



SALARY SCHEDULE

2024 - 2025

The Mercer County Board of Education is an equal opportunity employer. No person will be discriminated against on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, veteran or disability status.

TABLE OF CONTENTS

<u>School Calendar</u>	page 3
<u>Holidays</u>	page 3
<u>Payroll Dates</u>	page 4
<u>Calculating Pay</u>	page 5
<u>Certified Pay Schedule</u>	page 6
<u>Classified Director Pay Schedule</u>	page 7
<u>Classified Professional Pay Schedule</u>	page 8
<u>Classified Salaried Positions</u>	page 9
<u>Hourly Pay Schedule</u>	page 10
<u>Hourly Positions</u>	page 11
<u>Substitutes & Additional Time</u>	page 12
<u>District Positions</u>	page 13
<u>Elementary School Positions</u>	page 14
<u>Intermediate School Positions</u>	page 14
<u>Middle School Positions</u>	page 15
<u>High School Positions</u>	page 16
<u>Mercer Central/Day Treatment Positions</u>	page 16
<u>High School Positions</u>	Page 17

2024 - 2025 SCHOOL CALENDAR

	Mercer County 2024-2025 Calendar Year	Board approved 2/21/23
--	---	------------------------

- Professional Development (Building Admin will determine if the staff report or if the date is a placeholder)
- Break/Holiday
- Opening, Closing, Plan Days (Staff report)
- Shortened Days
- Makeup Days
- Holiday

Key Dates

- Aug 5 Professional Day
 - Aug 6 Planning (staff report)
 - Aug 7 Opening
 - Aug 8 Students' First Day
 - Sep 2 Holiday
 - Oct 7-11 Break
 - Nov 4 Professional Day
 - Nov 5 Break
 - Nov 27-29 Thanksgiving Holiday
 - Dec 23-Jan 2 Winter Holiday
 - Jan 3 Professional Day
 - Jan 6 Planning
 - Jan 20 Break
 - Feb 17 Makeup Day /Break
 - Mar 14 Professional Day
 - Mar 31-Apr 4 Spring Break
 - May 19 Students' Last Day
 - May 20 Closing day will follow the last instruction day
 - May 21-30 Makeup Days (May 26 Holiday)
- *Makeup Days Feb 17/ Days added to the end of the school calendar

July						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

September						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

October						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

November						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

December						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

January						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

February						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

March						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

April						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

May						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

June						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

CONTRACT LENGTH	EMPLOYEE HOLIDAYS
180-187 days	Labor Day, Thanksgiving Day, Christmas Day, New Year's Day
188-215 days	Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, Martin Luther King Day, Memorial Day
216-240 days	Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, Martin Luther King Day, Memorial Day, July 4th and Presidential Election Day

2024 - 2025 PAYROLL DATES

TIME WORKED	PAY DATE
JULY 1 - JULY 13	JULY 30
JULY 14 - JULY 27	AUGUST 15
JULY 28 - AUGUST 17	AUGUST 30
AUGUST 18 - AUGUST 31	SEPTEMBER 13
SEPTEMBER 1 - SEPTEMBER 14	SEPTEMBER 30
SEPTEMBER 15 - SEPTEMBER 28	OCTOBER 15
SEPTEMBER 29 - OCTOBER 12	OCTOBER 30
OCTOBER 13 - NOVEMBER 2	NOVEMBER 15
NOVEMBER 3 - NOVEMBER 16	NOVEMBER 29
NOVEMBER 17 - NOVEMBER 30	DECEMBER 13
DECEMBER 1 - DECEMBER 14	DECEMBER 30
DECEMBER 15 - JANUARY 4	JANUARY 15
JANUARY 5 - JANUARY 18	JANUARY 30
JANUARY 19 - FEBRUARY 1	FEBRUARY 14
FEBRUARY 2 - FEBRUARY 15	FEBRUARY 28
FEBRUARY 16 - MARCH 1	MARCH 14
MARCH 2 - MARCH 15	MARCH 28
MARCH 16 - APRIL 5	APRIL 15
APRIL 6 - APRIL 19	APRIL 30
APRIL 20 - MAY 3	MAY 15
MAY 4 - MAY 17	MAY 30
MAY 18 - MAY 31	JUNE 13
JUNE 1 - JUNE 21	JUNE 30
JUNE 22 - JUNE 30	JULY 15*

All absences and time & attendance records should be updated in Frontline by Tuesday of the following week the work was performed.

The pay date on this schedule will be used to pay substitute employee time worked and additional time worked.

All payroll is distributed via direct deposit according to a schedule approved annually by the Board. Paystubs will be provided electronically.

Permanent employees will be paid on the 15th and 30th of the month following these rules:

- 195 day contracts or less receive paychecks starting August 15th - June 30th, with 2 additional paychecks in June.
- 196-205 day contracts receive paychecks starting July 30th - June 30th, with 1 additional paycheck in June.
- 206 day contracts and higher receive paychecks starting July 15th - June 30th.

If the 15th or 30th falls on a holiday or weekend, pay will be direct deposited the business day prior.

*The district will try to pay all time worked in the 2024-25 school year by June 30th, any time that has not paid by June 30th will be paid on July 15th. It is imperative for all work time in June to be accounted for as soon as possible.

CALCULATING PAY

Employees who are paid an hourly rate and are also contracted for a specific number of days and a specific number of hours per day, will have their salary divided evenly over 24 paychecks even though the number of days worked during a pay period may differ.

HOURLY RATE X HOURS PER DAY X DAYS PER YEAR / 24

Hourly Rate	\$15.00
Hours Per Day	7.5
Days Per Year	180
Total Gross Annual Salary	\$20,250
Gross Salary Per Paycheck	\$843.75

- If the total number of hours worked in a week is more than the contracted hours, additional salary owed will be paid according to the payroll schedule.
- Employees who fail to work their total number of contracted hours in a week will be docked according to the payroll schedule or sooner due to overpayment.

The salaried pay scale is based on 185 days. Employees who work a different number of days per year or partial days will be paid on a prorated basis. To calculate the base pay (if the employee works an alternate number of days or fte), use the following formula.

ANNUAL RATE / 185 X CONTRACTED DAYS / 24

Annual Rate	\$39,500
Contracted Days	200
Total Gross Annual Salary	\$42,702.70
Gross Salary Per Paycheck	\$1,779.28

This formula should be used if the employee works more or less than 185 days per year.

(ANNUAL RATE / 185 x FTE) X CONTRACTED DAYS / 24

Annual Rate	\$39,500
Contracted Days	185
Contracted Fte	.50
Total Gross Annual Salary	\$19,750
Gross Salary Per Paycheck	\$822.92

This formula should be used if the employee works less than 1.0 fte.

CERTIFIED PAY SCHEDULE

185 DAY CONTRACT

Step	Doctorate	Rank 1	Rank 2	Rank 3	Rank 4	Rank 5
0	\$57,640	\$55,640	\$51,360	\$47,080	\$42,800	\$38,520
1	\$57,801	\$55,801	\$51,521	\$47,241	\$42,961	\$38,681
2	\$57,961	\$55,961	\$51,681	\$47,401	\$43,121	\$38,841
3	\$58,122	\$56,122	\$51,842	\$47,562	\$43,282	\$39,002
4	\$62,966	\$60,966	\$55,468	\$50,384	\$45,957	\$41,677
5	\$63,120	\$61,120	\$55,648	\$50,590	\$46,117	\$41,837
6	\$63,391	\$61,391	\$55,842	\$50,797	\$46,278	\$41,998
7	\$63,547	\$61,547	\$56,035	\$50,977	\$46,438	\$42,158
8	\$63,726	\$61,726	\$56,242	\$51,184	\$46,599	\$42,319
9	\$63,908	\$61,908	\$56,423	\$52,460	\$46,759	\$42,479
10	\$69,909	\$67,909	\$62,462	\$57,146	\$51,039	\$46,759
11	\$70,243	\$68,243	\$62,617	\$57,339	\$51,200	\$46,920
12	\$70,379	\$68,379	\$62,836	\$57,521	\$51,360	\$47,080
13	\$70,515	\$68,515	\$62,992	\$57,700	\$51,521	\$47,241
14	\$70,695	\$68,695	\$63,224	\$57,908	\$51,681	\$47,401
15	\$71,973	\$69,973	\$64,644	\$58,566	\$52,323	\$48,043
16	\$72,193	\$70,193	\$64,838	\$59,198	\$52,484	\$48,204
17	\$72,387	\$70,387	\$65,031	\$59,572	\$52,644	\$48,364
18	\$72,567	\$70,567	\$65,211	\$59,791	\$52,805	\$48,525
19	\$72,760	\$70,760	\$65,405	\$59,959	\$52,965	\$48,685
20	\$73,883	\$71,883	\$66,631	\$61,005	\$53,928	\$49,648
21	\$74,064	\$72,064	\$66,838	\$61,185	\$54,089	\$49,809
22	\$74,270	\$72,270	\$67,018	\$61,391	\$54,249	\$49,969
23	\$74,477	\$72,477	\$67,212	\$61,584	\$54,410	\$50,130
24	\$74,658	\$72,658	\$67,406	\$61,779	\$54,570	\$50,290
25	\$74,852	\$72,852	\$67,585	\$61,946	\$54,731	\$50,451
26	\$75,033	\$73,033	\$67,792	\$62,141	\$54,891	\$50,611
27	\$75,226	\$73,226	\$67,960	\$62,307	\$55,052	\$50,772
28	\$75,415	\$73,415	\$68,149	\$62,497	\$55,212	\$50,932
29	\$75,605	\$73,605	\$68,339	\$62,687	\$55,373	\$51,093
30	\$75,797	\$73,797	\$68,516	\$62,849	\$55,533	\$51,253
31	\$75,988	\$73,988	\$68,695	\$63,014	\$55,694	\$51,414
32+	\$76,180	\$74,180	\$68,874	\$63,177	\$55,854	\$51,574

National Board Teacher Certification in content area is an additional \$2,000/school year. Doctorate level will always be \$2,000 above Rank 1.

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)).

CLASSIFIED DIRECTOR PAY SCHEDULE

240 DAY CONTRACT

Step	Level 1	Level 2
0	\$48,078	\$32,765
1	\$48,349	\$33,036
2	\$48,620	\$33,307
3	\$48,891	\$33,578
4	\$55,169	\$39,857
5	\$55,440	\$40,128
6	\$55,711	\$40,399
7	\$55,982	\$40,670
8	\$56,253	\$40,941
9	\$56,524	\$41,212
10	\$64,334	\$49,021
11	\$64,605	\$49,292
12	\$64,876	\$49,563
13	\$65,147	\$49,834
14	\$65,418	\$50,105
15	\$66,949	\$51,637
16	\$67,220	\$51,908
17	\$67,491	\$52,179
18	\$67,762	\$52,450
19	\$68,033	\$52,721
20	\$69,565	\$54,252
21	\$69,836	\$54,523
22	\$70,107	\$54,794
23	\$70,378	\$55,065
24	\$70,649	\$55,336
25	\$70,920	\$55,607
26	\$71,191	\$55,878
27	\$71,462	\$56,149
28	\$71,733	\$56,420
29	\$72,004	\$56,691
30	\$72,186	\$56,833
31	\$72,368	\$56,975
32+	\$72,550	\$57,118

CLASSIFIED PROFESSIONAL PAY SCHEDULE

185 DAY CONTRACT

Step	Level 1	Level 2	Level 3	Level 4	Level 5
0	\$51,360	\$43,212	\$34,240	\$26,750	\$21,400
1	\$51,570	\$43,422	\$34,450	\$26,960	\$21,610
2	\$51,779	\$43,631	\$34,659	\$27,169	\$21,819
3	\$51,989	\$43,841	\$34,869	\$27,379	\$22,029
4	\$52,199	\$44,051	\$35,079	\$27,589	\$22,239
5	\$58,084	\$48,866	\$37,754	\$30,264	\$25,984
6	\$58,294	\$49,076	\$37,964	\$30,474	\$26,194
7	\$58,503	\$49,285	\$38,173	\$30,683	\$26,403
8	\$58,713	\$49,495	\$38,383	\$30,893	\$26,613
9	\$58,923	\$49,705	\$38,593	\$31,103	\$26,823
10	\$64,808	\$52,380	\$41,268	\$34,848	\$29,498
11	\$65,017	\$52,589	\$41,477	\$35,057	\$29,707
12	\$65,227	\$52,799	\$41,687	\$35,267	\$29,917
13	\$65,437	\$53,009	\$41,897	\$35,477	\$30,127
14	\$65,647	\$53,219	\$42,107	\$35,687	\$30,337
15	\$66,717	\$55,894	\$44,782	\$36,757	\$32,477
16	\$66,926	\$56,103	\$44,991	\$36,966	\$32,686
17	\$67,136	\$56,313	\$45,201	\$37,176	\$32,896
18	\$67,346	\$56,523	\$45,411	\$37,386	\$33,106
19	\$67,556	\$56,732	\$45,621	\$37,596	\$33,316
20	\$68,626	\$59,407	\$48,296	\$38,131	\$35,456
21	\$68,835	\$59,617	\$48,505	\$38,340	\$35,665
22	\$69,045	\$59,827	\$48,715	\$38,550	\$35,875
23	\$69,255	\$60,037	\$48,925	\$38,760	\$36,085
24	\$69,464	\$60,246	\$49,134	\$38,969	\$36,294
25	\$70,534	\$62,921	\$51,809	\$39,504	\$37,364
26	\$70,744	\$63,131	\$52,019	\$39,714	\$37,574
27	\$70,954	\$63,341	\$52,229	\$39,924	\$37,784
28	\$71,164	\$63,551	\$52,439	\$40,134	\$37,994
29	\$71,373	\$63,760	\$52,648	\$40,343	\$38,203
30	\$72,443	\$66,435	\$55,323	\$40,878	\$39,273
31	\$72,653	\$66,645	\$55,533	\$41,088	\$39,483
32+	\$72,863	\$66,855	\$55,743	\$41,298	\$39,693

CLASSIFIED SALARIED POSITIONS

JOB CLASS/TITLE	SALARY SCHEDULE	CONTRACT DAYS	INDEX
7185 Chief Financial Officer	Certified Rank 2	240 days	30%
7655 Director of Human Resources	Certified Rank 3	240 days	17%
7467 Director of Food Service	Classified Director 1	240 days	–
7902 Director of Transportation	Classified Director 2	240 days	–
7161 Assistant Director of Finance	Classified Professional 3	240 days	–
7904 Assistant Director of Transportation	Classified Professional 4	240 days	–
7492/7493 FRC/YSC Coordinator	Classified Professional 5	240 days	–
7886 Migrant Advocate/Recruiter	Classified Professional 5	220 days	–
7223 Assistant Director of Food Service	Classified Professional 4	225 days	–
7273 Athletic Trainer	Classified Professional 2	200 days	–
7881 Behavior Coach MA	Classified Professional 1	185 days	14%
8881 ISAP Behavior Coach BA	Classified Professional 1	185 days	–
Social Worker (LSW)	Certified Rank 3	185 days	–
Social Worker (CSW)	Certified Rank 2	185 days	–
Social Worker (LCSW)	Certified Rank 1	185 days	–
7291 Occupational/Physical Therapist	Certified Rank 2	185 days	–
7336 Interpreter 2 BA	Certified Rank 3	185 days	–
7338 Interpreter 1 Non-Degreed	Certified Rank 5	185 days	–

New classified employees may be recognized for previous, related experience if certified from a previous employer. 140 days worked in a school year equals one year of experience (KRS 157.320(10)).

HOURLY PAY SCHEDULE

Step	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8
0	\$12.15	\$14.07	\$14.73	\$15.72	\$17.62	\$19.19	\$19.26	\$22.93
1	\$12.26	\$14.20	\$15.01	\$15.93	\$17.76	\$19.35	\$19.48	\$23.15
2	\$12.54	\$14.37	\$15.31	\$16.15	\$17.87	\$19.69	\$19.71	\$23.51
3	\$12.82	\$14.54	\$15.59	\$16.38	\$17.97	\$20.00	\$20.21	\$23.88
4	\$13.07	\$14.69	\$15.87	\$16.59	\$18.10	\$20.33	\$20.37	\$24.23
5	\$13.36	\$14.85	\$16.16	\$16.82	\$18.20	\$20.65	\$20.73	\$24.60
6	\$13.42	\$14.96	\$16.44	\$17.03	\$18.31	\$20.82	\$20.94	\$24.87
7	\$13.47	\$15.06	\$16.74	\$17.24	\$18.44	\$20.96	\$21.12	\$25.12
8	\$13.53	\$15.16	\$17.02	\$17.45	\$18.54	\$21.13	\$21.32	\$25.40
9	\$13.60	\$15.24	\$17.30	\$17.67	\$18.65	\$21.30	\$21.50	\$25.65
10	\$13.64	\$15.34	\$17.59	\$17.91	\$18.72	\$21.44	\$21.71	\$25.92
11	\$13.71	\$15.45	\$17.78	\$18.07	\$19.12	\$21.62	\$21.91	\$26.18
12	\$13.77	\$15.56	\$17.95	\$18.23	\$19.19	\$21.72	\$22.12	\$26.43
13	\$13.81	\$15.66	\$18.12	\$18.38	\$19.34	\$21.82	\$22.33	\$26.71
14	\$13.88	\$15.79	\$18.30	\$18.55	\$19.48	\$21.92	\$22.54	\$26.95
15	\$13.92	\$15.90	\$18.47	\$18.70	\$19.64	\$22.03	\$22.78	\$27.23
16	\$13.98	\$16.01	\$18.65	\$18.87	\$19.78	\$22.13	\$22.99	\$27.48
17	\$14.02	\$16.12	\$18.82	\$19.03	\$19.93	\$22.23	\$23.20	\$27.75
18	\$14.09	\$16.25	\$18.99	\$19.20	\$20.44	\$22.34	\$23.42	\$28.02
19	\$14.12	\$16.29	\$19.17	\$19.35	\$20.48	\$22.41	\$23.49	\$28.09
20	\$14.16	\$16.33	\$19.34	\$19.52	\$20.54	\$22.45	\$23.53	\$28.16
21	\$14.19	\$16.39	\$19.52	\$19.66	\$20.58	\$22.51	\$23.59	\$28.23
22	\$14.22	\$16.45	\$19.69	\$19.84	\$20.62	\$22.58	\$23.65	\$28.29
23	\$14.36	\$16.52	\$19.86	\$19.98	\$20.73	\$22.75	\$23.69	\$28.35
24	\$14.50	\$16.62	\$20.04	\$20.15	\$20.90	\$22.89	\$23.75	\$28.39
25	\$14.64	\$16.69	\$20.21	\$20.32	\$20.94	\$23.07	\$23.79	\$28.46
26	\$14.77	\$16.73	\$20.39	\$20.47	\$21.10	\$23.21	\$23.83	\$28.50
27	\$14.88	\$16.76	\$20.56	\$20.64	\$21.24	\$23.36	\$23.87	\$28.56
28	\$14.99	\$16.87	\$20.66	\$20.74	\$21.36	\$23.47	\$23.98	\$28.67
29	\$15.10	\$16.98	\$20.77	\$20.85	\$21.47	\$23.58	\$24.09	\$28.78
30	\$15.21	\$17.09	\$20.88	\$20.96	\$21.58	\$23.70	\$24.20	\$28.89
31	\$15.32	\$17.20	\$21.00	\$21.07	\$21.69	\$23.81	\$24.31	\$29.00
32+	\$15.43	\$17.31	\$21.11	\$21.18	\$21.80	\$23.92	\$24.42	\$29.11

HOURLY POSITIONS

LEVEL	JOB CLASS/TITLE	HOURS	DAYS
1	7942 Bus Monitor 7943 Bus Assistant	4 hours 4 hours	181 days 181 days
2	7241 Cook/Baker 7320 Instructional Assistant I 7324 Daycare Director 7784 FRYSC Clerk 7940 Driver	4-8 hours 6.5-8 hours 8 hours 3-8 hours 7 hours	183 days 180-185 days 190 days 140-185 days 181 days
3	7232 Cafeteria Lead Assist 7319 Instructional Monitor II - MSD/EBD 7609 Custodian 7773 Secretary/Registrar 7774/5 School Secretary (Middle/Elem) 7777/8/9 School Bookkeeper 7783 Clerical Assistant/Attendance 7791 Secretary to Supt/Receptionist	7 hours 7.5 hours 4-8 hours 7.5-8 hours 7.5 hours 7.5 hours 7-7.5 hours 8 hours	183 days 180 days 175-240 days 203-220 days 203 days 213 days 185 days 220-240 days
4	7212 Lunchroom Manager 7318 Instructional Assistant II 7605 Custodial Supervisor 7872 Employment Specialist	8 hours 6.5 hours 6-8 hours 6.5 hours	192 days 185 days 240 days 180 days
5	7762 Administrative Secretary I 7772 Secretary I/Attendance Specialist 7164 Account Clerk II	6 hours 6-8 hours 8 hours	185 days 185-240 days 185-220 days
6	7443 Maintenance Technician III 7761 Administrative Assistant I 7941 Bus Driver	8 hours 8 hours 4 hours	240 days 240 days 181 days
7	7263 School Nurse LPN 7534 Computer Specialist 7771 Administrative Assistant II 7915 Vehicle Mechanic	7-8 hours 7-8 hours 8 hours 8 hours	190 days 185-235 days 227-240 days 240 days
8	7191 Payroll Clerk I 7441 Lead Maintenance Technician 7525 Computer Maintenance Technician 7914 Lead Vehicle Mechanic	8 hours 8 hours 7 hours 8 hours	240 days 240 days 237 days 240 days

New classified employees may be recognized for previous, related experience if certified from a previous employer.

140 days worked in a school year equals one year of experience (KRS 157.320(10)).

SUBSTITUTE & ADDITIONAL TIME

DESCRIPTION	RATE
Certified Substitute Rank 1 <i>Completed 30+ hrs in addition to completing rank 2 and 3</i>	\$150/day
Certified Substitute Rank 2 <i>Completed master's degree program in addition to rank 3</i>	\$140/day
Certified Substitute Rank 3 <i>Completed teacher certification program & bachelor's degree</i>	\$130/day
Certified Substitute Rank 4 <i>Completed bachelor's degree program, no certificate</i>	\$120/day
Certified Substitute Rank 5 <i>Completed 64+ college credit hrs, minimum 2.5 GPA</i>	\$100/day
Classified Substitute	0 years on Hourly Scale for position
Certified Additional Hours	\$30/hour
Classified ESS Tutors	Regular Hourly Rate
Classified Homebound	\$30/hour
Bus Driver Trainers	Regular Hourly Rate
Bus Driver Field Trip Rate	Regular Hourly Rate
Bus Driver ESS Rate	2 times Regular Hourly Rate
Summer Maintenance/Technology	\$16/hour
Food Service Extra Services <i>Catering, Summer Feeding</i>	\$25/hour
Health Services Assistant	\$16/hour
Student Workers	\$11/hour
Classified covering Certified Position	\$10 additional - Half Day \$20 additional - Full Day

- The maximum number of days a substitute teacher or classified substitute may work in one school year is 129. Exceptions only made with prior approval from the Superintendent.
- Certified substitutes will be paid in ½ day increments (Up to 3.5 hours will count as a ½ day, above 3.5 hours will count as 1 day).
- A long-term substitute is defined as an individual who holds teaching certification and works 20 consecutive days in the same position.
- Long-term substitutes will be paid according to their rank (0 years) or Daily Wage Threshold for retirees, whichever is the lesser of the two rates.
- Substitute positions that turn into a long-term substitute position will be prorated on the first paycheck after reaching long-term substitute status.

Certified Time - A half day is considered 3.5 hours or less, a full day is considered over 3.5 hours.

DISTRICT POSITIONS

POSITION	EXTENDED DAYS	INDEX/STIPEND
Chief Academic Officer	55	30% index
Director of Pupil Personnel/Safe Schools	55	23% index
Director of Special Education	55	20% index
Director of Federal and Inst Programs	55	20% index
Director of Facilities	55	17% index
District Athletic Director	55	17% index
Director of Technology	55	10% index
Assistant Director of Special Education	30	10% index
District Instructional Coach/Federal Programs Coordinator	40	10% index
District Instructional Coach (3)	10	\$1,070
Special Education Alternate Assessment Coordinator	5	
Special Education Consultant (1)	10	
Lead School Psychologist	25	10% index
School Psychologist	25	5% index
Educational Diagnostician	10	
Gifted & Talented Coordinator	10	
ELL/Migrant Teacher	10	
Police Chief	10	
Certified Speech Pathologist	10	\$2,140

STIPEND AMOUNT	POSITION
\$5,350	District Health Coordinator Summer Feeding Coordinator At Risk Feeding Coordinator
\$3,210	Board Secretary Random Drug Testing Coordinator Grant Writer District Communications/Social Media
\$2,140	National Board Certified Teacher Doctorate for Classified Salaried Positions
\$1,070	New Teacher Mentor Gifted & Talented (2)
\$214	Second Year Teacher Mentor

Extra duty supplements under \$2,500 will be paid half on December 15th and half on May 15th.

Extra duty supplements \$2,500 and over will be divided on the employee's checks.

School Resource Officer (3) 185 days	
0-5 years experience	\$38,574
6-10 years experience	\$40,778
11-15 years experience	\$42,982
16+ years experience	\$45,186
KLEFPF Stipend (State Paid)	\$4,300/Officer

ANNUAL RATE X INDEX PERCENT

Annual Rate*	\$50,176
Index Percentage	17%
Annual Index	\$8,530

**Annual Rate to include Base and Extended Days.*

An index is a salary additive for administrative job duties related to the position.

ELEMENTARY SCHOOL POSITIONS

POSITION	EXTENDED DAYS	INDEX/STIPEND
Principal	55	18% index
Assistant Principal	30	10% index
School/Mental Health Counselor (2)	20	
Media Specialist	15	

*Prorated by semester due to grant guidelines/funding.

STIPEND AMOUNT	POSITION
\$8,000	Preschool Partnership Grant Coordinator*
\$6,420	Daycare Director
\$5,000	Preschool Partnership Grant Liaison*
\$1,605	School Technology
\$1,070	Sub Caller
\$535	Building Assessment Coordinator (BAC) Unified Track
\$375	Annual Sponsor Department Head (4)

INTERMEDIATE SCHOOL POSITIONS

POSITION	EXTENDED DAYS	INDEX/STIPEND
Principal	55	18% index
Assistant Principal	30	10% index
School Counselor (2)	20	
Media Specialist	15	

STIPEND AMOUNT	POSITION
\$1,926	School Technology
\$1,070	Academic Team Coach (2) Assistant Archery Coach Assistant Cross Country Coach (grades 3-6) Sub Caller STLP
\$749	Chorus
\$535	Building Assessment Coordinator (BAC)
\$375	Annual Sponsor Department Head (4)

Extra duty supplements under \$2,500 will be paid half on December 15th and half on May 15th.

Extra duty supplements \$2,500 and over will be divided on the employee's checks.

Paraprofessional coaches will be paid in one lump sum payment at the end of the season for that particular sport.

MIDDLE SCHOOL POSITIONS

POSITION	EXTENDED DAYS	INDEX
Principal	55	23% index
Assistant Principal (2)	40	16% index
School Counselor (2)	30	
Media Specialist	15	
Agriculture	15	

STIPEND AMOUNT	POSITION
\$3,210	Assistant Athletic Director
\$2,140	School Technology Head Boys Basketball Coach Head Girls Basketball Coach Head Football Coach
\$1,605	Assistant Boys Basketball Coach Assistant Girls Basketball Coach Assistant Football Coach (4)
\$1,070	Academic Team Coach (2) STLP Math Counts Sub Caller 6th Grade Boys Basketball Coach 6th Grade Girls Basketball Coach Head Boys Soccer Coach Head Girls Soccer Coach Assistant Archery Coach Head Boys Tennis Coach Head Girls Tennis Coach Head Baseball Coach Head Softball Coach Head Volleyball Coach Head Track Coach Head Cheerleading Coach Head Golf Coach (\$500 from Boosters)
\$803	Annual Sponsor Game Manager Assistant Golf Coach (\$250 from Boosters)
\$749	Chorus
\$535	Building Assessment Coordinator (BAC) Assistant Boys Soccer Coach Assistant Girls Soccer Coach Head Golf Coach Assistant Baseball Coach Assistant Softball Coach Assistant Volleyball Coach Assistant Track Coach Assistant Cheerleading Coach
\$375	6th Grade Coordinator (2) 7th Grade Coordinator (2) 8th Grade Coordinator (2) Special Education Coordinator Department Head (6)

Extra duty supplements under \$2,500 will be paid half on December 15th and half on May 15th.

Extra duty supplements \$2,500 and over will be divided on the employee's checks.

Paraprofessional coaches will be paid in one lump sum payment at the end of the season for that particular sport.

HIGH SCHOOL POSITIONS

POSITION	EXTENDED DAYS	INDEX/STIPEND
Principal	55	31% index
Assistant Principal (3)	40	17% index
School Counselor (2)	30	
Media Specialist	15	
Agriculture (2)	53	
Band Director	30	\$5,056
Assistant Band Director	10	\$2,515
Home Economics (2)	5	
Vocational Coordinator	3	

MERCER CENTRAL/DAY TREATMENT POSITIONS

POSITION	EXTENDED DAYS	INDEX/STIPEND
Principal	55	17% index
Day Treatment Social Worker	45	
Day Treatment Head Teacher	45	
Day Treatment Instructional Assistant	17.5	
School Counselor	30	

Extra duty supplements under \$2,500 will be paid half on December 15th and half on May 15th.

Extra duty supplements \$2,500 and over will be divided on the employee's checks.

Paraprofessional coaches will be paid in one lump sum payment at the end of the season for that particular sport.

HIGH SCHOOL POSITIONS

STIPEND AMOUNT	POSITION	STIPEND AMOUNT	POSITION
\$11,770	Head Boys Basketball Coach Head Girls Basketball Coach Head Football Coach	\$1,605	Assistant Boys Track Coach (2) Assistant Girls Track Coach (2) Assistant Cheerleading Coach Dual Credit (26-50 students)
\$6,420	Academic Team Coach Head Boys Soccer Coach Head Girls Soccer Coach Head Baseball Coach Head Softball Coach Head Assistant Football Coach (2)	\$1,370	Choral Music Director Drama Coach Art Director
\$5,350	Assistant Athletic Director Head Assistant Boys Basketball Coach Head Assistant Girls Basketball Coach Football Assistant Skills Coach (3) Head Wrestling Coach Assistant Band Director	\$1,338	Basketball Strength & Conditioning Coach (Booster paid - Boys & Girls) Assistant Boys Golf Coach Assistant Girls Golf Coach
\$4,280	Assistant Boys Basketball Coach Assistant Girls Basketball Coach Head Volleyball Coach Head Cheerleading Coach	\$1,070	Annual Sponsor STLP Sub Caller ACT Math Coordinator ACT Reading/English Coordinator Jazz/Ensemble Performance & Events Assistant Football WR/OLB/Strength Assistant Football JV/Strength/OLB Assistant Boys Tennis Coach Assistant Girls Tennis Coach Assistant Volleyball Coach Freshman Volleyball Coach Assistant Archery Coach Assistant Baseball Coach (Booster paid) Assistant Softball Coach (Booster paid) Dual Credit (11-25 students)
\$3,906	Head Boys Track Coach Head Girls Track Coach	\$856	Prom Coordinator Project Graduation Coordinator
\$3,210	Freshman Football Coach Head Assistant Baseball Coach Head Assistant Softball Coach Head Archery Coach	\$803	Athletic Game Manager (2) Assistant Drama Coach
\$2,675	Assistant Boys Soccer Coach (2) Assistant Girls Soccer Coach (2) Football Strength Coach Dance Team Coach Assistant Wrestling Coach Dual Credit (76+ students)	\$535	Building Assessment Coordinator (BAC) Leadership Team (10) Senior Trip/Homecoming Coordinator Athletic Media Manager Football OL/DL Trainer (Football paid) Football Ball Skills/Footwork Trainer (Football paid) Football Linebacker Trainer (Football paid) Assistant Boys Cross Country Coach Assistant Girls Cross Country Coach Assistant Baseball Coach (Booster paid) Assistant Softball Coach (Booster paid) Dual Credit (1-10 students)
\$2,408	Head Boys Tennis Coach Head Girls Tennis Coach Head Boys Cross Country Coach Head Girls Cross Country Coach Head Boat Captain	\$268	Basketball Support Staff - (Booster paid - Boys & Girls)
\$2,140	School Technology Freshman Boys Basketball Coach Freshman Girls Basketball Coach Head Boys Golf Coach Head Girls Golf Coach Assistant Varsity Baseball Coach Assistant Varsity Softball Coach Dual Credit (51-75 students)		