

BOURBON COUNTY SCHOOLS

SALARY SCHEDULE

CERTIFIED AND CLASSIFIED

PERSONNEL

2025-2026

Approved

BOURBON COUNTY SCHOOLS CERTIFIED SALARY
SCHEDULE 2025-26
JULY 1, 2025

04/09/2025

| | 185 DAYS | 185 DAYS | 185 DAYS |
|------------|-----------|-----------|-----------|
| YEARS | 2025-2026 | 2025-2026 | 2025-2026 |
| EXPERIENCE | RANK III | RANK II | RANK I |
| 0 | 41,718 | 46,665 | 51,616 |
| 1 | 42,428 | 47,385 | 52,323 |
| 2 | 43,058 | 48,092 | 53,035 |
| 3 | 43,847 | 48,796 | 53,748 |
| 4 | 45,288 | 49,421 | 54,198 |
| 5 | 45,981 | 50,108 | 54,889 |
| 6 | 46,669 | 50,796 | 55,578 |
| 7 | 47,364 | 51,485 | 56,268 |
| 8 | 48,051 | 52,179 | 56,946 |
| 9 | 48,735 | 52,870 | 57,645 |
| 10-11-12 | 52,457 | 57,267 | 62,067 |
| 13-14 | 52,702 | 57,510 | 62,313 |
| 15-16-17 | 55,445 | 60,249 | 65,057 |
| 18-19 | 55,684 | 60,494 | 65,297 |
| 20-21-22 | 59,082 | 64,082 | 69,077 |
| 23-24 | 59,622 | 64,647 | 69,668 |
| 25-26 | 60,160 | 65,210 | 70,255 |
| 27-28 | 60,707 | 65,780 | 70,850 |
| 29-30 | 61,257 | 66,353 | 71,447 |
| | | | |
| | 2025-2026 | | |
| Rank IV | 35,686 | | |
| Rank V | 33,211 | | |

**BOURBON COUNTY SCHOOLS
ADMINISTRATIVE SALARIES
2025-26**

ADMINISTRATIVE SALARY FORMULA:

Base Teacher Salary x Responsibility % Increment/Days in Teacher Year = Per Diem

Per Diem x Administrative Work Year = Annual Salary

Example: \$ 46,541 x 110% = \$51,195.10/185=\$276.73 x 240 = \$ 66,415.20

CENTRAL OFFICE ADMINISTRATIVE SALARY SCHEDULE:

| YEARS EXPERIENCE | RESPONSIBILITY % INCREMENT |
|------------------|----------------------------|
| 0 – 5 | 09 |
| 6 – 10 | 11 |
| 11 – 15 | 13 |
| 16 – 19 | 14 |
| 20 – 24 | 15 |
| 25 – 27 | 16 |
| 28 – 30 | 17 |
| 31+ | 18 |

BUILDING ADMINISTRATOR SALARIES:

(Based on pupil membership, end of second month of the previous year)

PRINCIPALS

| Membership | Responsibility % Increment |
|------------|----------------------------|
| 101 – 200 | 11 |
| 201 – 300 | 12 |
| 301 – 500 | 17 |
| 501 – 725 | 23 |
| 726 – 850 | 24 |
| 851 – 900 | 25 |

ASSISTANT PRINCIPALS

| Membership | Responsibility % Increment |
|------------|----------------------------|
| 400 – 725 | 11 |
| 726 – 850 | 12 |
| 851 – 900 | 13 |

*** Responsibility Percent Increment can only be changed by Board Approval**

Extended Days

| Position | Number of Extended Days |
|--|-------------------------|
| High School/Middle School Principals | 55 |
| Elementary Principals | 35 |
| High School/Middle School Asst. Principals | 25 |
| High School Guidance Counselor | 15 |
| Middle School Guidance Counselor | 10 |
| Central Office Administrators | 55 |

| | | | | | | | | | | |
|--|--|---------|-----------|------------|--|-------------|-------------|------------------------|-------------|------------|
| BASE | 0-5 Years | | | | | | | | | |
| BASE + 5 % | 6-9 Years | | | | Speech Language Pathologist | | | See Certified Rank I | | |
| BASE + 11% | 10-14 Years Experience (Beginning 10th Year) | | | | Speech Language Path. Assistant (SLPA) | | | See Certified Rank III | | |
| BASE + 17% | 15-19 Years Experience (Beginning 15th Year) | | | | per KRS 334A.030 | | | | | |
| BASE + 20% | 20-24 Years Experience (Beginning 20th Year) | | | | Migrant Advocate Recruiter | | | See Certified Rank III | | |
| Base +25% | 25-28 Years Experience (Beginning 25th Year) | | | | Social Worker | | | See Certified Rank III | | |
| Base +29% | 29+ Years Experience (Beginning 29th Year) | | | | | | | | | |
| POSITION | 2024-25 | HOURS | Start per | Base 24-25 | | | | | | |
| | BASE DAYS | PER DAY | Hour | 0-5 Years | 6-9 Years | 10-14 Years | 15-19 Years | 20-24 Years | 25-28 Years | 29 + Years |
| Childcare Director | 260 | 7.5 | \$ 17.41 | \$ 33,950 | \$ 35,648 | \$ 37,685 | \$ 39,722 | \$ 40,740 | \$ 42,438 | \$ 43,796 |
| Chief School Law Enforcement Officer | 185 | 8 | \$ 26.00 | \$ 38,486 | \$ 40,410 | \$ 42,719 | \$ 45,028 | \$ 46,183 | \$ 48,107 | \$ 49,647 |
| School Law Enforcement Officer | 185 | 8 | \$ 22.63 | \$ 33,489 | \$ 35,163 | \$ 37,173 | \$ 39,182 | \$ 40,187 | \$ 41,861 | \$ 43,201 |
| Migrant Advocate/Recruiter Coord. | 185 | 7 | \$ 25.50 | \$ 33,023 | \$ 34,674 | \$ 36,655 | \$ 38,636 | \$ 39,627 | \$ 41,278 | \$ 42,599 |
| Adult Ed. Director/Instructor | 185 | 7 | \$ 28.16 | \$ 36,470 | \$ 38,293 | \$ 40,481 | \$ 42,670 | \$ 43,764 | \$ 45,587 | \$ 47,046 |
| Physical Therapist | 185 | 4 | \$ 42.92 | \$ 31,759 | \$ 33,347 | \$ 35,253 | \$ 37,158 | \$ 38,111 | \$ 39,699 | \$ 40,969 |
| Administrative Assistant | 185 | 7 | \$ 23.05 | \$ 29,855 | \$ 31,347 | \$ 33,139 | \$ 34,930 | \$ 35,825 | \$ 37,318 | \$ 38,512 |
| Network/Computer Technician II | 260 | 7 | \$ 18.58 | \$ 33,818 | \$ 35,509 | \$ 37,538 | \$ 39,567 | \$ 40,581 | \$ 42,272 | \$ 43,625 |
| Network/Computer Technician III | 200 | 7 | \$ 14.15 | \$ 19,812 | \$ 20,802 | \$ 21,991 | \$ 23,179 | \$ 23,774 | \$ 24,764 | \$ 25,557 |
| Admin. Assistant I | 260 | 7.5 | \$ 21.11 | \$ 41,160 | \$ 43,218 | \$ 45,688 | \$ 48,157 | \$ 49,392 | \$ 51,450 | \$ 53,096 |
| Admin. Assistant II | 260 | 7.5 | \$ 19.72 | \$ 38,462 | \$ 40,385 | \$ 42,693 | \$ 45,001 | \$ 46,154 | \$ 48,078 | \$ 49,616 |
| Central Off Sec/Recep | 260 | 7.5 | \$ 17.42 | \$ 33,969 | \$ 35,668 | \$ 37,706 | \$ 39,744 | \$ 40,763 | \$ 42,461 | \$ 43,820 |
| Finance Officer/Food Service Director | 260 | 7.5 | \$ 47.08 | \$ 91,806 | \$ 96,396 | \$ 101,905 | \$ 107,413 | \$ 110,167 | \$ 114,758 | \$ 118,430 |
| Financial Analyst I | 260 | 7.5 | \$ 22.79 | \$ 44,445 | \$ 46,667 | \$ 49,334 | \$ 52,001 | \$ 53,334 | \$ 55,556 | \$ 57,334 |
| Financial Analyst II | 260 | 7.5 | \$ 19.72 | \$ 38,462 | \$ 40,385 | \$ 42,693 | \$ 45,001 | \$ 46,154 | \$ 48,078 | \$ 49,616 |
| Publicity Coordinator | 260 | 7.5 | \$ 16.83 | \$ 32,821 | \$ 34,462 | \$ 36,431 | \$ 38,401 | \$ 39,385 | \$ 41,026 | \$ 42,339 |
| Spec Prog Sec FRYSC/TCC | 260 | 7.5 | \$ 14.06 | \$ 27,410 | \$ 28,780 | \$ 30,425 | \$ 32,069 | \$ 32,892 | \$ 34,262 | \$ 35,358 |
| FRYSC Director | 260 | 7.5 | \$ 21.31 | \$ 41,559 | \$ 43,637 | \$ 46,130 | \$ 48,624 | \$ 49,871 | \$ 51,949 | \$ 53,611 |
| Assistant FRYSC Director | 185 | 7 | \$ 17.82 | \$ 23,082 | \$ 24,236 | \$ 25,621 | \$ 27,006 | \$ 27,698 | \$ 28,852 | \$ 29,775 |
| Childcare Coordinator | 260 | 7 | \$ 17.31 | \$ 31,501 | \$ 33,077 | \$ 34,967 | \$ 36,857 | \$ 37,802 | \$ 39,377 | \$ 40,637 |
| Parent Family Child Engagement Coordinator | 205 | 7 | \$ 25.97 | \$ 37,268 | \$ 39,131 | \$ 41,367 | \$ 43,603 | \$ 44,721 | \$ 46,585 | \$ 48,075 |
| Community Education Coordinator | 260 | 8 | \$ 18.11 | \$ 37,677 | \$ 39,561 | \$ 41,821 | \$ 44,082 | \$ 45,212 | \$ 47,096 | \$ 48,603 |
| Occupational Therapist | 195 | 7 | \$ 40.72 | \$ 55,579 | \$ 58,358 | \$ 61,693 | \$ 65,028 | \$ 66,695 | \$ 69,474 | \$ 71,697 |
| High School Bookkeeper | 210 | 7.5 | \$ 17.29 | \$ 27,233 | \$ 28,594 | \$ 30,228 | \$ 31,862 | \$ 32,679 | \$ 34,041 | \$ 35,130 |
| High School Attend. Officer | 210 | 7.5 | \$ 16.74 | \$ 26,371 | \$ 27,690 | \$ 29,272 | \$ 30,854 | \$ 31,645 | \$ 32,964 | \$ 34,019 |
| Bilingual High School Attend. Officer | 210 | 7.5 | \$ 17.86 | \$ 28,131 | \$ 29,537 | \$ 31,225 | \$ 32,913 | \$ 33,757 | \$ 35,163 | \$ 36,288 |
| Middle Sch Bookkeeper | 195 | 7.5 | \$ 17.29 | \$ 25,285 | \$ 26,549 | \$ 28,066 | \$ 29,584 | \$ 30,342 | \$ 31,606 | \$ 32,618 |
| Elem. Attend. Off./Bookkeeper/CO Registrar | | | | | | | | | | |
| up to 300 students | 200 | 8 | \$ 15.91 | \$ 25,455 | \$ 26,728 | \$ 28,255 | \$ 29,783 | \$ 30,546 | \$ 31,819 | \$ 32,837 |
| above 301 students | 195 | 8 | \$ 15.91 | \$ 24,818 | \$ 26,059 | \$ 27,548 | \$ 29,037 | \$ 29,781 | \$ 31,022 | \$ 32,015 |
| Middle Sch/High Sch Secretary | 190 | 7.5 | \$ 15.91 | \$ 22,672 | \$ 23,806 | \$ 25,166 | \$ 26,526 | \$ 27,206 | \$ 28,340 | \$ 29,247 |
| Paraprofessional/Adult Ed Instructor II/Career Transition Specialist | 185 | 7 | \$ 14.15 | \$ 18,323 | \$ 19,239 | \$ 20,339 | \$ 21,438 | \$ 21,988 | \$ 22,904 | \$ 23,637 |
| Paraprofessional Special Education/Head Start Preschool | 185 | 7 | \$ 16.15 | \$ 20,914 | \$ 21,960 | \$ 23,215 | \$ 24,469 | \$ 25,097 | \$ 26,143 | \$ 26,979 |
| Para Head Start/Preschool-1/2 Friday 1165.5 hours | 185 | 7/F3.5 | \$ 16.15 | \$ 18,823 | \$ 19,764 | \$ 20,894 | \$ 22,023 | \$ 22,588 | \$ 23,529 | \$ 24,282 |
| 140 day Paraprofessional Head Start/Preschool | 140 | | \$ 16.15 | \$ 15,827 | \$ 16,618 | \$ 17,568 | \$ 18,518 | \$ 18,992 | \$ 19,784 | \$ 20,417 |
| Head Start/Preschool Paraprofessional with CDA | 185 | 7 | \$ 17.15 | \$ 22,209 | \$ 23,319 | \$ 24,652 | \$ 25,985 | \$ 26,651 | \$ 27,761 | \$ 28,650 |
| Head Start/Preschool Paraprofessional with CDA 4.5 days per week 1165.5 hours | | 7 | \$ 17.15 | \$ 19,988 | \$ 20,987 | \$ 22,187 | \$ 23,386 | \$ 23,986 | \$ 24,985 | \$ 25,785 |
| Head Start/Preschool Paraprofessional with CDA 140 day | 140 | 7 | \$ 17.15 | \$ 16,807 | \$ 17,647 | \$ 18,656 | \$ 19,664 | \$ 20,168 | \$ 21,009 | \$ 21,681 |
| Head Start Teacher Assoc. IECE | 185 | 7 | \$ 23.46 | \$ 30,377 | \$ 31,896 | \$ 33,719 | \$ 35,541 | \$ 36,452 | \$ 37,971 | \$ 39,186 |
| Adult Ed Instructor | 185 | 7 | \$ 25.97 | \$ 33,632 | \$ 35,314 | \$ 37,332 | \$ 39,350 | \$ 40,359 | \$ 42,041 | \$ 43,386 |
| Bus Drivers | 184 | 4 | \$ 26.25 | \$ 19,320 | \$ 20,286 | \$ 21,445 | \$ 22,604 | \$ 23,184 | \$ 24,150 | \$ 24,923 |
| Preschool Bus Drivers | 140 | 6.5 | \$ 26.25 | \$ 23,888 | \$ 25,082 | \$ 26,515 | \$ 27,948 | \$ 28,665 | \$ 29,859 | \$ 30,815 |
| Head Mechanic | 260 | 8 | \$ 24.46 | \$ 50,877 | \$ 53,421 | \$ 56,473 | \$ 59,526 | \$ 61,052 | \$ 63,596 | \$ 65,631 |
| Mechanic | 260 | 8 | \$ 20.68 | \$ 43,014 | \$ 45,165 | \$ 47,746 | \$ 50,326 | \$ 51,617 | \$ 53,768 | \$ 55,488 |
| Mechanic/Sub Bus Driver | 260 | 8 | \$ 23.20 | \$ 48,256 | \$ 50,669 | \$ 53,564 | \$ 56,460 | \$ 57,907 | \$ 60,320 | \$ 62,250 |
| Transportation Clerk | 184 | 6 | \$ 15.29 | \$ 16,878 | \$ 17,722 | \$ 18,735 | \$ 19,747 | \$ 20,254 | \$ 21,098 | \$ 21,773 |
| Head Maintenance/Sub. Bus Driver | 260 | 8 | \$ 22.00 | \$ 45,760 | \$ 48,048 | \$ 50,794 | \$ 53,539 | \$ 54,912 | \$ 57,200 | \$ 59,030 |

| | | | | | | | | | | |
|--|-----|-----------|--|-----------|-----------|-----------|--|-----------|-----------|-----------|
| Maintenance/Bus Driver with Licensure | 260 | 8 | \$ 22.75 | \$ 47,320 | \$ 49,686 | \$ 52,525 | \$ 55,364 | \$ 56,784 | \$ 59,150 | \$ 61,043 |
| Maintenance/Bus Driver | 260 | 8 | \$ 20.72 | \$ 43,098 | \$ 45,253 | \$ 47,839 | \$ 50,425 | \$ 51,718 | \$ 53,873 | \$ 55,596 |
| Maintenance | 260 | 8 | \$ 14.97 | \$ 31,130 | \$ 32,686 | \$ 34,554 | \$ 36,422 | \$ 37,356 | \$ 38,912 | \$ 40,157 |
| Maintenance HVAC Certified | 260 | 8 | \$ 21.30 | \$ 44,304 | \$ 46,520 | \$ 49,178 | \$ 51,836 | \$ 53,165 | \$ 55,381 | \$ 57,153 |
| Head Custodian High School/Middle School | 260 | 8 | \$ 14.08 | \$ 29,290 | \$ 30,755 | \$ 32,512 | \$ 34,270 | \$ 35,148 | \$ 36,613 | \$ 37,784 |
| Asst. Custodian Middle/Sr. High | 260 | 8 | \$ 13.42 | \$ 27,908 | \$ 29,303 | \$ 30,978 | \$ 32,652 | \$ 33,489 | \$ 34,885 | \$ 36,001 |
| Elementary Custodian | 260 | 8 | \$ 13.20 | \$ 27,460 | \$ 28,833 | \$ 30,481 | \$ 32,128 | \$ 32,952 | \$ 34,325 | \$ 35,423 |
| Housekeepers | 195 | 8 | \$ 13.08 | \$ 20,405 | \$ 21,425 | \$ 22,650 | \$ 23,874 | \$ 24,486 | \$ 25,506 | \$ 26,323 |
| Food Service Program Assistant | 240 | 7.5 | \$ 20.25 | \$ 36,456 | \$ 38,279 | \$ 40,466 | \$ 42,654 | \$ 43,747 | \$ 45,570 | \$ 47,029 |
| Summer Feeding Director | 50 | 7.5 | \$ 16.27 | \$ 6,101 | \$ 6,406 | \$ 6,772 | \$ 7,138 | \$ 7,321 | \$ 7,626 | \$ 7,870 |
| Food Service Manager 0-400 Students | 181 | 7 | \$ 16.27 | \$ 20,614 | \$ 21,645 | \$ 22,882 | \$ 24,118 | \$ 24,737 | \$ 25,768 | \$ 26,592 |
| Food Service Manager 401-600 Students | 181 | 7 | \$ 17.43 | \$ 22,084 | \$ 23,188 | \$ 24,513 | \$ 25,838 | \$ 26,501 | \$ 27,605 | \$ 28,488 |
| Food Service Manager 601 and above | 181 | 8 | \$ 19.25 | \$ 27,874 | \$ 29,268 | \$ 30,940 | \$ 32,613 | \$ 33,449 | \$ 34,843 | \$ 35,957 |
| Assistant Food Service Manger | 181 | 7 | \$ 15.17 | \$ 19,220 | \$ 20,181 | \$ 21,334 | \$ 22,487 | \$ 23,064 | \$ 24,025 | \$ 24,794 |
| 7 Hr. Cook | 181 | 7 | \$ 13.52 | \$ 17,129 | \$ 17,985 | \$ 19,013 | \$ 20,041 | \$ 20,555 | \$ 21,411 | \$ 22,096 |
| 6.75 Hr. Cook | 181 | 6.75 | \$ 13.52 | \$ 16,518 | \$ 17,344 | \$ 18,335 | \$ 19,326 | \$ 19,822 | \$ 20,648 | \$ 21,308 |
| 6.5 Hr. Cook | 181 | 6.5 | \$ 13.52 | \$ 15,906 | \$ 16,701 | \$ 17,656 | \$ 18,610 | \$ 19,087 | \$ 19,883 | \$ 20,519 |
| 6 Hr. Cook | 181 | 6 | \$ 13.52 | \$ 14,682 | \$ 15,416 | \$ 16,297 | \$ 17,178 | \$ 17,618 | \$ 18,353 | \$ 18,940 |
| 4.5 Hr. Cook | 181 | 4.5 | \$ 13.52 | \$ 11,012 | \$ 11,563 | \$ 12,223 | \$ 12,884 | \$ 13,214 | \$ 13,765 | \$ 14,205 |
| 4 Hr. Cook | 181 | 4 | \$ 13.52 | \$ 9,788 | \$ 10,277 | \$ 10,865 | \$ 11,452 | \$ 11,746 | \$ 12,235 | \$ 12,627 |
| Nurse with RN-AA see Rank 3 Certified, RN-BS see Rank 2 Certified, RN-Master See Rank I Certified | | | | 0-5 Years | | | | | | |
| Nurse(LPN) | | | | \$ 24.59 | \$ 25.82 | \$ 27.29 | \$ 28.77 | \$ 29.51 | \$ 30.74 | \$ 31.72 |
| Nurse Assistant | | | | \$ 19.51 | \$ 20.49 | \$ 21.66 | \$ 22.83 | \$ 23.41 | \$ 24.39 | \$ 25.17 |
| Bus Monitor | | | | \$ 12.60 | \$ 13.23 | \$ 13.99 | \$ 14.74 | \$ 15.12 | \$ 15.75 | \$ 16.25 |
| Spec Ed/Preschool Bus Monitor | | | | \$ 13.24 | \$ 13.90 | \$ 14.70 | \$ 15.49 | \$ 15.89 | \$ 16.55 | \$ 17.08 |
| Part-time Maint. and Grounds/Food Service Sub | | | \$12.00 | | | | Youth Sports | | | |
| Occasional and Classified Substitute | | | \$10.00 | | | | Scorebook/Clock | | \$ 10.00 | per hour |
| Part-time Student Workers | | Min. Wage | \$7.25 | | | | Official | | \$ 20.00 | per game |
| Field Trip/Substitute Bus Driver | | | \$20.00 | | | | Retired Classified Return to Sub \$13.50 | | | |
| Sub. Teacher Salary (Emer. Certified) | | \$105.00 | | | | | | | | |
| Substitute Teacher Salary (Emer. Cert 64+ hours) | | \$115.00 | | | | | | | | |
| Substitute Teacher Salary (Certified) | | \$125.00 | | | | | | | | |
| Long Term Substitute | | \$135.00 | After 30 days in the same classroom regular teacher salary based on rank and experience. | | | | | | | |
| Substitute Teacher Salary (Certified Retired) | | \$160.00 | Retired Cert | \$ 185.00 | | | | | | |
| Employees working more or less than the base days or hours will have salary adjusted accordingly | | | | | | | | | | |
| Regular or part-time employees working in special projects or substituting in their position will receive their regular rate of pay. | | | | | | | | | | |
| When substituting in another position, payment will be made at the substitute rate. | | | | | | | | | | |
| An employee must work 20 hours per week to receive benefits. | | | | | | | | | | |
| Occasional and Classified Substitute employees do not receive benefits. | | | | | | | | | | |

**BOURBON COUNTY SCHOOLS
EMPLOYEE BENEFITS
2025-26**

Retirement - Certified

All employees in a position requiring certification or a college degree must participate in the Teachers' Retirement System.

More than 5 unpaid days will result in the proportionate reduction of years of service.

Employees will contribute 12.855% of their gross wage. If hired after 12/31/2021, they will contribute 14.75%

Retirement - Classified

Classified employees are required to average 80 hours of work per month during the school term to be eligible to participate in the County Retirement System. The average is determined by dividing the number of hours actually worked during the school term by the number of months worked during the school term. The number of months worked is determined by dividing the actual days worked in the school year by 20 days.

Sick Leave - Certified and Classified

10 days per year for employees working 9.25 to 10 months

11 days per year for employees working more than 10 but less than 12 months

12 days per year for employees working 12 months

Contracts less than 185 days in length will be prorated accordingly

Sick leave has an unlimited accumulation

Employees receive a payment of 30% of their unused sick leave upon retirement.

Employees hired after July 1, 2008 will receive 30% payment for a maximum of 300 days.

Personal Leave – Certified and Classified

Three (3) days per year

Contracts less than 185 days in length will be prorated accordingly

Unused personal leave days convert to accumulated sick leave at the end of the year

**BOURBON COUNTY SCHOOLS
EMPLOYEE BENEFITS
2025-26**

Vacation Days 12 month Classified Employees

1. **Vacation day calculation:**

5 days 1st year prorated in reference to number of days worked.
10 days per year for 2-10years of service.
11 days for 11 years.
12 days for 12 years.
13 days for 13 years.
14 days for 14 years.
15 days for 15 years.
2. **A maximum of 15 vacation days can be earned per year.**
3. **Vacation days are the equivalent of the normal hours worked per day (Example: Day Care Workers work 4 hours per day for a 260-day contract. Their vacation day would be the equivalent of 4 hours).**
4. **A year is July 1st through June 30th.**
5. **All carry forward days must be pre-approved by the employee's supervisor.**

Only five (5) from the previous year may be carried past October 31st, with pre-approval of the supervisor. An employee carrying forward more than five (5) days on October 31st will lose all but five (5) of those days.

VACATION DAYS WILL BE PRORATED AS TO THE NUMBER OF DAYS WORKED IN THE YEAR UPON ENTRY AND DEPARTURE FROM THE DISTRICT.

**BOURBON COUNTY SCHOOLS
EMPLOYEE BENEFITS
2025-26**

HEALTH INSURANCE/LIFE INSURANCE

Employees (with the exception of substitutes and occasional hourly) working at least 80 hours per month are eligible for health and life insurance.

Health Insurance:

The state will contribute monthly toward health insurance coverage. If the employee wishes to waive coverage, the state will contribute an amount into a Health Reimbursement Account (HRA).

Life Insurance:

The state provides a \$20,000 term life insurance policy on each employee at no cost to the employee. The employee has the option to obtain additional life insurance coverage for themselves or their dependents.

OTHER VOLUNTARY DEDUCTIONS

Credit Unions
Dental Insurance
Tax Sheltered Annuities
Cancer Insurance
Flexible Medical Spending Accounts
Flexible Day Care Spending Accounts
Disability Insurance
Supplemental Life Insurance
Long Term Care Insurance
Accident Insurance
Critical Illness
Medical Indemnity
After Tax Annuities
Charitable Contributions (United Way)
Membership Dues (KASA)

**BOURBON COUNTY SCHOOLS
SALARY SCHEDULE
SALARY BASE
2025-26**

Employees must complete one hundred-forty (140) days in a fiscal year (July 1-June 30) to gain one (1) year's experience credit for salary payment purposes.

CERTIFIED EMPLOYEES

| | |
|------------------------------------|----------|
| All days school in session | 173 |
| District Improvement Planning Days | 2 |
| Opening day of school | 1 |
| Closing day of school | 1 |
| Professional development days | 4 |
| Holidays | <u>4</u> |
| Total days for salary calculation | 185 |

CLASSIFIED EMPLOYEES

Less than 12 month full time employees:

Bus Drivers/Bus Monitors

| | |
|--|----------|
| All days school in session | 173 |
| Non Student Work Days | 2 |
| Opening day of school | 1 |
| Holidays | 4 |
| Bus Driver Training/Professional Development | <u>4</u> |
| Total days for salary calculation | 184 |

Preschool Bus Drivers/Preschool Bus Monitors

| | |
|--|----------|
| All days school in session | 131 |
| Opening day of school | 1 |
| Holidays | 4 |
| Bus Driver Training/Professional Development | <u>4</u> |
| Total days for salary calculation | 140 |

Lunchroom Personnel

| | |
|-------------------------------|----------|
| All days school in session | 173 |
| Non Student Work Days | 2 |
| Opening day of school | 1 |
| Holidays | 4 |
| Professional Development | <u>1</u> |
| Total days salary calculation | 181 |

**BOURBON COUNTY SCHOOLS
SALARY SCHEDULE
SALARY BASE
2025-26**

School Paraprofessional

| | |
|--|----------|
| All days school in session | 173 |
| District Improvement Planning Days | 2 |
| Opening day of school | 1 |
| Day following last day students attend | 1 |
| Holidays | 4 |
| Professional Development | <u>4</u> |
| Total days salary calculation | 185 |

Attendance Officers, Bookkeepers, and Secretaries

| | | |
|-------------------------------|----------|----------|
| Student enrollment | 0-300 | 301+ |
| Salary Base Days* | 181 | 181 |
| Extended days | 15 | 10 |
| Holidays | <u>4</u> | <u>4</u> |
| Total days salary calculation | 200 | 195 |

Housekeepers

| | |
|-------------------------------|----------|
| Salary Base Days* | 181 |
| Extended days | 10 |
| Holidays | <u>4</u> |
| Total days salary calculation | 195 |

Family Services Coordinator

| | |
|-----------------------------------|----------|
| Salary base days* | 181 |
| Extended days | 20 |
| Holidays | <u>4</u> |
| Total days for salary calculation | 205 |

12 Month Employees

| | |
|-----------------------------------|-----|
| See 12 month calendar | |
| Total days for salary calculation | 260 |

* Salary base days include opening day, closing day and professional development days.

**BOURBON COUNTY SCHOOLS
SALARY PAYMENT SCHEDULE**

2025-26

METHOD OF PAYMENT

All certified and classified employees are paid in twenty-four (24) equal checks.

Checks are issued on the 15th and 30th of each month. If the 15th or 30th falls on a Saturday or Sunday, the checks will be issued on the previous Friday.

All twelve month certified and classified employees receive their first check on July 15th and the last check on June 30th.

Certified and Classified employees working less than twelve months receive their first check on August 30th and the last checks on June 30th.

Part-time hourly employees are paid on the 15th and 30th through June 30th of each year.

All substitutes (teachers, bus drivers, lunchroom personnel) are paid on the 15th and 30th for days worked.

EMPLOYMENT/RESIGNATION AFTER THE BEGINNING OF FISCAL YEAR

The following formula will be used in calculating an employee's earnings for a fiscal year if employment or resignation occurs during that fiscal year:

Employment during the fiscal year:

Annual salary divided by contract days x number of days to be worked=the total salary for the fiscal year

Resignation during the fiscal year:

Annual salary divided by contract days x number of days worked less salary previously received=amount of check for the final compensation for the fiscal year.

Employees will be paid for only those holidays occurring prior to resignation.

VACATION DAYS WILL BE PRORATED AS TO THE NUMBER OF DAYS WORKED IN THE YEAR UPON ENTRY AND DEPARTURE FROM THE DISTRICT.

| | | | |
|------------------------|-----|---|----------------------|
| | | <u>BOURBON COUNTY SCHOOLS</u> | |
| | | <u>EXTRA SERVICE SALARY SCHEDULE</u> | |
| | | <u>2025-26</u> | |
| | | <u>FALL EXTRA CURRICULAR SPORTS</u> | |
| <u>Job Code</u> | | <u>GOLF</u> | <u>SALARY</u> |
| 6333 | 110 | HS Girls Golf | \$1,840 |
| 6334 | 110 | HS Boys Golf | \$1,840 |
| | | <u>VOLLEYBALL</u> | |
| 6342 | 110 | HS Hd Var Girls | \$4,025 |
| 6347 | 110 | HS Asst Var/ Hd JV Girls | \$2,200 |
| 6359 | 110 | HS Freshman Girls | \$575 |
| 6350 | 120 | MS Girls | \$1,725 |
| 6360 | 120 | MS Girls Asst | \$550 |
| | | <u>SOCCER</u> | |
| 6335 | 110 | HS Hd Var Boys | \$4,025 |
| 6354 | 110 | HS Asst. Var Boys | \$2,200 |
| 6336 | 110 | HS Hd Var Girls | \$4,025 |
| 6422 | 110 | HS Asst Var Girls | \$2,200 |
| 6337 | 120 | MS Hd Boys | \$1,725 |
| 6338 | 120 | MS Hd Girls | \$1,725 |
| | | <u>CROSS COUNTRY</u> | |
| 6345 | 110 | HS Boys Cross Country | \$1,840 |
| 6786 | 110 | HS Girls Cross Country | \$1,840 |
| 6358 | 120 | MS Cross Country | \$575 |
| | | <u>FOOTBALL</u> | |
| 6318 | 110 | HS Hd Var HS (10 Extended Days) | \$8,625 |
| 6408 | 110 | HS Asst Var | \$3,300 |
| | 110 | HS Asst Var/ Hd JV | \$3,300 |
| | 110 | HS Asst Var/ Asst JV | \$2,200 |
| | 110 | HS Asst Var/Hd Freshman | \$3,300 |
| | 110 | HS Asst Var/Asst Freshman | \$2,200 |
| | 110 | HS Asst Var/Asst Freshman | \$2,200 |
| | 110 | HS Asst Var/Asst Freshman | \$2,200 |
| 6319 | 120 | MS 8 | \$2,300 |
| 6320 | 120 | MS 7th | \$2,300 |
| 6414 | 120 | MS 7-8 Asst | \$1,100 |
| | 120 | MS 6 | |
| 6493 | | Elementary Football | \$550 |
| | | <u>BOWLING</u> | |
| 6349 | 110 | Co-Ed | \$1,840 |
| | | <u>ARCHERY</u> | |
| 6355 | 110 | HS Boys Archery | \$1,840 |
| 6787 | 110 | HS Girls Archery | \$1,840 |
| | | <u>SWIMMING</u> | |
| 6348 | 110 | Hd 4-12 Coach | \$1,840 |

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| | | <u>WRESTLING</u> | |
| 6351 | 110 | HS Boys Head | \$1,840 |
| 6352 | 110 | HS Boys Asst | \$550 |
| 6788 | 110 | HS Girls Head | \$1,840 |
| 6789 | 110 | HS Girls Asst | \$550 |
| 6353 | 120 | MS/ELE Hd | \$1,100 |
| | | <u>BASKETBALL</u> | |
| 6300 | 110 | HS Hd Var Boys | \$8,625 |
| 6401 | 110 | HS Asst Var/Hd JV Boys | \$3,300 |
| 6402 | 110 | HS Asst Var/Freshman Boys | \$2,200 |
| 6301 | 110 | HS Hd Var Girls | \$8,625 |
| 6404 | 110 | HS Asst Var/Hd JV Girls | \$3,300 |
| 6302 | 110 | HS Asst Var/Freshman Girls | \$2,200 |
| 6303 | 120 | MS 8 Boys | \$2,300 |
| 6304 | 120 | MS 7 Boys | \$2,300 |
| 6405 | 120 | MS 6 Boys | \$2,300 |
| 6305 | 120 | MS 8 Girls | \$2,300 |
| 6306 | 120 | MS 7 Girls | \$2,300 |
| 6406 | 120 | MS 6 Girls | \$2,300 |
| 6494 | | Elementary Basketball | \$550 |
| | | <u>SPRING EXTRA CURRICULAR</u> | |
| | | <u>BASEBALL</u> | |
| 6312 | 110 | HS Hd Var | \$4,025 |
| 6417 | 110 | HS Asst Var/Hd JV | \$2,200 |
| | 110 | HS Freshman | |
| 6420 | 120 | MS Hd 6-8 | \$1,150 |
| 6421 | NGRA | MS Asst | \$550 |
| | | <u>FAST PITCH SOFTBALL</u> | |
| 6339 | 110 | HS Girls Hd Var | \$4,025 |
| 6424 | 110 | HS Asst / Hd JV Girls | \$2,200 |
| 6423 | 120 | MS Hd | \$1,150 |
| 6425 | 120 | MS Asst | \$550 |
| | | <u>TENNIS</u> | |
| 6341 | 110 | Girls Tennis | \$1,840 |
| 6340 | 110 | Boys Tennis | \$1,840 |
| | | <u>TRACK</u> | |
| 6343 | 110 | HS Hd | \$2,875 |
| 6426 | 110 | HS Asst | \$1,650 |
| 6426 | 110 | HS Asst | \$1,650 |
| 6790 | 110 | Indoor Track | \$1,840 |
| 6344 | 120 | MS Hd | \$1,150 |
| 6427 | 120 | MS Asst | \$550 |
| | | <u>BASS FISHING TEAM</u> | |
| 6429 | 110 | Coach | \$1,840 |
| | | <u>E SPORTS</u> | |
| 6357 | 110 | Coach | \$1,840 |

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| | | <u>EXTRA CURRICULAR ACTIVITIES</u> | |
| | | <u>CHEERLEADING</u> | |
| 6322 | 110 | HS Hd Var Squad | \$3,450 |
| 6419 | 110 | HS Asst Var | \$1,100 |
| 6428 | 110 | HS Hd JV | \$1,100 |
| 6325 | 120 | MS 8 Cheer/Comp Squad | \$1,725 |
| 6326 | 120 | MS 7 Cheer/Comp Squad | \$1,725 |
| 6331 | | Elementary Cheerleading | \$550 |
| | | <u>DANCE TEAM</u> | |
| 6324 | 110 | HS Hd Squad | \$3,450 |
| 6323 | 110 | HS Asst Squad | \$1,100 |
| 6356 | 120 | MS Hd Squad | \$1,150 |
| | | <u>BAND</u> | |
| 6590 | 110 | HS Band Director (20 Extended Days) | \$8,625 |
| 6591 | 110 | HS Asst/MS Band Director (10 Extended Days) | \$5,750 |
| 6587 | 110 | Flag Corp | \$550 |
| | | <u>CHORUS</u> | |
| 6586 | 120 | MS Chorus | \$1,725 |
| | | <u>ACADEMIC TEAM</u> | |
| 6500 | 110 | HS Academic Team | \$2,875 |
| 6501 | 110 | HS Asst Academic Team | \$1,210 |
| 6508 | 120 | MS Academic Team | \$1,725 |
| 6510 | 120 | MS Asst Academic Team | \$825 |
| 6509 | 120 | MS Math Counts | \$550 |
| 6502 | 010 | BCE Academic Team # 1 | \$1,320 |
| 6503 | 010 | BCE Academic Team # 2 | \$1,320 |
| 6504 | 030 | CRE Academic Team # 1 | \$1,320 |
| 6505 | 030 | CRE Academic Team # 2 | \$1,320 |
| 6507 | 090 | NME Academic Team # 1 | \$1,320 |
| | | <u>FUTURE PROBLEM SOLVING</u> | |
| | | | |
| 6361 | 010 | BCES Coach | \$220 |
| 6361 | 030 | CRES Coach | \$220 |
| 6361 | 090 | NMES Coach | \$220 |
| 6361 | 120 | BCMS Coach | \$220 |
| 6361 | 110 | BCHS Coach | \$220 |
| | | <u>COLONEL SCHOLARS</u> | |
| 6561 | 120 | MS Colonel Scholars | \$880 |
| 6562 | 030 | ELE Colonel Scholars | \$880 |
| | 110 | HS Colonel Scholars | \$440 |

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| | | <u>SPEECH</u> | |
| 6581 | 110 | HS Speech | \$1,725 |
| | | <u>DRAMA</u> | |
| 6582 | 110 | HS Drama | \$3,300 |
| 6585 | 120 | MS Drama | \$1,100 |
| 6667 | 110 | HS Drama Assistant Director | \$1,100 |
| 6668 | 110 | HS Drama Music | \$550 |
| | | <u>NEWSPAPER STAFF</u> | |
| 6583 | 110 | HS Newspaper | \$2,750 |
| | | <u>YEARBOOK</u> | |
| 6584 | 110 | HS Yearbook | \$2,750 |
| 6594 | 120 | MS Yearbook | \$880 |
| | | <u>PROM</u> | |
| 6580 | 110 | HS Prom | \$1,100 |
| | | <u>EXTRA CURRICULAR DUTIES</u> | |
| | | <u>ATHLETIC DIRECTORS</u> | |
| 6490 | 110 | HS Athletic Director | \$8,625 |
| 6491 | 110 | HS Asst Athletic Director | \$4,125 |
| 6492 | 120 | MS Athletic Director | \$8,625 |
| 6493 | | ELEM Athletic Director - Football | \$2,063 |
| 6494 | | ELEM Athletic Director - Basketball | \$2,063 |
| | | <u>DISTRICT PUBLIC RELATIONS</u> | |
| 6722 | 000 | COORDINATOR | \$4,800 |
| 6723/6724 | 011 | Preschool Public Relations Coordinator | \$1,000 |
| 6723/6724 | 010 | BCES Public Relations Coordinator | \$1,000 |
| 6723/6724 | 030 | CRES Public Relations Coordinator | \$1,000 |
| 6723/6724 | 090 | NMES Public Relations Coordinator | \$1,000 |
| 6723/6724 | 120 | BCMS Public Relations Coordinator | \$1,000 |
| 6723/6724 | 110 | BCHS Public Relations Coordinator | \$1,000 |
| | | <u>SCHOOL TECHNOLOGY COOR</u> | |
| 6660 | | District Tech Support | \$2,500 |
| 6779 | | District Mental Health Coordinator | \$2,500 |
| 6774 | | District Nurse Coordinator | \$3,680 |
| | | <u>GRANT FUNDED EXTRA SERVICE</u> | |
| 6710 | | Grant Manager | \$8,000 |
| 6720 | | GEAR UP Tutor Supervisor Appr. 9/19/19 | \$1,500 |
| | | 21st Century Technology | \$3,000 |
| 6721 | | 21st Century Middle/High School Data Entry | \$12,000 |
| 6780 | | Teacher Leader for Career Transition Specialist | \$7,500 |
| 6785 | | Health Department Nicotine Prevention | \$1,800 |

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| | | <u>FOOD SERVICE CERTIFICATION</u> | |
| 6768 | | Serve Safe Cetification | \$500 |
| 6769 | | School Nutrition Association Level 1 Cert. | \$250 |
| 6770 | | School Nutrition Association Level 2 Cert. | \$500 |
| 6771 | | School Nutrition Association Level 3 Cert. | \$750 |
| 6772 | | School Nutrition Association Level 4 Cert. | \$1,000 |
| | | | |
| | | <u>ESS, HOMEBOUND, OTHER PAYROLL</u> | |
| 6702 | 000 | National Board Certified | \$2,000 |
| | | National Board Certified | \$2,000 |
| | | National Board Certified | \$2,000 |
| | 24-25 | School Psychologist | 10% of Base |
| | 23-24 | Special Education Consultants | 5% of Base |
| | | Speech Language (ASHA Certified) | \$2,000 |
| | | Internship Supervisor for School Psychologists | \$1,000 |
| 6654 | | Math Specialist (2) (35 Extended days) | \$5,000.00 |
| | | | |
| 6646 | | Sub Coverage during plan | \$30/hour |
| | | Extended Sch Service certified | \$30/hour |
| | | Homebound | \$30/hour |
| | | Other Programs certified | \$30/hour |
| | | Other Programs classified | Reg. Hrly. |
| | | Certified Professional Dev | \$12/hour |
| | | Saturday School | \$100/day |