

DATE:

April 25, 2025

AGENDA ITEM (ACTION ITEM):

Consider/Approve 2026 Supplemental and Miscellaneous Salary Schedules

APPLICABLE BOARD POLICY:

03.121 and 03.221 Salaries

HISTORY/BACKGROUND:

Annual review of the 2025 Supplemental Salary Schedules reveal that KCSD leads in the region and Kentucky. The district is fortunate to be able to offer compensation that ranks among the very best in the region and state as the labor market tightens.

Recognizing the accomplishments and hours of dedication to KCSD student extra and co-curricular activities as well as the continued inflationary impacts, the 2026 Supplemental and Miscellaneous Salary Schedules reflect a 4% increase over last year.

The Supplemental Salary Schedule includes only one additional stipend which is for the four middle schools to implement an afterschool club in the area of construction and skilled trades. Students will gain exposure to and explore the construction and skilled trades pathway through club activities. TradesNKY, a nonprofit organization, has offered to provide resources and materials to support the clubs.

FISCAL/BUDGETARY IMPACT:

\$75,000 from General Fund

RECOMMENDATION:

Approval of 2026 Supplemental and Miscellaneous Salary Schedules

CONTACT PERSON:

**Malina Owens, Asst. Superintendent Human Resources
Susan Bentle, Exec. Director Finance**

Principal



District Administrator



Superintendent

KENTON COUNTY BOARD OF EDUCATION
2026 SUPPLEMENTARY SALARY SCHEDULE

SUPP Certified
SPCL Classified/Para

1 High School Athletic Director	\$11,491	<u>Track - Boys and Girls</u>	
2 Middle School Athletics	\$5,834	31 Head	\$4,087
3 Weight/Conditioning Coach HS	\$1,711	32 Assistant	\$2,898
		33 Level I	\$1,711
		34 Middle School (1 Total)	\$1,104
		35 Assistant Middle School (1 Total)	\$1,005
<u>Football</u>		<u>Soccer - Boys and Girls</u>	
4 Head	\$10,209	36 Head Coach	\$4,087
5 Assistant	\$6,766	37 Assistant	\$1,711
6 Level I (5)	\$4,818	38 Level I (2)	\$1,279
7 Level II (2)	\$3,078		
8 Level III (2)	\$1,972	<u>Softball - Fast Pitch</u>	
9 Middle School Head	\$2,739	39 Head	\$6,127
10 Assistant Middle School	\$1,972	40 Assistant High School	\$4,060
		41 Level I (2)	\$2,924
<u>Volleyball</u>		<u>Tennis - Boys and Girls</u>	
11 High School Head	\$4,085	42 Head	\$2,739
12 Assistant High School	\$1,711	43 Assistant	\$1,711
13 Level I	\$1,279		
14 Middle School Girls-6th	\$1,104	<u>Golf</u>	
15 Middle School Girls-7th	\$1,104	44 Head Boys	\$2,019
16 Middle School Girls-8th	\$1,104	45 Head Girls	\$2,019
		<u>Archery</u>	
<u>Cross Country - Boys and Girls</u>		46 Head	\$2,739
17 Head	\$2,739	47 Assistant (2)	\$1,279
18 Assistant	\$1,711	48 Middle School Head	\$1,104
19 Middle School (1 Total)	\$1,104	49 Assistant Middle School	\$1,005
20 Assistant Middle School (1 Total)	\$1,005		
		<u>Athletic Program Support</u>	
<u>Basketball - Boys and Girls</u>		50 Athletic/Activity Camp Director	\$2,339
21 High School Head	\$10,209	51 Athletic Team Instructor (1-20)	\$702
22 Assistant High School	\$6,766	52 Athletic Support Level I	\$3,509
23 Level I (2)	\$4,867	53 Athletic Support Level II (1-3)	\$2,339
24 Level II	\$2,928	54 Athletic Support Level III (1-3)	\$1,170
25 Middle School Boys-6th	\$2,739	55 Non-KHSAA Official	\$34
26 Middle School Girls-6th	\$2,739		
27 Middle School Boys-7th	\$2,739		
28 Middle School Girls-7th	\$2,739		
29 Middle School Boys-8th	\$2,739		
30 Middle School Girls-8th	\$2,739		

ITEM NOTES:

- (7) Additional assistant if Varsity & JV team participation exceeds 60. Count taken 2 weeks after start of the season.
- (8) Additional assistant if Freshman team participation exceeds 50. Count taken 2 weeks after start of the season.
- (10, 20, 35, 49) Additional assistant if team participation exceeds 60. Count taken 2 weeks after start of the season
- (10) 2 Additional assistants if school is fielding 2 teams.
- (14) Requires comparable number of games as the 7th and 8th grade teams.
- (50-55) Athletic Program Support will be funded by the school or boosters

Athletic Directors: 26 checks

Other Athletic Stipends: 2 checks per year (1 @ Middle of Season and 1 @ End of Season)

5/5/2025

KENTON COUNTY BOARD OF EDUCATION
2026 SUPPLEMENTARY SALARY SCHEDULE

SUP1 Certified
SUCL Classified/Para

Cheerleaders

1	Varsity	\$6,766
2	Assistant	\$4,086
3	Level I	\$3,078
4	Middle School-6th, 7th & 8th - Basketball	\$1,403
5	Middle School Football	\$1,137

Dance

6	Head Coach (High School)	\$1,228
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Marching Band

7	Director	\$10,209
8	Assistant	\$6,766
9	Level I	\$5,936

Bowling

10	Head Coach	\$1,228
11	Assistant Coach	\$614

Wrestling

12	Head - Boys	\$4,086
13	Head - Girls	\$4,086
14	Assistant	\$1,711
15	Middle School	\$1,104
16	Assistant Middle School	\$1,005

Swimming/Diving

17	Swim Coach	\$4,046
18	Assistant	\$1,711
19	Diving Coach - District Position	\$1,712

Baseball

20	Head	\$6,127
21	Assistant High School	\$4,061
22	Level I (2)	\$2,924

Bass Fishing

23	Head Coach	\$615
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E-Sports

24	Head Coach	\$959
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Unified and Adaptive Sports

25	- Bowling (1 per HS)	\$1,228
26	- Track (1 per HS)	\$1,228

Lacrosse Boys and Girls

27	Head Coach	\$4,087
28	Assistant Coach	\$1,711

Elementary

29	Literacy Leader (2)	\$1,595
30	Academic Competition	\$2,612
31	Department Curriculum Leader (7 Positions)	\$1,337
32	Sponsors (5 positions)	\$1,337
33	E-WISE Sponsor (1 position)	\$1,337
34	Athletics Activities Director	\$2,193

Middle School

35	Academic Competition	\$4,086
36	Literacy Leader	\$1,784
37	Department Curriculum Leader (6 Positions)	\$1,493
38	Sponsors (8 positions)	\$1,493
39	E-WISE Sponsor (1 position)	\$1,493
40	Construction Trades Club Sponsor	\$1,493
41	Intramural/Activities Director	\$2,605

High School

42	Academic Competition	\$6,766
43	Department Curriculum Leader (7 Positions)	\$1,802
44	Literacy Leader	\$2,019
45	Sponsors (8 positions)	\$1,918
46	TEDS Coordinator	\$926
47	High School JROTC Sponsor (2)	\$1,918

District Wide

48	Elementary Activities Coordinator- 2 positions	\$8,821
49	Secondary School Activities Coordinator	\$8,821
50	NKYDC Lead Teacher	\$3,602

Music Program Support

51	Marching Band Caption Head	\$4,725
52	Marching Band Support Level I	\$3,543
53	Marching Band Support Level II	\$2,363
54	Marching Band Support Level III (1-3)	\$1,181
55	Marching Band Camp Level IV (1-4)	\$708
56	Winter Season Caption Head (1-2)	\$4,725
57	Winter Season Support Level I	\$3,543

Gifted and Talented Program

58	Enrollment <1000 Students (2 HS)	\$1,329
59	Enrollment >1000 Students (2 HS)	\$1,772

Exceptional Children Lead Teacher

60	Exception Children Lead Teacher	\$3,440
61	Speech Pathologist Leader	\$2,018

Technology Support

62	Instructional Technology Coach	\$2,293
	Enrollment < 1,000 (1 position); >1,000 (2 positions)	
63	STLP Coordinator (1)	\$2,293
64	School Asset Coordinator (1)	\$1,720

ITEM NOTES:

- (7) Includes responsibility for Flags, Rifles, Pep Band and Summer Camp.
- (34) \$100 per team for teams in excess of 4
- (60) 0-120 Spec Ed students = 1 lead; over 120 Spec Ed students = 2 leads
- (51-57) Music Program Support will be funded by the school or boosters

KENTON COUNTY BOARD OF EDUCATION
MISCELLANEOUS POSITIONS 2026

SECRETARY TO THE BOARD	\$16,030	ANNUAL
TREASURER	\$13,284	ANNUAL
TRANSPORTATION-SUB CALLING	\$3,440	ANNUAL
PRINCIPAL and DIRECTOR OF DISTRICTWIDE PROGR/	\$12,053	ANNUAL
FOOD SERVICE MANAGER - BREAKFAST SUPPLEMEN	\$1,376	ANNUAL
SIGN LANGUAGE CERTIFICATION SUPPLEMENT	\$2,000	ANNUAL
NATIONAL BOARD CERTIFICATION SUPPLEMENT	\$2,000	ANNUAL
SPEECH LANGUAGE PATHOLOGIST STIPEND (As defined in KRS 157.397)	\$2,000	ANNUAL As funded in State Budget
CLASSIFIED DOCTORATE SUPPLEMENT	\$3,000	ANNUAL
BUS DRIVER TRAINER SUPPLEMENT	\$1.50	PER HOUR
HEALTH ASSISTANT SUPPLEMENT	\$1.60	PER HOUR
SUMMER BUS MAINTENANCE	\$15.30	PER HOUR
STUDENT INTERN	G1 0 EXP FROM CLASSIFIED PAY SCALE	
SWIM INSTRUCTOR/LIFEGUARD	\$15.15	PER HOUR
POOL/AQUATICS ASSSTANT	\$17.15	PER HOUR
SUBSTITUTE INTERPRETER	PER CONTRACTED RATE	
DISTRICT BUILDING OPERATIONS SUPERVISOR	HOURLY RATE: HCME/HCMS/G8/HCLE/HCMC/HCHJ/HCLJ	
CHILD CARE EMPLOYEE	\$18.30	PER HOUR
SBDM SECRETARY	UP TO \$28.65	PER HOUR
REGISTERED NURSE ADDN'L HOURS	\$34.40	PER HOUR
ADDN'L NON INSTRUCTION HOURS**	\$37.85	PER HOUR
ADDN'L INSTRUCTION HOURS**	\$57.40	PER HOUR
ADMINISTRATOR EVENT SUPERVISOR ***	\$40.15	PER HOUR
CLASSIFIED POSITION SUBSTITUTE	0 EXP LEVEL I FROM CLASSIFIED PAY SCALE	
AP SCIENCE LAB STIPEND	\$2,866	ANNUAL
ADULT EVENT WORKER	\$17.20	PER HOUR
STUDENT EVENT WORKER	\$11.50	PER HOUR
COOPERATING TEACHER	KDE REIMBURSEMENT OR UNIV. CONTRACT RATE	

** Applicable Only to Exempt Positions (Excludes Administrators)

*** Applicable Only to Principal, Asst. principal, Guidance Counselor, Athletic Directors

Annual Stipends: 26 checks

Per Hour Extra Pay: Paid as occurs throughout the year.

5/5/2025