

**Boone County School District**  
**2025-2026 Certified Salary Schedule Recommendation**

*This recommendation applies to the certified salary schedules and employees whose salaries are indexed to the certified salary schedule.*

**Step/Increment**

It is agreed that all eligible certified employees shall receive a step increment for the 2025-2026 school year. For example, a teacher who qualifies for a step/increment and is Rank II Experience Step 14 for the 2024-2025 school year, and who remains a Rank II teacher for the 2025-2026 school year, shall be placed on Experience Step 15.

**Salary Schedule**

The salary schedule set forth in Appendix II shall have the following adjustments:

- (i) All rows and columns of the "Boone County School District Certified Salary Schedules 2024-2025" shall be increased by 3%. For each cell of the salary schedule, the current salary shall be multiplied by 1.03 and then rounded to the nearest integer.
- (ii) As a second and succeeding step, for the purposes of further increasing salaries for teachers with fewer years of experience, the salary schedule will secondly be adjusted by adding \$100 to Experience Step 29, followed by adding an additional \$100 to Experience Step 28 (i.e. \$100x 2), followed by increasing Experience Step 27 by \$100x3, followed by increasing Experience Step 26 by \$100 x 4. This pattern shall continue until the lower experience steps receive the following increases: Experience Step 4 shall have salary increased by \$100 x 26; Experience Step 3 shall have salary increased by \$100 x 27; Experience Step 2 shall have salary increased by \$100 x 28; Experience Step 1 shall have salary increased by \$100 x 29; and Experience Step 0 shall have salary increased by \$100 x 30, resulting in an additional salary increase for Experience Step 0 of \$3,000.

The enclosed "Boone County School District Certified Salary Schedules 2025-2026" and subsequently approved by the BCS School Board shall be the final and official salary as compared to the above descriptions.

**Benefits**

The Board shall maintain a retirement plan, the "BCS Savings Plan", qualified under Section 401(a) or 403(b) of the Internal Revenue Code.

The school district shall:

- (i) Match the employee's 403(b) plan for 1% of the employee's base contract amount. The employee must contribute at least 1% of the employee's base contract amount in order to qualify for the employer match;
- (ii) Provide the qualifying employee with an additional 401(a) or 403(b) payment in the amount of \$2,000 for qualifying employees who are on experience step 0 through experience step 4 of the Salary Schedule. Qualifying employees must participate in (i) by contributing at least 1% of the employee's base contract amount each year in order to be eligible for the additional 401(a) or 403(b) payment.

The school district's matching contribution shall be made to the employee's 401(a) or 403(b) account under the Plan. The school district may make the matching contribution at any point throughout the contractual year and may do so in one lump-sum payment or distributed over multiple payments. All contractual employees who begin their employment with BCS on or after July 1, 2025 shall have a 5-year vesting requirement in order to receive any matching funds provided by BCS as 401(a) or 403(b) payments. BCS employees who begin employment prior to July 1, 2025 shall have no vesting requirement.

**Boone County School District**  
**2025-2026 Classified “Hourly” Salary Schedule Recommendation**

*This recommendation applies to the classified “hourly” salary schedules for grades 1-42, which includes secretaries, bookkeepers, custodians, computer technicians, interpreters, food service workers, paraeducators, and bus drivers.*

**Step/Increment**

It is agreed that all eligible hourly employees shall receive a step increment for the 2025-2026 school year. For example, an employee who qualifies for a step/increment and is G20 Experience Step 14 for the 2024-2025 school year, assuming all other qualifications are met, shall be placed on Experience Step 15.

**Classified “Hourly” Salary Schedule**

The classified “hourly” salary schedule shall have the following adjustments:

- (i) All cells within rows and columns of the classified “hourly” salary schedules 2024-2025 shall be increased by 3% or \$1.00, whichever is greater.

**Benefits**

The Board shall maintain a retirement plan, the “BCS Savings Plan”, qualified under Section 401(a) or 403(b) of the Internal Revenue Code.

The school district shall:

- (i) Match the employee's 403(b) plan for 1% of the employee's base contracted salary amount. The employee must contribute at least 1% of the employee’s base contract amount in order to qualify for the employer match;

The school district’s matching contribution shall be made to the employee’s 401(a) or 403(b) account under the Plan. The school district may make the matching contribution at any point throughout the contractual year and may do so in one lump-sum payment or distributed over multiple payments. All contractual employees who begin their employment with BCS on or after July 1, 2025 shall have a 5-year vesting requirement in order to receive any matching funds provided by BCS as 401(a) or 403(b) payments. BCS employees who begin employment prior to July 1, 2025 shall have no vesting requirement.



**BOONE COUNTY SCHOOL DISTRICT  
CERTIFIED SALARY SCHEDULES  
2025-2026**

<b>RANK I</b>	
MASTERS DEGREE plus 30 hours	
EXPERIENCE STEP	2025-2026
0	\$ 58,217
1	\$ 59,243
2	\$ 60,269
3	\$ 61,307
4	\$ 62,367
5	\$ 63,426
6	\$ 64,485
7	\$ 65,544
8	\$ 66,604
9	\$ 67,663
10	\$ 68,721
11	\$ 69,781
12	\$ 70,840
13	\$ 71,900
14	\$ 72,958
15	\$ 74,017
16	\$ 75,077
17	\$ 76,136
18	\$ 77,195
19	\$ 78,254
20	\$ 79,314
21	\$ 80,373
22	\$ 81,431
23	\$ 82,491
24	\$ 83,550
25	\$ 84,610
26	\$ 85,669
27	\$ 86,727
28	\$ 87,033
29	\$ 87,339
30	\$ 87,645

<b>RANK II</b>	
MASTERS DEGREE	
EXPERIENCE STEP	2025-2026
0	\$ 53,719
1	\$ 54,744
2	\$ 55,769
3	\$ 56,794
4	\$ 57,818
5	\$ 58,843
6	\$ 59,869
7	\$ 60,907
8	\$ 61,966
9	\$ 63,026
10	\$ 64,085
11	\$ 65,144
12	\$ 66,204
13	\$ 67,263
14	\$ 68,321
15	\$ 69,381
16	\$ 70,440
17	\$ 71,500
18	\$ 72,558
19	\$ 73,617
20	\$ 74,677
21	\$ 75,736
22	\$ 76,795
23	\$ 77,854
24	\$ 78,914
25	\$ 79,973
26	\$ 81,031
27	\$ 82,091
28	\$ 82,396
29	\$ 82,701
30	\$ 83,006

<b>RANK III</b>	
BACHELORS DEGREE	
EXPERIENCE STEP	2025-2026
0	\$ 50,548
1	\$ 50,910
2	\$ 51,273
3	\$ 52,298
4	\$ 53,322
5	\$ 54,347
6	\$ 55,372
7	\$ 56,397
8	\$ 57,422
9	\$ 58,448
10	\$ 59,474
11	\$ 60,512
12	\$ 61,571
13	\$ 62,631
14	\$ 63,689
15	\$ 64,748
16	\$ 65,808
17	\$ 66,867
18	\$ 67,926
19	\$ 68,985
20	\$ 70,044
21	\$ 71,104
22	\$ 72,163
23	\$ 73,222
24	\$ 74,281
25	\$ 75,341
26	\$ 76,400
27	\$ 77,458
28	\$ 77,763
29	\$ 78,068
30	\$ 78,373

**RANK IV**     **\$ 39,519**

\* Certified employees must work 140 days at .5 or above to receive their annual step increase (KRS: 157.320)

\*\* Any certified employee with Rank 1 or Rank 2 certification, and holding an approved Doctorate degree, will receive an additional three thousand dollars (\$3,000.00)

\*\*\* \$2,000 salary supplement for teachers in District specialized classrooms (Emotional and Behavior Disability, Moderate to Severe Disabilities, and Autism), as defined by the Director of Special Education.