra service. Per Teacher's Retirement System (TRS), the hourly rate paid for bus driving the bus and the additional \$6.00 per hour is not subject to TRS withholdings. FICA will be withheld from these earnings in lieu of TRS.

Substitute Teacher Critical Need Stipend

- Effective July 1, 2024 through last student instructional day for the 2024-2025 schoolyear
- \$1,000 critical need stipend to be paid after working as a substitute teacher 20 consecutive days at critical needs schools (or)
- \$500 stipend to be paid after working as a substitute teacher 20 consecutive days at any combination of school locations
- Temporary Appointee (long-term) assignment substitute teachers will continue to be paid according to the Temporary Appointee program and are not eligible for either of the above substitute teacher stipends

Temporary Salary Adjustments for 2024-2025 (Effective as noted below)

Critical Need (formerly COVID) Differential Pay-Hourly Classified

- Additional \$3.50 per hour added to base hourly rate
- Effective July 1, 2024 through June 30, 2025, includes the following job titles:
 - Custodians
 - Custodians (Job Class Code 8592) (CLAH-IB-grade 2)
 - Lead Custodian (Job Class Code 8586) (CLAH-IB-grade 4)
 - Hourly Plant Operators
 - Hourly Plant Operator I (Job Class Code 8582) (CLAH-IB-grade 5)
 - Instructional Assistants
 - Instructional Assistant Lead Early Childhood (Job Class Code 8015) (CLAA-IA-grade 4)
 - Instructional Assistant Early Childhood (Job Class Code 8023) (CLAA-IA-grade 3)
 - Instructional Assistant ECE (Job Class Code 8194) (CLAA-IA-grade 4)
 - Instructional Assistant 5-Year Old/Instructional Assistant (Job Class Code 8197) (CLAA-IA-grade 3)
 - Instructional Assistant/LOA (Job Class Code 8201) (CLAA-IA-grade 3)
 - Instructional Assistant 5-Year Old (Job Class Code 8204) (CLAA-IA-grade 3)
 - Instructional Assistant (Job Class Code 8206) (CLAA-IA-grade 3)
 - Instructional Assistant Title I (Job Class Code 8208 & 8195) (CLAA-IA-grade 3)
 - Instructional Assistant/Lunch Monitor (Job Class Code 8215) (CLAA-IA-grade 3)
 - Instructional Assistant/Med Clerk (Job Class Code 8215) (CLAA-IA-grade 3)
 - Instructional Assistant ECE Part-time (Job Class Code 8190) (CLAD-IA-grade 4)
 - Instructional Assistant Part-time (Job Class Code 8198, 8200 & 8202) (CLAD-IA-grade 3)
 - Instructional Assistant Title I Part-time (Job Class Code 8217) (CLAD-IA-grade 3)
 - Personal Care Assistant ECE (Job Class code 8906) (CLAA-IA-grade 5)
 - Nutrition Services Workers
 - Coordinator Nutrition Services I (Job Class Code 8092) (CLAG-IB- grade 4)
 - Coordinator Nutrition Services II (Job Class Code 8104) (CLAG-IB-grade 3)
 - Lead Assistant Nutrition Service (Job Class Code 8108) (CLAG-IB-grade 2)
 - Assistant Nutrition Service (Job Class Code 8110) (CLAG-IB-grade 1)
 - Trainer Nutrition Service (Job Class Code 8087) (CLAG-IB-grade 4)
 - Lead Assistant Production Nutrition (Job Class Code 8109) (CLAG-IB-grade 4)
 - Assistant Production Nutrition (Job Class Code 8083) (CLAG-IB-grade 3)
 - Nutrition Services Assistant Part-time (Job Class Code 8111) (CLAT-IB-grade 1)
 - Co-Op Child Development Center Assistant (Job Class Code 8188-FT & 8189-PT) (CLAA-IA-grade 4)

Temporary Salary Adjustments for 2024-2025 (Effective as noted below)

Critical Need Differential Pay-Hourly Classified

- Effective July 1, 2024 through June 30, 2025, differential pay will increase from \$3.50 to \$6.50 for the following job titles:
 - Vehicle Maintenance Workers
 - Mechanic (Job Class 8369) (CLAE-IB-grade 7)
 - Mechanic B (Job Class 8800) (CLAE-IB-grade 8)
 - Mechanic A (Job Class 8796) (CLAE-IB-grade 10)
 - Worker Tire (Job Class 8790) (CLAE-IB-grade 7)
 - Lead Worker (Job Class 8792) (CLAE-IB-grade 11)
 - Inspector Mechanic (Job Class 8794) (CLAE-IB-grade 11)
 - Tech Transmission Rebuilder (Job Class 8798) (CLAE-IB-grade 10)
 - Attendant Compound (Job Class 8802) (CLAE-IB-grade 3)
 - Worker Utility (Job Class 8804) (CLAE-IB-grade 3)
 - Worker Body (Job Class 8806) (CLAE-IB-grade 10)
 - Worker Seat and Glass (Job Class 8808) (CLAE-IB-grade 8)
 - Mechanic Part-time (Job Class 8159) (CLAT-IB-grade 7)

Clerical Support Continuity of Services Stipend

- Effective July 1, 2024 through June 30, 2025
- Full-time and permanent part-time clerical support staff who meet the following criteria will receive an annual stipend of \$4,000.00. Stipend will be paid in quarterly increments of \$1,000.00 each on the scheduled pay dates.
- Eligibility and Pay Dates
 - Must be assigned to a position in Job Family IA, grade 2 through grade 6 and not in a position eligible to receive the \$3.50 per hour Critical Need (formerly COVID) stipend
 - Must be assigned to a less than 260-day position, or assigned to a 260-day school-based position
 - Must be in active pay status as specified for each listed stipend pay date:
 - 1st Stipend – Paid on 2nd pay date in October. Must be assigned to an eligible position and in Active pay status in the pay period which ends on the 1st pay date in October.
 - 2nd Stipend – Paid on the 1st pay date in December. Must be assigned to an eligible position and in Active pay status in the pay period which end on the last pay date in November.
 - 3rd Stipend – Paid on 2nd pay date in March. Must be assigned to an eligible position and in Active pay status in the pay period which end on the 1st pay date in March.
 - 4th stipend – Paid on the last regular paycheck in June. Must be assigned to an eligible position and in Active pay status in the pay period which ends on the 1st pay date in June and in active status.