



2025 - 2026 Salary Schedules

Adopted May 12, 2025

Certified Salary Schedule 2025-2026

YEAR	Doctor	Rank I	Rank II	Rank III	Rank IV	Rank V
0	\$ 55,636	\$ 53,148	\$ 48,651	\$ 44,301	\$ 37,341	\$ 35,710
1	\$ 55,739	\$ 53,252	\$ 48,756	\$ 44,403	\$ 37,341	\$ 35,710
2	\$ 55,850	\$ 53,362	\$ 48,855	\$ 44,506	\$ 37,341	\$ 35,710
3	\$ 55,950	\$ 53,463	\$ 48,956	\$ 44,604	\$ 37,341	\$ 35,710
4	\$ 60,953	\$ 58,466	\$ 53,182	\$ 49,161	\$ 37,341	\$ 35,710
5	\$ 61,055	\$ 58,568	\$ 53,289	\$ 49,262	\$ 37,341	\$ 35,710
6	\$ 61,161	\$ 58,674	\$ 53,388	\$ 49,363	\$ 37,341	\$ 35,710
7	\$ 61,265	\$ 58,777	\$ 53,495	\$ 49,467	\$ 37,341	\$ 35,710
8	\$ 61,370	\$ 58,882	\$ 53,601	\$ 49,571	\$ 37,341	\$ 35,710
9	\$ 61,474	\$ 58,986	\$ 53,705	\$ 49,677	\$ 37,341	\$ 35,710
10	\$ 67,766	\$ 65,278	\$ 60,403	\$ 55,336	\$ 37,341	\$ 35,710
11	\$ 67,866	\$ 65,379	\$ 60,508	\$ 55,442	\$ 37,341	\$ 35,710
12	\$ 67,971	\$ 65,484	\$ 60,611	\$ 55,539	\$ 37,341	\$ 35,710
13	\$ 68,073	\$ 65,585	\$ 60,712	\$ 55,645	\$ 37,341	\$ 35,710
14	\$ 68,172	\$ 65,685	\$ 60,818	\$ 55,753	\$ 37,341	\$ 35,710
15	\$ 69,811	\$ 67,323	\$ 62,286	\$ 57,567	\$ 37,341	\$ 35,710
16	\$ 69,911	\$ 67,424	\$ 62,391	\$ 57,673	\$ 37,341	\$ 35,710
17	\$ 70,018	\$ 67,531	\$ 62,496	\$ 57,779	\$ 37,341	\$ 35,710
18	\$ 70,122	\$ 67,635	\$ 62,596	\$ 57,882	\$ 37,341	\$ 35,710
19	\$ 70,230	\$ 67,743	\$ 62,703	\$ 57,985	\$ 37,341	\$ 35,710
20	\$ 71,833	\$ 69,346	\$ 64,690	\$ 60,565	\$ 37,341	\$ 35,710
21	\$ 71,941	\$ 69,454	\$ 64,798	\$ 60,669	\$ 37,341	\$ 35,710
22	\$ 72,051	\$ 69,563	\$ 64,903	\$ 60,776	\$ 37,341	\$ 35,710
23	\$ 72,157	\$ 69,669	\$ 65,007	\$ 60,878	\$ 37,341	\$ 35,710
24	\$ 72,262	\$ 69,774	\$ 65,115	\$ 60,980	\$ 37,341	\$ 35,710
25	\$ 73,688	\$ 71,201	\$ 65,924	\$ 61,787	\$ 37,341	\$ 35,710
26	\$ 73,833	\$ 71,345	\$ 66,066	\$ 61,931	\$ 37,341	\$ 35,710
27	\$ 74,432	\$ 71,945	\$ 66,609	\$ 62,073	\$ 37,341	\$ 35,710
28	\$ 74,576	\$ 72,088	\$ 66,749	\$ 62,212	\$ 37,341	\$ 35,710
29	\$ 74,721	\$ 72,233	\$ 66,892	\$ 62,352	\$ 37,341	\$ 35,710
30	\$ 76,889	\$ 74,402	\$ 69,019	\$ 64,467	\$ 37,341	\$ 35,710

Classified Professional Salary Schedule 2025-2026

YEAR	Doctor	Rank I	Rank II	Rank III	Rank IV	Rank V
0	\$ 55,636	\$ 53,148	\$ 48,651	\$ 44,301	\$ 37,341	\$ 35,710
1	\$ 55,739	\$ 53,252	\$ 48,756	\$ 44,403	\$ 37,341	\$ 35,710
2	\$ 55,850	\$ 53,362	\$ 48,855	\$ 44,506	\$ 37,341	\$ 35,710
3	\$ 55,950	\$ 53,463	\$ 48,956	\$ 44,604	\$ 37,341	\$ 35,710
4	\$ 60,953	\$ 58,466	\$ 53,182	\$ 49,161	\$ 37,341	\$ 35,710
5	\$ 61,055	\$ 58,568	\$ 53,289	\$ 49,262	\$ 37,341	\$ 35,710
6	\$ 61,161	\$ 58,674	\$ 53,388	\$ 49,363	\$ 37,341	\$ 35,710
7	\$ 61,265	\$ 58,777	\$ 53,495	\$ 49,467	\$ 37,341	\$ 35,710
8	\$ 61,370	\$ 58,882	\$ 53,601	\$ 49,571	\$ 37,341	\$ 35,710
9	\$ 61,474	\$ 58,986	\$ 53,705	\$ 49,677	\$ 37,341	\$ 35,710
10	\$ 67,766	\$ 65,278	\$ 60,403	\$ 55,336	\$ 37,341	\$ 35,710
11	\$ 67,866	\$ 65,379	\$ 60,508	\$ 55,442	\$ 37,341	\$ 35,710
12	\$ 67,971	\$ 65,484	\$ 60,611	\$ 55,539	\$ 37,341	\$ 35,710
13	\$ 68,073	\$ 65,585	\$ 60,712	\$ 55,645	\$ 37,341	\$ 35,710
14	\$ 68,172	\$ 65,685	\$ 60,818	\$ 55,753	\$ 37,341	\$ 35,710
15	\$ 69,811	\$ 67,323	\$ 62,286	\$ 57,567	\$ 37,341	\$ 35,710
16	\$ 69,911	\$ 67,424	\$ 62,391	\$ 57,673	\$ 37,341	\$ 35,710
17	\$ 70,018	\$ 67,531	\$ 62,496	\$ 57,779	\$ 37,341	\$ 35,710
18	\$ 70,122	\$ 67,635	\$ 62,596	\$ 57,882	\$ 37,341	\$ 35,710
19	\$ 70,230	\$ 67,743	\$ 62,703	\$ 57,985	\$ 37,341	\$ 35,710
20	\$ 71,833	\$ 69,346	\$ 64,690	\$ 60,565	\$ 37,341	\$ 35,710
21	\$ 71,941	\$ 69,454	\$ 64,798	\$ 60,669	\$ 37,341	\$ 35,710
22	\$ 72,051	\$ 69,563	\$ 64,903	\$ 60,776	\$ 37,341	\$ 35,710
23	\$ 72,157	\$ 69,669	\$ 65,007	\$ 60,878	\$ 37,341	\$ 35,710
24	\$ 72,262	\$ 69,774	\$ 65,115	\$ 60,980	\$ 37,341	\$ 35,710
25	\$ 73,688	\$ 71,201	\$ 65,924	\$ 61,787	\$ 37,341	\$ 35,710
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28	\$ 74,576	\$ 72,088	\$ 66,749	\$ 62,212	\$ 37,341	\$ 35,710
29	\$ 74,721	\$ 72,233	\$ 66,892	\$ 62,352	\$ 37,341	\$ 35,710
30	\$ 76,889	\$ 74,402	\$ 69,019	\$ 64,467	\$ 37,341	\$ 35,710

Classified Salary Schedule 2025 - 2026

Office Personnel	Days	Hours	0 - 4	5 - 9	10 - 14	15 - 19	20+
Assistant Finance (District)	238	8	24.39	25.12	26.12	27.56	28.39
Payroll (District)	238	8	18.89	19.45	20.14	21.13	21.82
Accounts Payable (District)	238	8	18.71	19.26	19.98	21.08	21.71
Admin Asst to Supt & HR Specialist	238	8	18.89	19.45	20.14	21.13	21.82
Receptionist (District)	238	8	15.90	16.44	17.10	17.94	18.53
Receptionist (School Level)	180	7	13.73	14.21	14.74	15.69	16.47
Administrative Assistant (District)	238	8	18.07	18.61	19.36	20.43	21.20
Administrative Assistant (School)	220	7	15.66	16.14	16.78	17.71	18.44
Bookkeeper (Primary/Intermediate)	200	7	15.78	16.25	16.91	17.83	18.36
Bookkeeper (Middle)	200	7	15.95	16.43	17.13	18.12	18.84
Bookkeeper (High/Tech Ctr.)	205	7	16.41	17.07	18.01	18.92	19.55
Attendance Clerk (School Level)	200	7	15.38	15.83	16.59	17.44	18.03
Guidance Clerk (School Level)	200	7	15.38	15.83	16.59	17.44	18.03
Instructional Support	Days	Hours	0 - 4	5 - 9	10 - 14	15 - 19	20+
Instructional Assistant (Regular/ECE)	180	7	13.40	13.89	14.37	15.24	15.72
Instructional Assistant (ECE - MSD)	180	7	15.09	15.54	16.17	17.06	17.56
Instructional Assistant (ECE w/CNA)	180	7	15.50	15.95	16.60	17.51	18.03
CWBTP Associate (ECE)	190	4	16.64	17.14	17.82	18.81	19.37
Building & Grounds	Days	Hours	0 - 4	5 - 9	10 - 14	15 - 19	20+
Director of Maintenance	238	8	27.86	28.76	29.86	31.45	32.61
Head Custodian	245	8	14.86	15.28	15.81	16.73	17.42
Custodian	245	8	14.11	14.33	14.55	14.99	15.43
Maintenance II	248	8	16.28	16.86	17.57	18.47	19.11
HVAC Tech	248	8	25.11	25.85	26.85	28.29	29.11
Maintenance III (HVAC Tech Assistant)	248	8	19.22	19.80	20.59	21.73	22.38
Maintenance I Grounds Keeper	248	8	16.07	16.55	17.21	18.16	18.70
Transportation	Days	Hours	0 - 4	5 - 9	10 - 14	15 - 19	20+
Director of Transportation	238	8	27.86	28.76	29.86	31.45	32.61
Lead Mechanic	248	8	22.67	23.35	24.28	25.61	26.38
Mechanic II	248	8	19.27	20.02	20.91	21.89	22.56
Mechanic I	248	4	16.49	17.00	17.63	18.59	19.29
Bus Driver	180	4	21.23	21.35	21.46	21.86	22.29
Bus Monitor	132	4	11.66	12.02	12.47	13.05	13.45
ECE Bus Monitor	180	4	13.39	13.75	14.20	14.78	15.18
Bus Driver (Trip Pay)	Varies	Varies	18.54	18.54	18.54	18.54	18.54
Bus Driver (Substitute)	Varies	4	19.48	19.48	19.48	19.48	19.48
Technology	Days	Hours	0 - 4	5 - 9	10 - 14	15 - 19	20+
Computer LAN Technician	203	7	23.01	23.83	24.82	25.99	26.78
Community & Public Relations	Days	Hours	0 - 4	5 - 9	10 - 14	15 - 19	20+
District Public Relations	238	4	11.38	11.74	12.16	12.67	13.05
Community Rel. Director	220	4	23.87	24.58	25.57	26.97	27.78
Family Resource & Youth Service	Days	Hours	0 - 4	5 - 9	10 - 14	15 - 19	20+
Primary/Intermediate Coordinator	240	8	22.95	23.64	24.58	25.93	26.71
Middle/High Coordinator	240	8	22.95	23.64	24.58	25.93	26.71
Coordinator (Bachelor's)	240	8	21.28	21.92	22.80	24.05	24.77
Coordinator (Associates)	240	8	19.61	20.20	21.00	22.16	22.83

Classified Salary Schedule 2025 - 2026

Assistant Coordinator (Bachelor's)	195	8	16.70	17.13	17.61	18.36	18.80
Assistant Coordinator (Associates)	195	8	14.47	14.90	15.38	16.14	16.56
Assistant Coordinator	195	8	12.98	13.37	13.90	14.67	15.11
Health Services	Days	Hours	0 - 4	5 - 9	10 - 14	15 - 19	20+
Health Services Assistant	180	7	15.09	15.54	16.17	17.06	17.56
CNA	180	7	15.50	15.95	16.60	17.51	18.03
LPN	180	7	17.22	17.73	18.44	19.46	20.04
RN	180	7	24.10	24.82	25.82	27.23	28.05
Food Service	Days	Hours	0 - 4	5 - 9	10 - 14	15 - 19	20+
Director of Food Service	238	8	27.86	28.76	29.86	31.45	32.61
Administrative Assistant	228	8	18.07	18.61	19.36	20.43	21.20
Cafeteria Mgr.	180	7.5	16.51	17.34	18.17	19.15	20.15
Food Svc Specialty Program Coordinator	200	7	15.55	16.26	17.20	18.21	19.22
Cashier	180	7	14.31	14.89	15.90	16.91	17.91
Cafeteria Worker	180	7	13.68	14.38	15.07	16.05	17.03
Stock Clerk	180	8	15.70	16.18	16.83	17.75	18.28
Maintenance II	65	8	15.70	16.18	16.83	17.75	18.28

Extra-curricular Co-curricular 2025-2026

School	Activity	Position	Amount
HS	Football	Head Coach	10,229.96
HS	Football	Assistant Coach*	4,284.80
HS	Football	Assistant Coach*	4,284.80
HS	Football	Assistant Coach*	4,284.80
HS	Football	Assistant Coach*	4,284.80
HS	Football	Assistant Coach*	4,284.80
HS	Football	Freshman Coach*	3,749.20
HS	Basketball (Boys)	Head Coach	10,229.96
HS	Basketball (Boys)	Assistant Coach*	3,749.20
HS	Basketball (Boys)	Assistant Coach*	3,749.20
HS	Basketball (Boys)	Freshman Coach*	3,749.20
HS	Basketball (Girls)	Head Coach	10,229.96
HS	Basketball (Girls)	Assistant Coach*	3,749.20
HS	Basketball (Girls)	Assistant Coach*	3,749.20
HS	Basketball (Girls)	Freshman Coach*	3,749.20
HS	Band	Band Director	9,962.16
HS	Band	Assistant	5,623.80
HS	Band	Assistant	5,623.80
HS	Band	Band Flag Corp Dir.	1,606.80
HS	Band	Axis Winterguard	1,606.80
HS	Baseball**	Head Coach	5,891.60
HS	Baseball	Assistant Coach	1,740.70
HS	Baseball	Freshman Coach	1,740.70
HS	Softball**	Head Coach	5,891.60
HS	Softball	Assistant Coach	1,740.70
HS	Softball	Freshman Coach	1,740.70
HS	Mowing	Softball Fields	803.40
HS	Mowing	Football Fields	803.40
HS	Soccer (Girls)	Head Coach	3,749.20
HS	Soccer (Girls)	Assistant Coach	1,071.20
HS	Soccer (Boys)	Head Coach	3,749.20
HS	Soccer (Boys)	Assistant Coach	1,071.20
HS	Archery	Head Coach	1,606.80
HS	Track	Head Coach	3,213.60
HS	Cross Country	Head Coach	2,678.00
HS	Cross Country	Assistant Coach	803.40
HS	Golf (Boys)	Head Coach	2,142.40
HS	Golf (Girls)	Head Coach	2,142.40
HS	Bass Fishing	Head Coach	642.72
HS	Tennis	Head Coach	2,678.00
HS	Volleyball (Girls)	Head Coach	5,891.60
HS	Volleyball (Girls)	Assistant Coach	1,740.70
HS	Volleyball (Girls)	Assistant Coach	1,740.70
HS	Swim	Head Coach	2,678.00
HS	Volleyball (Boys)	Head Coach	1,287.50
HS	Volleyball (Boys)	Assistant Coach	772.50

School	Activity	Position	Amount
HS	Athletic Director	Athletic Director	7,498.40
HS	Athletic Director	Assistant Athletic Director	2,356.64
HS	Yearbook	Yearbook Advisor	1,606.80
HS	Technology	Coordinator	1,258.66
HS	Department Head	Math	749.84
HS	Department Head	Science	749.84
HS	Department Head	Language Arts	749.84
HS	Department Head	Social Studies	749.84
HS	Department Head	CTE	749.84
HS	Department Head	ECE	749.84
HS	Department Head	Humanities	749.84
HS	Dance	Sponsor	1,287.50
HS	Cheerleading	Sponsor	4,820.40
HS	Academic Team	Coach	3,749.20
HS	Academic Team	Assistant Coach	2,142.40
HS	SBDM	SBDM Secretary	535.60
HS	Science Olympiad	Science Olympiad	2,678.00
HS	Musical Director	Musical Director	2,142.40
MS	Academic Team	Coach	1,606.80
MS	Cheerleading	Head Coach	2,678.00
MS	Football	Head Coach	4,284.80
MS	Football	Assistant Coach	1,339.00
MS	Football	Assistant Coach	1,339.00
MS	Football	Assistant Coach	1,339.00
MS	Basketball (Boys)	Head Coach	4,284.80
MS	Basketball (Boys)	Assistant Coach	2,678.00
MS	Basketball (Girls)	Head Coach	4,284.80
MS	Basketball (Girls)	Assistant Coach	2,678.00
MS	Baseball	Head Coach	1,874.60
MS	Baseball	Assistant Coach	803.40
MS	Softball	Head Coach	1,874.60
MS	Softball	Assistant Coach	803.40
MS	Volleyball (Girls)	Head Coach	1,606.80
MS	Volleyball (Girls)	Assistant Coach	803.40
MS	Soccer	Head Coach	1,606.80
MS	Soccer	Assistant Coach	803.40
MS	Yearbook	Advisor	535.60
MS	Science Olympiad	Advisor	2,142.40
MS	Archery	Head Coach	1,606.80
MS	Technology	Coordinator	1,258.66
MS	Athletic Director	Athletic Director	3,749.20
MS	SBDM	SBDM Secretary	535.60
IC	SBDM	SBDM Secretary	535.60
IC	Technology	Coordinator	1,258.66
IC	Archery	Head Coach	1,606.80
PC	SBDM	SBDM Secretary	535.60
PC	Music	Musical Director	1,442.00

Extra-duty and Extra Service 2025-2026

Administrator	Responsibility Factor	Extended Days
Deputy Superintendent	1.35	54
Chief Academic Officer	1.30	54

Administrator	Extra Service	Extended Days
Director of Exceptional Children (Special Education)	\$ 7,498.40	52
Assistant Director of Exceptional Children (Special Education)	\$ 4,284.80	34
Director of Pupil Personnel & Human Resources	\$ 9,498.40	52
Director of State & Federal Programs	\$ 5,891.60	34
District Assessment Coordinator	\$ 5,891.60	18
District Director of Preschool	\$ 2,000.00	
Primary Principal*	\$ 5,623.80	52
Primary Assistant Principal	\$ 3,749.20	29
Intermediate Principal*	\$ 5,623.80	52
Intermediate Assistant Principal	\$ 3,749.20	29
Middle School Principal*	\$ 7,498.40	52
Middle School Assistant Principal	\$ 4,552.60	29
High School Principal*	\$ 14,461.20	52
High School Assistant Principal	\$ 5,891.60	29

*Building principals will receive a stipend in the amount of \$50/certified teacher and \$1 per student ADA for when prior year ADA percentages exceeds 95%.

Other School and/or District Positions	Extra Service	Extended Days	Positions
Primary Guidance Counselor		19	2
Intermediate Guidance Counselor		19	1
Middle School Guidance Counselor	\$ 1,958.03	19	1
High School Guidance Counselor	\$ 2,493.63	29	2
College & Career Readiness Counselor	\$ 2,493.63	19	1
Patriot Academy Guidance Counselor	\$ 2,678.00	10	1
Primary Media Specialist		4	1
Media Specialist (ACIC, JEBMS, ACSHS)	\$ 1,258.66	14	3
Agriculture Teachers		54	2
Instructional Coordinators		10	4
Psychologists		15	3
Home & Hospital Coordinator	\$ 2,678.00		1
Program Director - 21st CCLC	\$ 7,712.64		1
Reading Coach		29	4
Math Coach		29	1
Visually Impaired Teacher		10	1
Medicaid Liaison		10	1
Instructional Supervisor	\$ 4,284.80	29	1
Patriot Academy Director	\$ 3,749.20	10	1
Patriot Academy - Virtual Learning Coordinator	\$ 2,678.00	10	1
Grant Writer	\$ 5,356.00	26	1
Classified Finance Director	\$ 5,356.00		1
Classified Transportation Director	\$ 5,356.00		1

Extra-duty and Extra Service 2025-2026

Project Prevent Director	\$	4,284.80	52	1
Project Prevent Therapist	\$	4,284.80	14	5
Speech Language Pathologist	\$	2,000.00		
Lead Certified Behavior Analyst	\$	4,284.80		1
Social Emotional Learning Services Coordinator	\$	4,284.80		1
Innovative Approaches to Literacy Grant (Read2Me) Project Director	\$	4,284.80		1
Read2Me Administrative Assistant	\$	6,962.80		1
P3 Project Director	\$	6,427.20	52	1
P3 Project Coordinator	\$	3,213.60	34	1
P3 Career Counselor	\$	2,493.63	29	1
Low Incidence Consultant			5	1
Band Director			5	1
CT Auto Mechanic Teacher			5	1
District Technology Coordinator			52	1
Behavior Analyst & Therapist			10	2
Read2Me Interventionalist			11	1

ESS Teacher, PD, Apprenticeship Rates

Certified ESS Rates	
Rank	Hourly Rate
I	\$ 29.99
II	\$ 27.85
III	\$ 25.71
IV Emergency Certified (96+ hours)	\$ 23.57
V Emergency Certified (64 -95)	\$ 21.42

Classified ESS Rates	
Instructional Assistant	\$ 16.07

Approved Professional Development Rate (Certified)	
Full Day	\$ 160.68
1/2 Day	\$ 80.34

Apprenticeship Rates	
Year 1	\$ 13.65
Year 2	\$ 13.91

Substitute Teacher Salary Table

Rank	Rate
I	\$ 164.80
II	\$ 159.65
III	\$ 154.50
IV Emergency Certified (96+ hours)	\$ 100.94
V Emergency Certified (64 -95)	\$ 87.55

RETIRED TEACHERS

Retired teachers, with at least 15 years of classroom teaching experiences, will receive an additional \$35 per day.

LONG TERM RATE FOR CERTIFIED SUBSTITUTE

A certified substitute who accepts an assignment will be paid on the regular Teacher's Salary Schedule, beginning on day 11 of that assignment. There will not be retroactive pay. To be eligible for the additional pay, the assignment must be more than 10 consecutive days in the same position and same school year. The substitute must hold a valid Kentucky Provisional or Standard Certificate, that is appropriate for the position in order to be eligible for the long term-assignment.

Retired teachers serving as substitute teachers will be paid based upon their Daily Wage Threshold (DWT) rate per the Kentucky Teachers' Retirement System, beginning on day 11 of that assignment. The rate is determined by KTRS and provided to the teacher, who is required to submit this information to Allen County Schools Human Resources Department. Retired teachers are limited to work the number of days listed on their DWT statement as determined by the Kentucky Teachers' Retirement System. It is the responsibility of each teacher to track their number of days worked within the school year.