

**Fort Thomas Independent Schools
Certified Salary Schedule
2025-2026**

(188 DAYS)

YEAR	RANK IV	RANK III	RANK IIIA	RANK II	RANK IIA	RANK I
0	38,846	47,493	48,673	51,771	53,241	56,730
1	38,846	48,202	49,380	52,548	54,022	57,365
2	38,846	48,920	50,098	53,859	54,827	58,151
3	38,846	49,657	50,832	54,672	56,143	59,027
4	38,846	50,401	51,579	55,495	56,825	59,910
5	38,846	51,159	52,337	56,383	57,851	60,809
6	38,846	52,091	53,270	57,798	59,270	62,169
7	38,846	53,544	54,722	59,254	60,755	64,436
8	38,846	55,034	56,212	60,747	62,224	66,801
9	38,846	56,568	57,746	62,287	63,756	69,254
10	38,846	58,145	59,324	63,864	65,332	71,803
11	38,846	59,776	60,953	65,481	66,950	74,454
12	38,846	60,374	61,563	66,136	67,620	75,198
13	38,846	60,978	62,179	66,797	68,296	75,950
14	38,846	61,587	62,800	67,465	68,979	76,710
15	38,846	62,203	63,428	68,140	69,668	77,477
16	38,846	62,825	64,063	68,821	70,365	78,251
17	38,846	63,453	64,703	69,510	71,069	79,034
18	38,846	64,783	65,961	70,205	71,779	79,824
19	38,846	66,398	67,574	71,111	72,583	80,623
20	38,846	68,053	69,231	72,059	73,524	81,429
21	38,846	69,754	70,933	72,958	74,481	82,243
22	38,846	71,501	72,675	73,978	75,446	83,065
23	38,846	73,292	74,469	74,958	76,430	83,896
24	38,846	74,025	75,214	75,739	77,210	84,735
25	38,846	74,765	75,966	76,527	78,001	85,582
26	38,846	75,513	76,725	77,328	78,801	86,438
27	38,846	76,268	77,493	78,135	79,608	87,303
28	38,846	77,030	78,268	78,955	80,427	88,176
29+	38,846	77,801	79,050	80,578	82,067	89,057

ADMINISTRATOR INDICES
2025-26

Position	Index
Assistant Superintendent	1.82
High School Principal	1.78
High School Assistant Principal	1.56
High School Counselor	1.195
Middle School Principal	1.62
Middle School Assistant Principal	1.52
Middle School Counselor	1.12
Elementary Principal	1.58
Elementary Assistant Principal	1.25
Elementary Counselor	1.06
Athletic Director	1.39
Director of Finance	1.50
Director of Operations	1.50
Director of Special Education	1.50
Director of Technology	1.50
Director of Bands	1.20

2025-26 Classified Salary Schedule II

	Psychologist and Speech Pathologist rate is based on 188 Days on Certified Rank I Schedule								
	Finance Director, Occupational Therapist, and Athletic Director rate is based on 188 Days on Certified Rank II Schedule								
	All Other Positions based on 188 Days on Certified Rank III Schedule (Note: Network Administrator can move to Certified Rank II Schedule based on degree held.)								
	School Psychologist (100%) 220 Days	Speech Language Pathologist (100%) 188 Days	Occupational Therapist (100%) 188 Days	Finance Director (Index 1.50)	Athletic Director (Index 1.39)	Network Administrator &/or Computer Technician (100%) 260 Days	Nurse/Health Coordinator (90%) 200 Days	School Nurse (90%) 125 Days	Preventative HVAC Maintenance (90%) 260 Days
0	56,730	56,730	51,771	51,771	51,771	47,493	42,744	42,744	42,744
1	57,365	57,365	52,548	52,548	52,548	48,202	43,382	43,382	43,382
2	58,151	58,151	53,859	53,859	53,859	48,920	44,028	44,028	44,028
3	59,027	59,027	54,672	54,672	54,672	49,657	44,692	44,692	44,692
4	59,910	59,910	55,495	55,495	55,495	50,401	45,361	45,361	45,361
5	60,809	60,809	56,383	56,383	56,383	51,159	46,043	46,043	46,043
6	62,169	62,169	57,798	57,798	57,798	52,091	46,882	46,882	46,882
7	64,436	64,436	59,254	59,254	59,254	53,544	48,189	48,189	48,189
8	66,801	66,801	60,747	60,747	60,747	55,034	49,531	49,531	49,531
9	69,254	69,254	62,287	62,287	62,287	56,568	50,911	50,911	50,911
10	71,803	71,803	63,864	63,864	63,864	58,145	52,330	52,330	52,330
11	74,454	74,454	65,481	65,481	65,481	59,776	53,798	53,798	53,798
12	75,198	75,198	66,136	66,136	66,136	60,374	54,336	54,336	54,336
13	75,950	75,950	66,797	66,797	66,797	60,978	54,880	54,880	54,880
14	76,710	76,710	67,465	67,465	67,465	61,587	55,429	55,429	55,429
15	77,477	77,477	68,140	68,140	68,140	62,203	55,983	55,983	55,983
16	78,251	78,251	68,821	68,821	68,821	62,825	56,543	56,543	56,543
17	79,034	79,034	69,510	69,510	69,510	63,453	57,108	57,108	57,108
18	79,824	79,824	70,205	70,205	70,205	64,783	58,305	58,305	58,305
19	80,623	80,623	71,111	71,111	71,111	66,398	59,758	59,758	59,758
20	81,429	81,429	72,059	72,059	72,059	68,053	61,248	61,248	61,248
21	82,243	82,243	72,958	72,958	72,958	69,754	62,778	62,778	62,778
22	83,065	83,065	73,978	73,978	73,978	71,501	64,350	64,350	64,350
23	83,896	83,896	74,958	74,958	74,958	73,292	65,963	65,963	65,963
24	84,735	84,735	75,739	75,739	75,739	74,025	66,622	66,622	66,622
25	85,582	85,582	76,527	76,527	76,527	74,765	67,288	67,288	67,288
26	86,438	86,438	77,328	77,328	77,328	75,513	67,961	67,961	67,961
27	87,303	87,303	78,135	78,135	78,135	76,268	68,641	68,641	68,641
28	88,176	88,176	78,955	78,955	78,955	77,030	69,327	69,327	69,327
29+	89,057	89,057	80,578	80,578	80,578	77,801	70,021	70,021	70,021

Fort Thomas Independent Schools
Classified Salary Schedule
2025-2026

	Payroll / AP Clerk	Central Office Staff I	Superintendent Adm Asst	HS Prin. Sec./ HS AD Admin. Asst.	School Secretary	Elem/MS Prin Sec	Instr.Asst./Bus Monitors	District Maintenance Supervisor	District Custodian / Maintenance	HS Building Supervisor	MS Building Supervisor	Elem Building Supervisor	Custodian	HHS Cafeteria Manager	HMS Cafeteria Manager	Elem Cafeteria Manager	Cafeteria Worker I	HHS Assistant Café Manager	Nurse Aide	Bus Driver	Job Coach	Interpreter	Computer Technician	Seasonal Maintenance Crew	Student Worker	Student Lighting/Sound Technician/Film	
Job Code	2	27	25	7	8	22	10	11	38	12	30	13	14	15	37	16	17	28	18	19	32	21	23	26	29	31	
0	23.25	21.79	24.56	17.60	15.02	16.96	15.43	21.08	15.95	17.95	17.41	17.04	15.17	17.87	17.45	17.03	14.12	15.57	11.81	19.52	22.14	23.78	28.44	13.58	10.05	13.96	0
1	23.79	22.27	25.13	17.94	15.67	17.29	15.72	21.43	16.24	18.40	17.80	17.38	15.44	18.14	17.74	17.32	14.33	15.83	11.96	19.72	22.47	24.24	28.88	14.46	10.05	13.96	1
2	24.26	22.73	25.62	18.26	16.00	17.59	15.99	21.84	16.53	18.86	18.18	17.73	15.69	18.58	18.13	17.70	14.60	16.15	12.15	20.08	22.81	24.71	29.44	15.00	10.05	13.96	2
3	24.84	23.25	26.23	18.63	16.33	17.92	16.28	22.20	16.76	19.34	18.60	18.08	15.96	19.02	18.56	18.07	14.83	16.45	12.30	20.54	23.14	25.16	29.89	15.00	10.05	13.96	3
4	25.35	23.76	26.77	18.91	16.67	18.22	16.57	22.54	17.09	19.81	19.00	18.44	16.25	19.44	18.95	18.43	15.09	16.76	12.49	21.11	23.49	25.64	30.34	15.00	10.05	13.96	4
5	25.86	24.21	27.31	19.27	17.03	18.52	16.88	22.96	17.38	20.31	19.42	18.81	16.54	19.87	19.34	18.81	15.28	17.05	12.66	21.56	23.83	26.12	30.67	15.00	10.05	13.96	5
6	26.42	24.76	27.91	19.61	17.36	18.83	17.20	23.37	17.70	20.81	19.85	19.19	16.80	20.32	19.74	19.17	15.56	17.37	12.83	22.04	24.20	26.52	31.21	15.00	10.05	13.96	6
7	26.95	25.24	28.46	19.93	17.66	19.12	17.49	23.77	17.98	21.34	20.28	19.57	17.12	20.73	20.13	19.52	15.74	17.63	13.03	22.48	24.56	27.01	31.78	15.00	10.05	13.96	7
8	27.50	25.75	29.04	20.25	18.06	19.48	17.79	24.19	18.35	21.87	20.73	19.97	17.39	21.18	20.53	19.89	16.03	17.96	13.16	22.94	24.93	27.48	32.33	15.00	10.05	13.96	8
9	28.00	26.22	29.57	20.59	18.35	19.78	18.13	24.60	18.83	22.42	21.19	20.36	17.71	21.62	20.96	20.28	16.30	18.29	13.43	23.41	25.29	27.98	32.89	15.00	10.05	13.96	9
10	28.56	26.73	30.15	20.91	18.70	20.09	18.48	25.03	19.26	22.97	21.65	20.77	18.57	22.04	21.34	20.63	16.53	18.58	13.57	23.86	25.68	29.94	33.44	15.00	10.05	13.96	10
11	29.05	27.21	30.68	21.24	19.02	20.42	18.79	25.50	19.80	23.55	22.12	21.19	18.83	22.43	21.73	21.01	16.76	18.88	13.71	24.33	26.06	29.94	33.90	15.00	10.05	13.96	11
12	29.61	27.72	31.27	21.57	19.41	20.75	19.15	25.95	20.30	24.15	22.61	21.61	19.13	22.89	22.12	21.33	17.04	19.18	14.05	24.79	26.46	29.94	34.35	15.00	10.05	13.96	12
13	30.14	28.24	31.83	21.91	19.71	21.05	19.48	26.37	20.79	24.75	23.11	22.05	19.34	23.32	22.55	21.76	17.31	19.53	14.42	25.25	26.86	29.94	34.79	15.00	10.05	13.96	13
14	30.58	28.61	32.29	22.25	20.03	21.36	19.86	26.86	21.24	25.36	23.62	22.48	19.54	23.73	22.91	22.10	17.56	19.83	14.76	25.70	27.26	29.94	35.23	15.00	10.05	13.96	14
15	31.00	29.03	32.74	22.54	20.40	21.68	20.20	27.37	21.51	26.00	24.14	22.93	19.74	24.19	23.32	22.44	17.83	20.14	15.12	26.17	27.67	29.94	35.67	15.00	10.05	13.96	15
16	31.47	29.48	33.23	22.91	20.78	22.00	20.62	27.98	23.12	26.65	24.67	23.16	19.97	24.62	23.73	22.83	18.05	20.44	15.45	26.63	28.08	29.94	36.24	15.00	10.05	13.96	16
17	31.86	29.84	33.66	23.25	21.09	22.28	20.97	28.55	23.36	27.31	25.21	23.41	20.32	25.05	24.14	23.21	18.34	20.77	15.83	27.08	28.51	29.94	36.79	15.00	10.05	13.96	17
18	32.32	30.27	34.13	23.57	21.49	22.59	21.35	29.11	23.60	27.99	25.77	23.65	20.65	25.50	24.53	23.57	18.58	21.07	16.19	27.54	28.92	29.94	37.35	15.00	10.05	13.96	18
19	32.80	30.71	34.63	23.99	21.96	22.93	21.87	29.69	23.84	28.70	26.33	24.00	21.04	25.93	24.93	23.92	18.86	21.39	16.51	28.00	29.36	29.94	37.91	15.00	10.05	13.96	19
20	33.19	31.07	35.06	24.46	22.43	23.25	22.35	30.18	24.08	29.41	26.91	24.34	21.40	26.33	25.32	24.30	19.14	21.72	16.87	28.46	29.79	29.94	38.47	15.00	10.05	13.96	20
21	33.61	31.47	35.50	24.87	22.91	23.56	22.86	30.75	24.32	30.10	27.45	24.79	21.75	26.77	25.74	24.68	19.38	22.03	17.04	28.75	30.25	29.94	39.02	15.00	10.05	13.96	21
22	34.11	31.93	36.01	25.32	23.42	23.84	23.37	31.34	24.57	30.71	27.96	25.23	22.16	27.20	26.13	25.04	19.62	22.33	17.21	29.04	30.68	29.94	39.58	15.00	10.05	13.96	22
23	34.61	32.40	36.55	25.73	23.90	24.33	23.86	31.87	24.82	31.30	28.49	25.68	22.54	27.61	26.50	25.39	19.87	22.63	17.39	29.33	31.05	29.94	40.13	15.00	10.05	13.96	23
24	35.17	32.92	37.14	26.25	24.43	24.74	24.37	32.46	25.08	31.90	28.98	26.15	22.89	28.09	26.94	25.79	20.11	22.95	17.57	29.63	31.42	29.94	40.69	15.00	10.05	13.96	24
25	35.73	33.43	37.72	26.59	24.79	25.14	24.86	33.06	25.49	32.51	29.46	26.62	23.34	28.52	27.32	26.13	20.37	23.25	17.75	29.93	31.74	29.94	41.25	15.00	10.05	13.96	25
26	36.25	33.94	38.28	27.05	25.25	25.61	25.40	33.63	25.95	33.10	30.00	27.09	23.73	28.91	27.70	26.48	20.60	23.54	17.93	30.23	32.12	29.94	41.81	15.00	10.05	13.96	26
27	36.83	34.47	38.89	27.49	25.69	26.04	25.88	34.13	26.43	33.70	30.49	27.58	24.15	29.34	28.11	26.90	20.83	23.86	18.11	30.54	32.61	29.94	42.37	15.00	10.05	13.96	27
28	37.20	34.84	39.28	27.77	25.95	26.30	26.14	34.47	26.70	34.30	31.03	28.07	24.40	29.64	28.39	27.17	21.09	24.13	18.30	30.85	32.94	29.94	42.93	15.00	10.05	13.96	28
29+	37.59	35.19	39.68	28.05	26.21	26.57	26.41	34.83	26.97	34.91	31.53	28.58	24.65	29.95	28.68	27.45	21.34	24.40	18.49	31.16	33.27	29.94	43.48	15.00	10.05	13.96	29+

Fort Thomas Independent Schools

Supplemental Teaching Services Salary Schedule

2025-26 School Year

REGULAR AFTER SCHOOL PROGRAMS (ESS), SUMMER SCHOOL AND SUMMER ENRICHMENT

Summer School is paid at actual contact hours plus 10% above for planning and preparation. No planning is paid for summer enrichment.

	REGULAR AFTER SCHOOL PROGRAMS AND SUMMER ENRICHMENT		SUMMER SCHOOL (includes 10% planning)	
Years Exp.	Certified Rate	Non-Certified Rate	Certified Rate	Non-Certified Rate
0-4	\$28.50	\$20.00	\$29.00	\$20.00
5-9	\$33.00	\$20.00	\$34.00	\$20.00
10-15	\$37.00	\$20.00	\$39.00	\$20.00
16-21	\$42.00	\$20.00	\$43.50	\$20.00
22+	\$46.00	\$20.00	\$48.50	\$20.00

SATURDAY SCHOOL

Teachers will be paid \$25.00 per hour for Saturday school sessions.

PLANNING PERIOD CLASS COVERAGE

Upon approval of Principal or Principal's designee, teachers will be paid \$25.00 for each planning period used to cover a class.

CURRICULUM DEVELOPMENT, LITERACY ACADEMY, ETC.

Teachers will be paid \$25.00 per hour for curriculum development work or as incentives for attending selected approved, district-sponsored professional growth activities.

With approval of the professional development coordinator, teachers may use curriculum development work or attendance at selected professional growth sessions as flexible PD credit.

PROFESSIONAL DEVELOPMENT PRESENTER

Teachers who provide professional development for the district shall be paid their hourly rate for preparation time as well as for presentation time. The total number of hours allowed for preparation time cannot exceed the total time for the presentation without written approval from the Superintendent or district professional development coordinator.

Teachers may elect to substitute PD credit in lieu of a stipend for presentation time but not for preparation time.

ATHLETIC CAMPS

When FTIS Coaches offer camps, they shall follow Board Policy 09.33 Fund-Raising Activities, and Redbook procedures. In addition, all camp donations and at least 50% of the revenue from the camp registration shall be deposited into the sport activity fund. Coaches will work with the Athletic Director and Principal to determine the use of the additional funds raised and the stipend amounts for camp staff.

Extra Service Pay Schedule 2025-26

District			District Continued		
*	Lego League Robotics Elem/MS	2,500	*	Odyssey of the Mind	1,620
*	Lego League Robotics Assistant	1,000	*	Drama - Elementary	2,400
*	Lego League Robotics Assistant	1,000		Extracurricular Assistant	250
HHS			HHS Continued		
	Arts Facilities Manager	5,406		Dept Chair World Languages 6-12	3,540
*	Academic Team - FPS	981		Dept Chair Math	5,077
*	Academic Team - HS Head	4,138		Dept Chair Science	5,077
*	Academic Team - HS Asst.	2,060		Dept Chair Social Studies	5,077
*	Archery	3,172		Dept Chair Special Ed	3,540
*	Archery - Assistant	1,122		Dept Chair Fine Arts 1/2 Split (Music) 6-12	2,550
	AV Specialist/Technician	2,911		Dept Chair Fine Arts 1/2 Split (Theatre/Arts) 6-12	2,550
*	Band - Asst. Director	5,500		Detention Hall	1,568
*	Band - Color Guard	5,500		Detention Hall	1,568
*	Band - Winter Guard	4,000	*	Drama/Musical - High School	1,691
*	Band - Winter Percussion	4,000		Drama/Musical - High School - 10 Year Coach	2,114
	Baseball/Softball Field Maintenance (If not split)	4,000	*	Drama/Play - High School	1,691
	Baseball Field Maintenance	1,000		Drama/Play - High School - 10 Year Coach	2,114
	Baseball Field Maintenance	1,000	*	Drama/Musical - Extra	1,691
*	Baseball	5,959		Drama/Musical - Extra - 10 Year Coach	2,114
	Baseball - 10 Year Coach	7,449	*	Drama/Musical - HS Technical Director	1,500
*	Baseball - Assistant (1/2 Split)	1,402	*	Drama/Play - HS Technical Director	1,500
*	Baseball - Assistant (1/2 Split)	1,402	*	Drama/Musical - HS Choreographer	1,500
*	Baseball - JV	4,167	*	Drama/Musical - HS Music Director	1,500
*	Baseball - Freshman	2,586	*	Drama/Play - HS Costume Designer	1,500
*	Basketball - Boys	9,931	*	Envirothon	1,000
	Basketball - Boys - 10 Year Coach	12,414	*	Envirothon - 10 Year Coach	1,250
*	Basketball - Girls	9,931	*	E-Sports Coach	1,172
	Basketball - Girls - 10 Year Coach	12,414	*	FBLA	1,000
*	Basketball - Assistant Boys	2,499		FBLA - 10 Year Coach	1,250
*	Basketball - Assistant Boys	2,499	*	FCCLA	1,834
*	Basketball - Assistant Girls	2,499		FCCLA - 10 Year Coach	2,293
	Basketball - Assistant Girls - 10 Year Coach	3,124	*	Football	16,000
*	Basketball - Assistant Girls	2,499	*	Football Asst.	6,698
*	Basketbal - Freshman Boys	2,491	*	Football Asst.	6,698
*	Basketball - Freshman Boys Asst.	1,818		Football Asst. - 10 Year Coach	8,373
*	Basketball - Freshman Girls	4,309	*	Football Asst.	6,698
*	Basketball - JV Boys	5,610		Football Asst. - 10 Year Coach	8,373
	Basketball - JV Boys - 10 Year Coach	7,013	*	Football Asst.	6,698
*	Basketball - JV Girls	5,610	*	Football Asst.	6,698
*	Bowling Coach	3,172	*	Football Asst. - 1/4 Split	1,675
*	Bowling - Assistant Coach	1,020		Football - Equipment Manager	1,493
*	Broadcast Journalism	2,987		Football - Equipment Manager	1,493
	Broadcast Journalism - 10 Year Coach	3,734	*	Football - Freshman - 1/3 Split	2,233
*	Cheerleading - Varsity	5,373	*	Football - Freshman - 1/3 Split	2,233
*	Cheerleading - JV	3,300	*	Football - Freshman - 1/3 Split	2,233
*	Cheerleading - Freshman	3,300	*	Football - Freshman Asst. - 1/2 Split	2,181
*	Chess Club - HHS	1,000	*	Football - Freshman Asst. - 1/2 Split	2,181
*	Cross Country	5,374	*	Football - Sixty-Minute Club Manager	2,986
	Cross Country - 10 Year Coach	6,718	*	Football - Sixty-Minute Club	1,493
*	Cross Country - Varsity Asst.	2,087		Football - Sixty-Minute Club - 10 Year Coach	1,866
*	Dance Team	5,912	*	Football - Sixty-Minute Club	1,493
*	Dance Team - Varsity Asst.	1,000	*	Football - Sixty-Minute Club	1,493
*	Dance Team - JV	3,660	*	Football - Sixty-Minute Club	1,493
	Dept Chair Business/Tech Ed 6-12	3,540	*	Football - Sixty-Minute Club	1,493
	Dept Chair English	5,077	*	Golf Boys	3,060
	Dept Chair FCS 6-12	2,175	*	Golf Boys Assistant	1,493
	Dept Chair Health & Phys Ed	2,175	*	Golf Girls	3,060

Extra Service Pay Schedule 2025-26

HHS Continued			HHS Continued		
*	Golf Girls Assistant	1,493	*	Track- Assistant Girls	2,805
*	Green Club	810	*	Track- Freshman Boys	2,444
*	Journalism - Newspaper & Magazine	1,834	*	Track- Freshman Girls	2,444
*	Journalism - Highlander Yearbook	2,987	*	Tri M Music Honors Society (1/2)	235
*	Junior Class/Prom - 1/2 Split	747	*	Tri M Music Honors Society (1/2) - 10 Year Coach	294
*	Mock Trial	981	*	Tri M Music Honors Society (1/2)	235
*	National Art Honor Society - 1/2 Split	235	*	Vocal Music - High School	2,987
*	National Art Honor Society - 1/2 Split	235	*	Volleyball	4,965
*	National English Honor Society	469	*	Volleyball - Varsity Assistant	2,550
*	National Math Honor Society	469	*	Volleyball - Freshman	2,087
*	National Honor Society	1,834	*	Volleyball - JV	2,805
*	National Honor Society	1,493	*	Unified Sports Coach - Bowling	1,224
*	Robotics- High School	3,300	*	Unified Sports Coach - Track	1,224
	Robotics- High School - 10 Year Coach	4,125	*	We the People	981
	School Technology Coordinator - Secondary	2,987		We the People - 10 Year Coach	1,226
*	Senior Class/Graduation	1,493	*	World Language German	469
*	Soccer Boys	6,246		World Language German - 10 Year Coach	586
*	Soccer Girls	6,246	*	World Language Spanish	469
*	Soccer- Freshman Boys	2,444	*	Wrestling Boys Head	3,000
*	Soccer- Freshman Girls	2,444	*	Wrestling Girls Head	3,000
*	Soccer- JV Boys	3,660	*	Wrestling Boys Assistant	1,020
*	Soccer- JV Girls	3,660	*	Wrestling Girls Assistant	1,020
*	Soccer- Varsity Asst. Boys	2,444	HMS		
*	Soccer- Varsity Asst. Girls	2,444	*	Academic Team - MS Head	3103
*	Soccer - Goal Keeper Coach (Boys/Girls)	2,000	*	Academic Team - MS Asst.	1572
	Soccer Complex Coordinator	3,060		Athletic Coordinator - HMS	4159
*	Softball, Fast Pitch	5,959	*	Basketball - 6th Boys-A	2278
	Softball, Fast Pitch - 10 Year Coach	7,449	*	Basketball - 6th Boys-B	2278
*	Softball, Fast Pitch - Freshman	2,586	*	Basketball - 6th Girls-A	2278
*	Softball, Fast Pitch- Asst.	2,805	*	Basketball - 6th Girls-B	2278
*	Softball, Fast Pitch- JV	4,167	*	Basketball - 7th Boys	2278
	Softball Field Maintenance (1/2 Split)	1,000		Basketball - 7th Boys - 10 Year Coach	2848
	Softball Field Maintenance (1/2 Split)	1,000	*	Basketball - 7th Girls	2278
*	Speech Team - HHS	4,138	*	Basketball - 8th Boys	2278
*	Debate Team - HHS	3,102		Basketball - 8th Boys - 10 Year Coach	2848
*	STLP - HHS	1,000	*	Basketball - 8th Girls	2278
	STLP - HHS - 10 Year Coach	1,250	*	Cheerleading - 6th	1696
*	Strength & Conditioning Coordinator	12,000	*	Cheerleading - 7th	1697
*	Strings - Grades 6-12	2,987	*	Cheerleading - 8th	1696
*	Student Council - High School	1,834		Cheerleading - 8th - 10 Year Coach	2122
	Student Council - High School - 10 Year Coach	2,293	*	Chess Club - HMS	1000
*	Studio Art - 1/2 Split	491	*	Club - Drama Sponsor	1000
*	Studio Art - 1/2 Split	491	*	Club - Drama Asst. Sponsor	810
*	Swimming	5,374	*	Club - Get Fit	1000
*	Swimming- Assistant	1,643	*	Club - KY Youth Assembly (KYA)	1,000
*	Swimming- Assistant	1,643	*	Club - Book Club	1,000
*	Swimming - Diving	2,400	*	Club - World Language	1,000
*	Technology Student Assoc.	1,000	*	Club - FCCLA (HMS)	1,000
*	Tennis - Girls Head Coach	2,142	*	Cross Country - Middle School	2,278
*	Tennis - Boys Head Coach	2,142	*	Cross Country Asst. - Middle School	1,177
	Tennis - Boys Head Coach - 10 Year Coach	2,677	*	Dance Team - Middle School	2,668
*	Tennis - Girls Assistant	1,122		DC Trip Coordinator	750
*	Tennis - Boys Assistant	1,122		Dept Chair Language Arts	4,750
*	Track Boys	4,965		Dept Chair Mathematics	4,750
*	Track Girls	4,965		Dept Chair Practical Living	1,500
	Track Girls - 10 Year Coach	6,207		Dept Chair Science	3,900
*	Track- Assistant Boys	2,805		Dept Chair Social Studies	3,900

Extra Service Pay Schedule 2025-26

HMS Continued				MES Continued	
	Dept Chair Special Ed	2,700	*	Chess Club - Moyer (1/2)	500
	Detention Hall	3,135		Chess Club - 10 Year Coach	1250
*	Drama/Musical-Middle School	1,691	*	Girls on the Run Spring - Moyer (1/2 Split)	500
	Drama/Musical-Middle School - 10 Year Coach	2,114	*	Girls on the Run Spring - Moyer (1/2 Split)	500
*	Drama/Musical Assistant - Middle School	1,000	*	Girls on the Run Fall - Moyer (1/2 Split)	500
*	Drama/Musical - Choreographer HMS	1,500	*	Girls on the Run Fall - Moyer (1/2 Split)	500
*	Drama/Musical - Music Director HMS	1,500		Grade Level Leader - K	1000
*	Drama/Musical - Technical Director HMS	1,500		Grade Level Leader - 1	1000
	Grade Level Leader - 6th (half)	1,000		Grade Level Leader - 2	1000
	Grade Level Leader - 7th	1,000		Grade Level Leader - 3	1000
	Grade Level Leader - 8th	1,000		Grade Level Leader - 4	1000
*	Intramural Basketball - HMS	1,000		Grade Level Leader - 5	1000
*	Middle School Yearbook	1,691		Grade Level Leader - Specials	1000
*	Middler (Newspaper)	1,000		Instructional Resource Support - K-2	1000
	School Technology Coordinator - Secondary	2,987		Instructional Resource Support - 3-5	1000
*	Speech Team - HMS	3,103	*	Journalism	1000
*	STLP - HMS	1,000	*	Engineering - Moyer	1000
*	Student Council- Middle School	1,691		MES Club Sponsor (1)	1000
*	Track - Middle School - Boys	2,278	*	STLP - Moyer	1000
*	Track - Middle School - Girls	2,278		STLP - Moyer - 10 Year Coach	1250
*	Vocal Music - Middle School	1,493	*	Studio Art - Moyer	1000
	Vocal Music - Middle School - 10 Year Coach	1,866	*	Studio Art - Moyer - 10 Year Coach	1250
*	Volleyball - Middle School	2,278		School Technology Coordinator - Elementary	2987
*	Volleyball - Middle School	2,278	*	Vocal Music - Moyer	1000
*	Volleyball - Middle School (6th Grade)	1,707		WES	
JES				*	Academic Team Elem - Woodfill
	Academic Team Elem - Johnson	2,500	*		2500
	Chess Club - Johnson	1,000	*	Chess Club - Woodfill	1000
	Girls on the Run - Johnson (1/2 Split)	500	*	Girls on the Run - Woodfill	1000
	Girls on the Run - Johnson (1/2 Split)	500		Grade Level Leader - K	1000
	Grade Level Leader - K	1,000		Grade Level Leader - 1	1000
	Grade Level Leader - 1	1,000		Grade Level Leader - 2	1000
	Grade Level Leader - 2	1,000		Grade Level Leader - 3	1000
	Grade Level Leader - 3	1,000		Grade Level Leader - 4	1000
	Grade Level Leader - 4	1,000		Grade Level Leader - 5	1000
	Grade Level Leader - 5	1,000		Grade Level Leader - Specials	1000
	Grade Level Leader - Specials	1,000		Grade Level Leader - Special Ed	1000
	Instructional Resource Support - K-2	1,000		Instructional Resource Support - K-2	1000
	Instructional Resource Support - 3-5	1,000		Instructional Resource Support - 3-5	1000
	Instructional Resource Support - 3-5	1,000	*	Journalism- Woodfill	1000
	JES Club Sponsor (1)	1,000	*	Engineering - Woodfill	1000
	Journalism - Johnson	1,000	*	STLP - Woodfill	1000
	Engineering - Johnson	1,000	*	Studio Art - Woodfill	1000
	STLP - Johnson (1/2 Split)	500		School Technology Coordinator - Elementary	2987
	STLP - Johnson (1/2 Split)	500	*	Unified Sports Coach - Bocce (1/3 Split)	340
	Studio Art - Johnson	1,000	*	Unified Sports Coach - Bocce (1/3 Split)	340
	School Technology Coordinator - Elementary	2,987	*	Unified Sports Coach - Bocce (1/3 Split)	340
	Vocal Music - Johnson	1,000	*	Unified Sports Coach - Bocce (Combined)	1020
MES				*	Vocal Music - Woodfill
*	Academic Team Elem - Moyer	2500			1000
*	Chess Club - Moyer (1/2)	500		WES Club Sponsor (1)	1000

ATHLETIC / DRAMA WORKERS' PAY SCALE
2025-26

Athletics					
Volleyball - HHS			Football		
Manager			Varsity	non-employee	employee
Single game	\$55.00		Manager	\$300.00	\$354.00
Double header	\$80.00		Parking Attendant	\$45.00	\$54.90
Triple Header	\$105.00		Ticket taker	\$45.00	\$54.90
Ticket Taker			Security	\$55.00	\$67.10
Single game	\$40.00		Set up	\$35.00	\$42.70
Double header	\$55.00		Clean up	\$35.00	\$42.70
Triple header	\$70.00		Monitor	\$35.00	\$42.70
Announcer					
F or JV	\$15.00		JV & Freshman		
V	\$20.00		Manager	\$105.00	
Videographer - V	\$20.00		Ticket Taker	\$40.00	
Soccer					
Manager			Baseball		
Single game	\$55.00		Announcer		
Double header	\$80.00		F or JV	\$15.00	
Triple Header	\$105.00		V	\$20.00	
Ticket Taker			Book/Clock		
Single Game	\$40.00		F or JV	\$20.00	
Double Header	\$55.00		V	\$30.00	
Triple Header	\$70.00		Video - V	\$20.00	
Videographer - V	\$20.00				
Basketball			Softball		
Manager			Announcer		
Single game	\$55.00		F or JV	\$15.00	
Double header	\$80.00		V	\$20.00	
Triple Header	\$105.00		Book/Clock		
Ticket Taker			F or JV	\$20.00	
Single Game	\$40.00		V	\$30.00	
Double Header	\$55.00		Video - V	\$20.00	
Triple Header	\$70.00				
Announcer			Swim/Dive		
F or JV	\$15 / game		Video	\$20.00	
V	\$20 / game				
Videographer - V	\$20 / game				
			HMS Volleyball & Basketball		
			Clock/Book & ticket taker		
			Double header	\$40.00	\$42.50
			Triple header	\$55.00	\$57.20
Drama Department			Booster Funded Stipends		
Production Team			Band		
Costume Design	\$1,500		Woodwind	\$2,800	
Pit Conductor	\$1,000-\$1,500		Color Guard Asst.	\$2,500	
Fight Choreographer	\$700		Percussion	\$5,500	
Dialect Coach	\$250-\$500		Digital Music	\$1,500	
			Winter Guard Asst.	\$2,500	
Orchestra			Winter Perc. Asst.	\$2,500	
Professional Musician	\$100/performance, \$50/rehearsal				
College/YP Musician	\$75/performance, \$35/rehearsal				
Professional Pianist	\$125/performance or rehearsal				
Accompianist	\$30/hr				

Fort Thomas Independent Schools

Substitute Pay Schedule

2025-26

CERTIFIED SUBSTITUTES

Category		Daily Rate
1	Current Teacher Certification	\$135
2	Bachelor's Degree or Above	\$120
3	64 - 128 College Hours	\$105

The daily rate for a substitute teacher who serves in the same position for a period of 20 or more consecutive days shall be determined by appropriate placement on the current Certified Salary Schedule for regular teachers. This rate shall apply to the total number of days the substitute serves in that particular position.

CLASSIFIED SUBSTITUTES

Classified substitutes will be paid at zero years of experience for the position on the appropriate classified salary schedule. Positions requiring maintaining certification (such as bus drivers) will be paid based on years of service.