



Fayette County Public Schools

2025-26

Salary Schedule

*Prepared by the Office of Budget & Financial Planning
DRAFT IN PROGRESS | Last edited May 23, 2025*

2025-26 Certified Salary Schedule

This schedule reflects 1% increase from the 2024-25 Salary Schedule.

Step	Rank 3.1 (AB) 189 Days	Rank 3.2 (AB+15) 189 Days	Rank 2.1 (MA) 189 Days	Rank 2.2 (MA+15) 189 Days	Rank 1.1 (MA+30) 189 Days	Rank 1.2 (Doctoral) 189 Days
0	50,586	51,851	54,443	55,805	58,595	61,524
1	51,472	52,758	55,396	56,781	59,620	62,601
2	52,373	53,682	56,366	57,775	60,664	63,697
3	53,289	54,621	57,352	58,786	61,725	64,812
4	54,222	55,577	58,356	59,814	62,806	65,946
5	55,848	57,244	60,106	61,609	64,689	67,924
6	56,826	58,246	61,159	62,688	65,822	69,112
7	57,819	59,265	62,228	63,785	66,973	70,322
8	58,831	60,302	63,318	64,901	68,146	71,552
9	59,861	61,358	64,426	66,036	69,338	72,805
10	61,657	63,199	66,358	68,017	71,418	74,989
11	62,582	64,146	67,354	69,038	72,490	76,114
12	63,521	65,109	68,364	70,073	73,576	77,256
13	64,473	66,085	69,389	71,124	74,680	78,414
14	65,441	67,076	70,430	72,191	75,801	79,591
15	67,403	69,089	72,543	74,357	78,075	81,979
16	68,414	70,125	73,631	75,472	79,246	83,208
17	69,441	71,177	74,736	76,604	80,434	84,456
18	70,483	72,244	75,857	77,753	81,640	85,723
19	71,539	73,328	76,994	78,919	82,865	87,008
20	73,686	75,528	79,304	81,287	85,351	89,619
21	74,792	76,661	80,494	82,506	86,632	90,964
22	75,913	77,810	81,701	83,744	87,932	92,328
23	77,052	78,978	82,927	85,001	89,250	93,713
24	78,207	80,163	84,170	86,275	90,589	95,118
25	80,554	82,568	86,696	88,863	93,307	97,972
26	81,763	83,806	87,996	90,196	94,706	99,442
27	82,989	85,063	89,316	91,549	96,127	100,933
28	84,233	86,339	90,656	92,922	97,568	102,447
29	85,497	87,635	92,016	94,316	99,033	103,984
30	86,779	88,949	93,396	95,731	100,517	105,543

Rank IV (189 Days) \$41,452 | Rank V (189 Days) \$35,980

For retirees working under the provisions of the Daily Wage Threshold, placement on the salary schedule will be in the cell closest, but not to exceed, their maximum earning levels as allowed by KTRS. One (1) year of experience credit step-up requires a minimum of 140 days employed per KRS 157.320. Exempt employees are also paid on this salary schedule. Rank compensated will be determined by EPSB.

2025-26 Teachers' Salary Schedule

Experience Credit for Salary Calculations:

New hires will be given a maximum credit of twenty years (20) teaching experience outside Fayette County Public School system*. This experience must have been in a school approved by the accrediting authority in the state in which the professional experience was rendered.

This salary schedule is for 189 days - 9.5 months. In accordance with KRS 157.320, a teacher who is employed by a board for at least one hundred forty (140) days of a school year and who performs teaching duties for the equivalent of at least seventy (70) full school days during that school year, regardless of the schedule on which those duties were performed, shall be credited with one (1) year of experience. A teacher who is employed by a board for at least one hundred forty (140) days during each of two (2) school years and who performs teaching duties for the equivalent of at least seventy (70) full school days during those years shall be credited with one (1) year of experience.

Education Credit for Salary Calculations:

Credits and/or rank change to be considered in determining the salary of a teacher must be completed prior to September 15th of the current school year with appropriate documentation (listed in the table below) submitted to the Department of Human Resources by the last day of school before the winter break of the current school year.

Rank 2 - a thirty-two hour planned Fifth Year Program or a Master's Degree accepted by Education Professional Standards Board as sufficient to issue the employee a Rank 2 certificate.

Rank 1 - a thirty-hour planned program approved by the institution attended and accepted by the Education Professional Standards Board as sufficient to issue the employee a Rank I certificate.

Rank Change	Required Documents
Bachelors plus 15 hours (Rank 3.2)	Official Transcript of 15 graduate hours and current valid KY teaching certificate on file with the district
Masters (Rank 2.1)	Official degree awarded transcript and original Rank 2 KY certificate
Masters plus 15 hours (Rank 2.2)	Official transcript of 15 graduate hours above masters, and current valid Rank 2 KY certificate on file with the district
Masters + 30 (<i>Exempt classified personnel</i>)	Official transcripts of 30 graduate hours above masters that pertain to current classified position
Rank 1 (Rank 1.1) (<i>Certified personnel</i>)	Official transcripts of Rank 1 grad hours or additional master's degree and current valid Rank 1 KY teaching certificate on file with district
Doctoral Degree (Rank 1.2) (<i>Certified</i>)	Official degree awarded transcript and current valid Rank 1 KY certificate on file with the district
Doctoral Degree (Rank 1.2) (<i>Exempt classified</i>)	Official degree awarded transcripts that pertain to the current classified position in the district

The increase in salary for each "plus 15" level is based on graduate semester hours of training and such semester hours cannot be a part of the requirements for the previous degree or rank. Transcripts must indicate that the additional 15 hours were outside of the degree or rank. Graduate coursework completed at the same time as your Masters or degree program will not be considered for the "plus 15".

2025-26 Teachers' Salary Schedule

In accordance with HB 940, the Kentucky Education Reform Act, and its corresponding funding provision, SEEK (Support Education Excellence in Kentucky), any teacher who has a higher rank certified by the Division of Teacher Certification effective after September 15 shall not be entitled to the salary at the higher rank until the beginning of the next school year. Graduate semester hours earned at the AB+15 or MA+15 pay levels effective after September 15 shall not be entitled to the salary at the higher pay level until the beginning of the next school year.

In accordance with KRS 157.420, salary expenditures shall be paid only for teachers holding properly authorized certificates.

Retired teachers will be paid from the approved Teacher Salary schedule based on their Daily Wage Threshold established by KTRS.

Certified and Classified Salaried positions follow the guidelines outlined in the "Teacher's Salary Schedule" unless there is a separate salary schedule approved for that specific position such as Occupational Therapist, Physical Therapist or Board Certified Behavior Analyst.

Salary notices are sent to employees prior to winter break to verify current salary levels. Any errors should be reported to the Human Resources Department. It is the employee's responsibility to provide documentation to Human Resources for salary changes. All underpaid salaries and deductions related to district level errors are retroactive a maximum of two school years.

National Board Certification - KRS 157.395 requires local districts to pay an annual salary supplement of \$2,000 to teachers who attain National Board for Professional Teaching Standards certification and are employed as teachers or mentors in the field of their national certification.

Teachers/mentors must be teaching or mentoring in the subject and age range of their NBPTS certification for 50% or more of their time. Teachers who meet those criteria are eligible for the \$2,000 annual salary supplement for the life of the NBPTS certificate. Principals will receive an annual verification form to sign, documenting teachers at their location that meet this criterion.

New National Board Teachers must submit the National Board approval letter to HR prior to the last day of school in the first semester to receive the salary increase and stipend for the current school year. National Board letters submitted after winter break will not take effect until the next school year. Salary increase will take effect after the new Rank I or Rank II certificate and National Board letter are received.

Bilingual/Multilingual Proficiency Certification (1 language only) - Qualifying exempt status employees who demonstrate bilingual or multilingual proficiency shall receive a supplement at a rate of \$2,000.

Other Recognized Certifications

- American Speech and Hearing Association Certificate of Clinical Competence – Speech/Language Pathology
- American Speech and Hearing Association Certificate of Clinical Competence – Audiology
- Certified Energy Manager
- Certified Payroll Professional
- Certified School Financial Manager (CSFM)
- Certified School Financial Officer (CSFO)
- Infinite Campus Certified System Administrator
- International Society for Technology in Education (ISTE)
- LEED Green Associate Certification
- Licensed Clinical Social Worker
- Licensed Professional Clinical Counselor
- Licensed Psychologist
- National Counselor Certification
- Nationally Certified School Psychologist
- National Certified School Social Worker
- OSHA Authorized General Industry Trainer
- Professional Environmental Educator Certification
- Professional Google Workspace Administrator
- Professional Human Capital Leader in Education (pHCLE)
- Professional Human Resources (PHR)
- Registered Occupational Therapist
- Senior Professional Human Resources (SPHR)
- School Nutrition Specialist Credential
- State Certified Driver Trainer

2025-26 Teachers' Salary Schedule

Qualifying exempt status employees who meet the criteria and attain a certification issued by an organization that aligns with and enhances their position, is above the minimum requirements, may be eligible for a \$2,000 annual certification supplement. Certificate must be submitted to the Human Resources Department for evaluation.

If the certification is issued after the start of the employee's work calendar, the salary supplement will be prorated. The maximum number of certification salary supplements that a qualifying exempt employee may receive is one for a total of \$2,000. Employees moving from classified hourly positions to classified salaried positions would be able to receive credit for certifications earned from the hourly role that apply to the salaried position at the rate of \$200 per certification up to 10 certifications for a maximum of \$2,000.

Certification must be maintained to remain eligible for the certification salary supplement. If the certification expires, no longer applies to the position, or becomes outdated, the certification salary supplement will be removed. Verification of certification renewal must be submitted to Human Resources prior to certificate expiration. When transferring salaried positions, the certification salary supplement will be maintained, if the certification applies to the new position.

Promise Academy (William Wells Brown) – For the 2025-26 school year, certified personnel required to work the extended school day will be given a supplement prorated based on their full-time equivalent (FTE). The supplemental for a full-time certified employee at William Wells Brown is \$8000. The amount listed are based on the extended hours worked. If an employee fails to complete the extended workday, the supplement will be adjusted accordingly.

**Additional years of experience may be approved for critical needs positions as determined by the Superintendent.*

Additional supplemental pay may be established as an incentive for critical need areas/schools as determined by the Superintendent.

*****Any changes on this salary schedule will take effect on July 1 of the school year pertaining to this salary schedule and is not retroactive.***

2025-26 Classified Hourly Schedule *Grades 1-10*

This schedule reflects 1% increase from the 2024-25 Salary Schedule.

Grade/ Level	G1	G2	G3	G4	G5	G6	G7	G8	G9	G10
0	16.33	17.00	17.66	18.38	19.11	19.88	20.67	21.50	22.36	23.26
1	16.59	17.26	17.95	18.66	19.41	20.19	21.00	21.84	22.70	23.62
2	16.86	17.53	18.23	18.96	19.72	20.50	21.33	22.18	23.07	23.99
3	17.12	17.81	18.52	19.26	20.03	20.83	21.67	22.53	23.43	24.37
4	17.39	18.09	18.82	19.57	20.34	21.17	22.01	22.89	23.81	24.76
5	17.66	18.37	19.11	19.88	20.67	21.49	22.35	23.25	24.18	25.15
6	17.95	18.66	19.41	20.19	21.00	21.84	22.70	23.61	24.56	25.54
7	18.23	18.96	19.72	20.50	21.32	22.18	23.07	23.99	24.95	25.95
8	18.52	19.25	20.03	20.83	21.65	22.53	23.43	24.37	25.35	26.35
9	18.82	19.55	20.34	21.16	22.01	22.89	23.81	24.76	25.74	26.78
10	19.11	19.88	20.67	21.49	22.35	23.25	24.18	25.15	26.16	27.20
11	19.41	20.19	21.00	21.84	22.70	23.61	24.56	25.54	26.56	27.62
12	19.72	20.50	21.32	22.17	23.07	23.99	24.95	25.95	26.99	28.07
13	20.03	20.83	21.65	22.53	23.42	24.37	25.33	26.35	27.40	28.51
14	20.34	21.16	22.01	22.89	23.81	24.75	25.74	26.78	27.85	28.96
15	20.66	21.49	22.35	23.25	24.17	25.15	26.15	27.20	28.28	29.41
16	20.99	21.83	22.69	23.61	24.56	25.53	26.56	27.62	28.72	29.88
17	21.32	22.17	23.07	23.98	24.95	25.95	26.99	28.06	29.18	30.35
18	21.65	22.52	23.42	24.36	25.33	26.35	27.40	28.50	29.64	30.83
19	22.01	22.88	23.80	24.75	25.73	26.77	27.84	28.95	30.12	31.31
20	22.35	23.25	24.17	25.14	26.15	27.20	28.28	29.41	30.58	31.80
21	22.69	23.61	24.56	25.53	26.55	27.61	28.72	29.88	31.07	32.31
22	23.06	23.98	24.94	25.94	26.98	28.06	29.18	30.35	31.55	32.83
23	23.42	24.36	25.33	26.34	27.40	28.50	29.64	30.83	32.06	33.34
24	23.80	24.75	25.73	26.77	27.84	28.95	30.11	31.31	32.56	33.87
25	24.17	25.14	26.15	27.19	28.28	29.41	30.57	31.80	33.08	34.40
26	24.54	25.53	26.55	27.61	28.71	29.88	31.06	32.31	33.60	34.95
27	24.94	25.94	26.98	28.06	29.18	30.35	31.55	32.81	34.13	35.49
28	25.33	26.34	27.40	28.50	29.63	30.82	32.06	33.34	34.67	36.06
29	25.73	26.77	27.84	28.95	30.11	31.31	32.56	33.87	35.22	36.62
30	26.14	27.19	28.28	29.40	30.57	31.80	33.08	34.40	35.77	37.21

2025-26 Classified Hourly Schedule *Grades 11-20*

This schedule reflects 1% increase from the 2024-25 Salary Schedule.

Grade/ Level	G11	G12	G13	G14	G15	G16	G17	G18	G19	G20
0	24.18	25.15	26.16	27.21	28.29	29.42	30.60	31.83	33.10	34.42
1	24.57	25.54	26.56	27.63	28.73	29.89	31.08	32.32	33.62	34.97
2	24.96	25.96	26.99	28.07	29.19	30.36	31.57	32.84	34.15	35.51
3	25.35	26.36	27.41	28.51	29.65	30.84	32.07	33.35	34.68	36.07
4	25.74	26.78	27.85	28.96	30.12	31.32	32.57	33.88	35.24	36.65
5	26.16	27.20	28.29	29.42	30.60	31.82	33.09	34.41	35.78	37.23
6	26.56	27.62	28.73	29.89	31.08	32.32	33.61	34.96	36.35	37.81
7	26.99	28.07	29.19	30.36	31.56	32.84	34.15	35.51	36.94	38.41
8	27.41	28.51	29.65	30.83	32.07	33.35	34.68	36.07	37.51	39.02
9	27.85	28.96	30.12	31.32	32.57	33.88	35.23	36.64	38.11	39.63
10	28.29	29.41	30.58	31.82	33.09	34.41	35.78	37.22	38.70	40.26
11	28.72	29.89	31.07	32.32	33.61	34.96	36.35	37.80	39.32	40.89
12	29.18	30.36	31.56	32.83	34.14	35.50	36.94	38.40	39.94	41.54
13	29.64	30.83	32.07	33.35	34.68	36.07	37.51	39.02	40.56	42.20
14	30.12	31.32	32.57	33.88	35.23	36.64	38.10	39.63	41.21	42.85
15	30.58	31.82	33.09	34.41	35.78	37.22	38.70	40.25	41.85	43.54
16	31.07	32.31	33.60	34.95	36.35	37.80	39.32	40.89	42.52	44.22
17	31.56	32.83	34.14	35.50	36.93	38.40	39.94	41.53	43.19	44.92
18	32.06	33.34	34.67	36.06	37.51	39.02	40.56	42.20	43.87	45.63
19	32.56	33.87	35.22	36.64	38.10	39.62	41.21	42.85	44.57	46.36
20	33.08	34.40	35.77	37.22	38.69	40.25	41.85	43.53	45.27	47.09
21	33.60	34.95	36.34	37.80	39.32	40.88	42.52	44.22	45.99	47.82
22	34.14	35.50	36.93	38.39	39.94	41.53	43.19	44.91	46.71	48.58
23	34.67	36.06	37.50	39.01	40.56	42.19	43.87	45.63	47.46	49.35
24	35.22	36.62	38.10	39.62	41.21	42.85	44.57	46.34	48.21	50.13
25	35.77	37.21	38.69	40.24	41.85	43.53	45.27	47.08	48.95	50.92
26	36.34	37.79	39.31	40.88	42.51	44.21	45.99	47.82	49.73	51.72
27	36.92	38.39	39.93	41.52	43.18	44.91	46.71	48.58	50.52	52.54
28	37.50	39.01	40.55	42.19	43.86	45.62	47.45	49.35	51.32	53.37
29	38.09	39.61	41.20	42.84	44.56	46.34	48.20	50.13	52.14	54.21
30	38.69	40.24	41.84	43.53	45.26	47.08	48.95	50.91	52.95	55.08

2025-26 Classified Hourly Pay Increases for Education and Experience

Salary notices are sent to employees prior to winter break to verify current salary levels. Any errors should be reported to the Human Resources Department. It is the employee's responsibility to provide documentation to Human Resources for salary changes. All underpaid salaries and deductions related to district level errors are retroactive a maximum of two school years.

Experience Step-Up Cut-Off Date:

Experience credit for step-up on the salary schedule will be granted if the employee has received pay for a minimum of 70% of the previous year's annual work calendar.

Credit for Allowable Experience:

Effective July 1, 2021, a classified employee may bring in a maximum of 20 years of previous experience outside of FCPS. Previous experience must be full name and job duties of previous position(s) must pertain to current position. Completed previous experience forms will be evaluated by the Department of Human Resources and each employee will be placed at the appropriate experience level. A former FCPS employee who is not a retired FCPS employee and is returning to work at FCPS in a classified position, will be given credit for past FCPS experience.

Transfers between Job Classifications:

Effective July 1, 2018, all FCPS experience credit will be granted for classified employees transferring to another classified position within FCPS. Hourly classified employees are grouped into job classifications. Experience credit for current levels will be transferable to any hourly position regardless of job classification. Step increases awarded due to continuing education credit, license upgrades and/or program certificates will only carry over if it directly relates to the new hourly position. For example, if you were given one step level increase for a maintenance certificate the one level awarded will not carry over with you into a law enforcement position.

Classified hourly employees transferring to a certified position will not carry over their hourly experience. Classified hourly employees transferring to classified salaried positions will be allowed to carry all of their FCPS experience, as well as any outside experience applicable to the new position. Previous outside experience applicable to the new classified salaried position shall not exceed 20 years. Effective July 1, 2021, when transferring to a classified salaried position from a classified hourly position, a supplement will be applied at \$200 per level earned, not to exceed 10 levels. The amount of the supplement for certification is not to exceed \$2,000 annually to compensate for levels earned. If an employee transfers to an hourly or salaried position for which a certification does not apply, the certification credit will be removed. Classified salaried and certified employees transferring to classified hourly positions will carry all of their FCPS experience to the new position.

Experience Credit for Retirees:

Certified retirees who return to work for a classified position are allowed a maximum of 20 years' experience plus the steps given for their education. A classified retiree may only return to a permanent position of 4 hours per day or more. Classified retirees who return to work will be granted their full years of experience on record upon retirement. Classified retirees may work as a classified substitute (sub para, sub secretary, sub food service, sub custodian) for up to 70 days each school year unless prior approval is granted.

2025-26 Classified Hourly Pay Increases for Education and Experience

College Education Credit:

Credit for education from an accredited college or university will be granted to regular, permanent classified employees. Credit for education is not cumulative and the increase will be effective the date Human Resources receives the official degree awarded transcripts with no retro pay.

- 2 levels for an AA degree
- 4 levels for a BA/BS degree
- 5 levels for a MA/MS degree
- 6 levels for a Doctoral degree

Post-Secondary Credit:

Credit for education relevant to the employee's current job will be granted for post- secondary degrees from an accredited public or proprietary vocational/technical or business institution as follows and will only be given once for the highest level of education attained. Credit for education is not cumulative and the increase will be effective the day that Human Resources receives the official degree awarded transcripts with no retro pay.

- 1 level for a 1-year post-secondary degree
- 2 levels for a 2-year post-secondary degree

Continuing Education Credit, License Upgrades, and Program Certificates:

Documentation for all areas listed below must be received during the current school year and the pay increase will be effective as of the date the certification is submitted to Human Resources. Employees shall earn no more than 2 certifications each contract year, with a maximum of 10 certifications applied to salary. All certifications/licenses must be directly applicable to the employee's current position to be eligible for salary credit. Upon hire, no more than 2 certifications will be applied to salary. Certification must be maintained to remain eligible for certification credit. If the certification expires, no longer applies to the position, or becomes outdated, the certification credit will be removed.

Bilingual/Multilingual (1 language only)

- 2 levels for Bilingual Proficiency - Credit for bilingual or multilingual proficiency will be granted for regular, permanent classified hourly employees.

2025-26 Classified Hourly Pay Increases for Education and Experience

Administrative Support Personnel

Administrative Support personnel may be eligible to receive pay level increases through the following programs.

Potential Number of Pay Levels Earned	Eligible Programs
1 Level	<ul style="list-style-type: none"> Certified Educational Office Employee (CEOE) Associate Professional Microsoft Office Specialist or Microsoft Certified Application Specialist Direct Contact Service Professional Certification (DCSP)
2 Levels	<ul style="list-style-type: none"> Certified Educational Office Employee (CEOE) Advanced II Certified Payroll Professional Certified School Finance Manager/Office (District Business Office Employees) Professional Administrative Certification of Excellence (PACE) Professional Human Resources (District Business Office Employees)
3 Levels	<ul style="list-style-type: none"> Certified Educational Office Employee (CEOE) Advanced III
4 Levels	<ul style="list-style-type: none"> Certified Public Accountant (CPA) Final Completion of Certified Educational Office Employee (CEOE)
*CEOE Certificate must be issued through the Professional Standards Program of the National Association of Educational Office Professionals	

American Sign Language Interpreters

American Sign Language Interpreters personnel may be eligible to receive pay level increases.

Potential Number of Pay Levels Earned	Eligible Programs
2 Levels	<ul style="list-style-type: none"> National Interpreter Certification (NIC)/Certificate of Interpretation (CI)
3 Levels	<ul style="list-style-type: none"> Board for Evaluation of Interpreters (BEI) Advanced or Master Certification

2025-26 Classified Hourly Pay Increases for Education and Experience

Automotive Maintenance Personnel

Automotive maintenance personnel may be eligible to receive pay level increases by working towards their Automotive Service Excellence (ASE) Certification. Certification must be maintained to remain eligible for certification credit. Credit is earned as follows:

Potential Number of Pay Levels Earned	Eligible Programs
1 Level	<ul style="list-style-type: none"> Successful completion of 1-2 tests
2 Levels	<ul style="list-style-type: none"> Successful completion of 3-4 tests
3 Levels	<ul style="list-style-type: none"> Successful completion of 5 tests

Child Nutrition Personnel

Food service employees are eligible to receive pay level increases for the following program and certification must be maintained to remain eligible for credit.

Potential Number of Pay Levels Earned	Eligible Programs
1 Level	<ul style="list-style-type: none"> Environmental Protection Agency (EPA) Universal Certification School Nutrition Association (SNA) Certification Level 1 School Nutrition Association (SNA) Certification Level 2 School Nutrition Association (SNA) Certification Level 3 School Nutrition Association (SNA) Certification Level 4
2 Levels	<ul style="list-style-type: none"> School Nutrition Specialist Credential

Grounds and Custodial Services

Grounds and Custodial Services employees are eligible to receive level increases for the following certifications. Certification must be maintained in order to remain eligible for the pay level.

Potential Number of Pay Levels Earned	Eligible Programs
1 Level	<ul style="list-style-type: none"> Aerial Lift Certification American Concrete Institute (ACI) Certification - Utilities Class B CDL - Grounds Forklift License (Includes Warehouse Employees) Master Floor Technician Pesticide Spray License - Grounds State Certified Driver Trainer Welding Certification - Utilities
2 Levels	<ul style="list-style-type: none"> Class A CDL - Utilities
3 Levels	<ul style="list-style-type: none"> Certified Playground Safety Inspector (CPSI) Certification - Utilities

2025-26 Classified Hourly Pay Increases for Education and Experience

Maintenance Personnel

Maintenance employees are eligible to receive pay level increases through the following license upgrades. Certification must be maintained in order to remain eligible for credit:

Potential Number of Pay Levels Earned	Eligible Programs
1 Level	<ul style="list-style-type: none"> Craft Apprentice License and 2 years of verifiable craft experience Backflow Certification from Bluegrass Cross Connection Prevention Association
2 Levels	<ul style="list-style-type: none"> Craft Journeyman's License or FCC License KSPMA General Maintenance Certification Level I Certified Manager of Maintenance (CMM) Certification (Maintenance Foreman and Supervisors only)
3 levels	<ul style="list-style-type: none"> Craft Masters' License or craft Contractor's License or State Fire Inspector's License KSPMA General Maintenance Certification Level II (additional level for completion after receiving 2 levels for KSPMA Certificate Level 1) Facilities Management Administrator (FMA) or Certified School Plant Manager (KSPMA) Certification (Maintenance Foreman and Supervisors only)
4 Levels	<ul style="list-style-type: none"> Certified Plant Engineer (CPE) certification (Maintenance Foreman and Supervisors only)
<i>(Management certification is not cumulative with either Craft Certification or Management Certification.)</i>	

Para Educator Personnel

Para Educator personnel are eligible to receive pay level increases through the following programs. Certification must be maintained in order to remain eligible for certification credit.

Potential Number of Pay Levels Earned	Eligible Programs
1 Level	<ul style="list-style-type: none"> Child Development Associate (CDA) Certificate Bluegrass Career and Technical College Para educator Certification Program Kentucky Paraeducator Certification Safety Crisis Management - Manage & De-escalate ParaPro Assessment (ETS) PBS Media Literacy Educator Certification
2 Levels	<ul style="list-style-type: none"> Safety Crisis Management - Manage & De-escalate & Emergency Safety Interventions

2025-26 Classified Hourly Pay Increases for Education and Experience

Police Personnel

Police employees are eligible to receive pay level increases for the following certifications. Certification must be maintained in order to remain eligible for the pay level.

Potential Number of Pay Levels Earned	Eligible Programs
1 Level	<ul style="list-style-type: none"> Defensive Tactics Certification Range Instructor Certification Emergency Operations Coordinator (EOC) Certification Special Investigator Certification Police Instructor Certification Intermediate Telecommunicator Certification Advanced Telecommunicator Certification Advanced Law Officer Enforcement Certification Communications Training Officer Certification
2 Levels	<ul style="list-style-type: none"> Police Training Officer Certification Intermediate Law Enforcement Officer Certification

Technology Personnel

Technology employees are eligible to receive pay level increases for the following:

Potential Number of Pay Levels Earned	Eligible Programs
1 Level	<ul style="list-style-type: none"> Microsoft Fundamentals Level Certifications (MTA Excluded) Microsoft Associate Level Certifications Certified Customer Service Professional Comp TIA Certifications (A+, Network +, Security +, Server +) Extreme Networks Certified Specialist Certification Certified Associate Project Management (CAPM) Infinite Campus Certified System Administrator Juniper Network Certification
2 Levels	<ul style="list-style-type: none"> Certified Information Systems Security Professional (CISSP) CWNP Certified Wireless Technician, Administrator, Professional, or Expert Level Certification Microsoft Expert Level Certifications Professional Google Workspace Administrator

2025-26 Classified Hourly Pay Increases for Education and Experience

Transportation Personnel

Transportation employees are eligible to receive pay level increases for the following:

Potential Number of Pay Levels Earned	Eligible Programs
1 Level	<ul style="list-style-type: none"> State Certified Driver Trainer Certified CPR/AED/First Aid Trainer
2 levels	<ul style="list-style-type: none"> Kentucky School Bus Transportation Inspector Authorized OSHA General Industry Certification Authorized OSHA Outreach Trainer – General Industry
3 levels	<ul style="list-style-type: none"> State Certified AAMVA CDL Examiner

Additional pay may be established as an incentive for critical need areas/schools as determined by the Superintendent.

****Additional years of experience may be approved for critical needs positions as determined by the Superintendent.***

*****Any changes on this salary schedule will take effect on July 1 of the school year pertaining to this salary schedule and is not retroactive.***

2025-26 Job Class Codes with Grades/Rates

Code	Job Name	Grade /Rate	Code	Job Name	Grade /Rate
7162	Account Specialist	5	7908	Dispatcher	4
8390	Accounting Manager	16	8225	District Chef	8
8163	Accounts Payable Specialist	5	8625	District Custodial Supervisor	6
8765	Admin Asst To Chief Officer	11	8627	District Custodian	2
7762	Administrative Assistant II	4	7622	District Grounds Supervisor	13
7765	Administrative Assistant III	5	8626	District Lead Custodian	4
8616	Architecture Project Manager	12	7412	Drafting Specialist	9
8774	Attendance Specialist-HS/Homebound	2	7317	Early Start Paraeducator	2
7774	Attendance Specialist-Middle	2	8427	Education Tv Technician	13
7922	Autobody Worker II	13	7339	Educational Interp III	20
7316	Bilingual Paraeducator	3	7425	Energy Systems Operator/Disp	11
7183	Budget Analyst I	9	8707	Exec Asst To Chief Of Staff	13
7185	Budget Analyst III	14	8775	Exec Asst To Superintendent	13
7941	Bus Driver (6 Hrs)	9	8183	Finance Analyst	9
8980	Bus Driver (8 Hrs)	9	8161	Fiscal Assistant	5
7942	Bus Monitor (6 Hrs)	1	8222	Food Service Account Specialist	4
8981	Bus Monitor (8 Hrs)	1	8231	Food Service Assistant Manager	3
7951	Bus Vehicle Mechanic Asst	9	7234	Food Service Asst I	1
7952	Bus Vehicle Mechanic I	12	7233	Food Service Asst II	2
7953	Bus Vehicle Mechanic II	14	8205	Food Service Budget Analyst	8
7954	Bus Vehicle Mechanic Supervisor	18	8212	Food Service District Supervisor	13
7515	Computer Programmer	18	7615	Food Service Maintenance Foreman	13
8266	Construction Accounting Mngr	10	7440	Food Service Maintenance Technician I	5
8166	Construction Budget Analyst	10	8604	Food Service Maintenance Technician II	7
8624	Custodial Equip Mechanic	4	8603	Food Service Maintenance Technician III	9
7603	Custodial Services Trainer	13	8605	Food Service Maintenance Technician IV	11
7605	Custodial Supervisor	6	7212	Food Service Manager I	4
7609	Custodian	2	7211	Food Service Manager II	5
7516	Database Administrator	18	8210	Food Service Manager III	6
8792	Digital Curriculum Support Specialist I	14	8227	Food Service Manager IV	7
8232	Digital Curriculum Support Specialist II	16	7720	Food Service Procurement Specialist	11

2025-26 Job Class Codes with Grades/Rates

Code	Job Name	Grade /Rate	Code	Job Name	Grade /Rate
8226	Food Service Program Asst II	8	7442	Maintenance Tech IV	11
7530	Food Service Technology Supp Specialist	14	7424	Maintenance Tech IV (HVAC)	11
8223	Food Service Trainer	8	8982	Maintenance Warehouse Worker	4
8613	Ft Custodial Equip Mech Helper	2	7887	Migrant Advocate/Recruiter	10
8160	Grant Analyst	9	8354	Multiling Family Ambass EL/GT	15
7624	Grounds Equip Mechanic	7	8782	Office Assistant	2
7628	Grounds Worker I	3	8762	Out-Of-Area Attendance Spec	4
7627	Grounds Worker II	5	8610	Part-Time Custodian	2
8353	Home/School Liaison	3	7191	Payroll Specialist	8
7706	HR Administrative Assistant III	9	7660	Personnel Specialist	10
7705	HR Specialist	8	7122	Printing Asst	4
7318	Instructional Paraeducator	2	7116	Printing Supervisor	16
7361	Instructional Resource Technician	4	7724	Procurement Specialist	15
7651	Insurance Specialist	8	8322	Prom Acad-Kindergarten Para	2
7320	Kindergarten Paraeducator	2	8333	Prom Acad-Paraeducator	2
8767	Law Enforcement Admin Asst III	5	8334	Prom Acad-Safe Paraeducator	2
7824	Law Enforcement Officer	15	8324	Prom Acad-Sp Ed Paraeducator	3
8284	Law Enforcement Sergeant	18	7723	Purchasing Assistant	8
7606	Lead Custodian	4	7791	Receptionist	2
7623	Lead Grounds Equipment Mechanic	10	8337	Registered Behavior Tech	5
7625	Lead Grounds Worker	8	7885	Registrar	3
8191	Lead Payroll Specialist	10	8297	Rise Kindergarten Paraeducator	2
7632	Lead Utility Worker	8	8621	Risk Management Specialist	8
7982	Lead Warehouse Worker	8	8201	Routing Clerk	7
7763	Legal Administrative Assistant	10	7319	Safe Paraeducator	2
7785	Mail Specialist	4	8906	Safety Training Supervisor	13
7441	Maintenance Foreman	13	7163	School Account Specialist - Elem/Mid	4
7435	Maintenance Supervisor	20	8171	School Account Specialist - High	4
7445	Maintenance Tech I	5	7777	School Admin Asst II - Elem	4
7444	Maintenance Tech II	7	7778	School Admin Asst II - High	4
7443	Maintenance Tech III	9	7779	School Admin Asst II - Middle	4

2025-26 Job Class Codes with Grades/Rates

Code	Job Name	Grade /Rate	Code	Job Name	Grade /Rate
7773	School Administrative Asst I	3	8331	Temporary Special Ed Para	3
8539	School Business Office Trainer	10	8374	Temporary Tutor	\$15
7782	School Office Assistant	2	8361	Textbook And Materials Technician	5
8299	Special Ed School Office Assistant	3	7164	Transp Accts Payable Clerk	5
8342	Special Education Assistant	3	8203	Transportation Data Asst W/ CDL	9
8326	Special Education Para/Health Aide	3	8910	Transportation Dispatcher	12
8325	Special Education Paraeducator	3	7902	Transportation Manager	19
8770	Staff Supp Admin Asst I (10.5)	3	7931	Transportation Records Clerk	11
7771	Staff Supp Admin Asst I (12Mo)	3	8972	Transportation Supervisor	13
8172	Stdnt Act Funds Budget Analyst	8	8941	Trip Driver	9
7529	Student Information Support Specialist I	14	7631	Utility Services Supv	13
7552	Student Information Support Specialist II	16	7634	Utility Worker I	5
8943	Summer Bus Monitor	1	7633	Utility Worker II	6
8930	Summer Dispatcher	4	7924	Veh Uphol & Glass Worker	9
8236	Summer Fd Svc Worker	2	7913	Vehicle Mechanic Asst	9
8208	Summer Food Svc Manager	5	7916	Vehicle Mechanic I	10
8238	Summer Food Svc Worker	1	7915	Vehicle Mechanic II	12
8445	Summer Maint Crew Leader	7	8204	Vehicle Op Control Analyst W/ CDL	9
8630	Summer Plant Ops Worker	2	7981	Warehouse Supervisor	13
8939	Summer School Driver	9	7984	Warehouse Worker I	4
8985	Summer Warehouse Worker	4	7983	Warehouse Worker II	5
8794	Systems Analyst	14	8908	Weekend Dispatcher	4
8164	Tax Auditing Specialist	5	8449	Work Control Coordinator	5
8165	Tax Processing Specialist	5	8173	Workers Comp Analyst	8
8162	Tax Processing Supervisor	11			
7553	Technology Support Manager	20			
8935	Tech Support Specialist I	7			
8795	Technology Support Specialist II	14			
8253	Technology Support Specialist III	18			
7555	Technology Support Team Lead	18			
8608	Temporary Operations Worker	2			

2025-26 Job Class Codes with Grades/Rates

Code	Job Name	Grade /Rate	
<i>Substitutes</i>			
8938	Sub Bus Driver	\$30.00	
8944	Sub Bus Monitor	\$15.00	
8352	Sub Educational Interpreter	\$30.00	
8235	Sub Food Svc Worker	\$15.00	
8310	Sub Paraeducator	\$15.00	
7772	Sub Secretary	\$15.00	
8609	Substitute Custodian	\$15.00	
7726	Sub Specialist I	\$15.00	
7727	Sub Specialist II	\$20.00	
7728	Sub Specialist III	\$25.00	
7729	Sub Specialist IV	\$30.00	
7730	Sub Specialist V	\$35.00	
--	Relief Bus Driver	\$20/Shift	
--	Relief Bus Monitor	\$10/Shift	
<i>Afterschool Program</i>			
8305	After School Program Asst	\$15.00	
8304	After School Program Coord	\$27.00	
8308	Extended School Services	\$15.00	

2025-26 Administrative Additive Schedule

Level	Amount	Level	Amount	Level	Amount	Level	Amount
1	\$1,000	6	\$10,000	11	\$24,500	16	\$47,000
2	\$2,000	7	\$12,500	12	\$29,000	17	\$53,500
3	\$4,000	8	\$15,000	13	\$33,500	18	\$60,000
4	\$6,000	9	\$17,500	14	\$38,000	19	\$65,000
5	\$8,000	10	\$21,000	15	\$42,500	20	\$81,000

Level	Amount	Classifications
1-6	\$1,000-\$10,000	Administrative Dean Elementary, District Level Manager, Associate/Assistant Principal, Associate Director and District Supervisor**
7-12	\$12,500-\$29,000	Principal and Director*
13-19	\$33,500-\$65,000	Executive Director and Chief
20	\$81,000	Deputy Superintendent and Assistant Superintendent
Negotiated	Negotiated	Superintendent

*Also includes Associate Chief Legal Officer, Internal Auditor, Associate Director of Technology, Executive Communications Officer, and School Leadership Support Specialist

**Also includes Director of Athletics, Administrative Dean HS and MS, Legal Compliance Officer, Information Security Manager, District Coordinator ESS/Social Workers, Program Director Home/Hospital, Academy Coach, PGES Coach, Law Enforcement Lt, Construction Services Coordinator, Associate Internal Auditor

2025-26 Other Salary Schedules

This schedule reflects 1% increase from the 2024-25 Salary Schedule.

Years of Experience	Occupational Therapist (189 Days)	Physical Therapist (189 Days)	Board Certified Behavior Analyst (209 Days)
0	60,703	62,660	79,581
1	61,663	63,649	80,838
2	62,636	64,654	82,114
3	63,625	65,675	83,411
4	64,629	66,713	84,728
5	65,650	67,766	86,066
6	66,686	68,836	87,425
7	67,740	69,923	88,805
8	68,809	71,027	90,208
9	69,895	72,148	91,632
10	70,999	73,288	93,079
11	72,120	74,445	94,549
12	73,259	75,621	96,042
13	74,416	76,815	97,558
14	75,590	78,028	99,098
15	76,784	79,260	100,664
16	77,997	80,511	102,252
17	79,228	81,782	103,867
18	80,480	83,074	105,508
19	81,750	84,386	107,173
20	83,041	85,718	108,866
21	84,352	87,071	110,585
22	85,684	88,446	112,331
23	87,037	89,843	114,105
24	88,411	91,262	115,907
25	89,807	92,702	117,737
26	91,225	94,166	119,595
27	92,666	95,653	121,484
28	94,129	97,163	123,402
29	95,616	98,697	125,351
30	97,126	100,256	127,330

2025-26 Family Resource and Youth Service Center Coordinator Salary Schedules

This schedule reflects an increase from the 2024-25 salary schedule.

Family Resource and Youth Service: 240 Days		
Years of Experience	BA	MA
0	50,586	54,443
1	51,472	55,396
2	52,373	56,366
3	53,289	57,352
4	54,222	58,356
5	55,848	60,106
6	56,826	61,159
7	57,819	62,228
8	58,831	63,318
9	59,861	64,426
10	61,657	66,358
11	62,582	67,354
12	63,521	68,364
13	64,473	69,389
14	65,441	70,430
15	67,403	72,543
16	68,414	73,631
17	69,441	74,736
18	70,483	75,857
19	71,539	76,994
20	73,686	79,304
21	74,792	80,494
22	75,913	81,701
23	77,052	82,927
24	78,207	84,170
25	80,554	86,696
26	81,763	87,996
27	82,989	89,316
28	84,233	90,656
29	85,497	92,016
30	86,779	93,396

2025-26 Miscellaneous Rate Schedules

Student Worker Salary Schedule:

Hourly Rate of Pay = \$12.75

1. Student workers are identified as those students currently enrolled in Fayette County Public Schools or graduated from Fayette County Public Schools the prior year.
2. Individuals who are hired for part time or temporary work will be placed on the appropriate salary schedule at the appropriate level.

Athletic Official Fees:

Fayette County Public Schools will follow guidelines and fee schedules set by KHSAA for contest officials. Please refer to the KHSAA Officials Licensing Guidebook.

Consultant Rate:

- Presenters will negotiate with the district and its individual schools for fair market value rate for consultants, with the only exception being recently retired Fayette County Public School employees, who may earn no more than their final daily rate for consultant services rendered to the district within six (6) months of their date of retirement.
- Employees cannot be consultants of the District unless they have a Federal ID number that is not their social security number.
- **Effective July 1, 2007 KTRS retirees wishing to provide consultant services for the District must file Form 30-E with KTRS and be granted a contributions exemption before a professional services contract will be awarded by the District or the services are performed.**
- An approved current year contract must be on file before payment can be made.

2025-26 Substitute Teacher/Para Salary Schedule

Classified Para Educator Substitute	1 Year/5 Year Certified Teacher Substitute	Certified Teacher Substitute	Retired Certified Teacher Substitute
\$15.00 per hour <ul style="list-style-type: none"> Long term rate for assignments 21 days or longer \$15.00 rate paid for days 1-20. Beginning on Day 21, rate equivalent to the same grade at step zero for the job group of the long-term assignment. 	\$125 per day <ul style="list-style-type: none"> 1 Year (Emergency Sub Cert) - Not eligible for long term certified assignments - maximum 20 days in a certified assignment 5 Year (SUBF Cert) - Eligible for long term assignments: \$150 per day beginning on day 21 	\$150 per day <ul style="list-style-type: none"> Long term rate for assignments 21 days or longer \$150 rate paid for days 1-20 \$200 per day beginning on day 21 	\$175 per day <ul style="list-style-type: none"> Long term rate for assignments 21 days or longer \$175 rate paid for days 1-20 \$200 per day beginning on day 21

Classified Substitute Rate: Classified substitutes (High School Diploma or GED required) and certified substitutes working as a classified substitute, will be paid a rate of **\$15.00 per hour**. Classified substitutes with 48 college credit hours or who have passed the KY Paraeducator Test may be considered for long term paraeducator substitute positions. A long term classified substitute who works more than 20 days in the same position, will begin to make the rate of pay for the beginning level of that job class at step zero. This rate would change beginning on day 21 and continue until that assignment ends.

Retired Classified Substitutes: People who have retired from the Kentucky Retirement System may work up to 70 days each school year. Classified retirees will earn the rate posted for each substitute job.

1 Year Certified Teacher Substitute Rate: Persons who have a high school diploma/GED may qualify for an emergency substitute certificate and work as a substitute teacher for short term assignments in Fayette County Public Schools. These individuals will receive **\$125.00 per day**.

5 Year Certified Teacher Substitute (SUBF) Rate: Persons who hold a minimum of a bachelor's degree may qualify for a 5 year substitute certificate and work in short term assignments at **\$125 per day** and may work in long term assignments at the rate of **\$150 per day**, beginning on day 21 of the assignment.

Retired Teacher Status: Teachers who retire from Fayette County Public Schools, a Kentucky school district, or another state's teacher retirement system will be paid a premium substitute rate of **\$175.00 per day**. Kentucky teaching certification is required. Pre-approved specialized assignments may receive the Daily Wage Threshold rate.

Long Term Rate for Certified Substitutes: A certified substitute who accepts an assignment will be paid a daily rate of **\$200.00**, beginning on day 21 of that assignment. There will not be retro pay; the **\$200.00** rate begins on day 21. To be eligible for the additional pay, the assignment must be more than 20 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. Certified permanent building substitutes do not qualify for the long-term rate as they are not assigned to the same position for 21 consecutive days or more.

Substitute Administrator Assignment: Substitute administrators will be paid a rate of **\$250 per day**.

Note: Teachers that are hired under sub status but receive their certification on or before August 30th may be given retro-pay from their start date.

2025-26 Substitute Teacher/Para Salary Schedule

****Special Education Incentive:** Substitutes working in special education assignments for a full day will receive an additional **\$50.00 per day**. Less than full day assignments will be prorated accordingly. Certified permanent building substitutes do not qualify for this incentive.

Kentucky Teachers Retirement: All certified substitutes are enrolled in a certified retirement account with the Kentucky Teachers Retirement System. Substitute teachers are not eligible for participation through payroll deductions for Social Security.

Retired teachers who return as substitute teachers may substitute up to 69% of the days a full time person is required to work. A second retirement account will be established for wages earned as a substitute. All members contribute a percentage of compensation on a pre-tax basis, apportioned to the retirement account and the medical insurance fund as determined by KTRS. After 5 full years of service, the member will be vested. Retirees returning to work as a substitute must have a minimum of 3 months break in service from their retirement date. The Daily Wage Threshold (DWT) applies to all money earned from KTRS employers during a regular school calendar year.

Note: TRS Retirees are responsible for monitoring their average daily rate as compared to their Daily Wage Threshold (DWT) amount. Retirees will not be eligible for long term or incentive rates that would cause them to exceed their DWT amount.

Certified Substitutes not previously a KTRS Retiree: Substitute Service amounting to 70% of the term will enable the member to make contributions for the full school year and receive a full year of service credit in the Teachers' Retirement System. All such contributions must be made on or before December 31 following June 30 of the fiscal year in which the substitute service was rendered.

2025-26 Stipend Pay Guidelines

Parameters Regarding Stipend Pay:

Stipends are only to be paid to personnel for intermittent duties not included in the Board approved salary schedule for supplemental positions.

Substitutes are not eligible for stipend pay unless the substitute has received prior approval for a daytime waiver status.

Teachers Retirement System has advised that retirees not be permitted to receive stipend pay to avoid exceeding their daily wage threshold. Retirees are responsible to monitor their hours and pay and district will not be responsible if retiree does exceed their limit.

Classified hourly personnel are eligible for stipend pay and will be paid their appropriate hourly rate for their job classification, including overtime.

Salaried personnel are eligible for stipend pay and will be paid the designated certified pay rate for the type of services performed. (**see stipend pay classifications rates*)

Regardless of job classification, twelve-month salaried employees who are contracted for 240 or more days are not eligible to receive stipend pay. Less than twelve-month salaried employees, with administrative additive pay, are not eligible to receive stipend pay for dates that are within their work calendars; however, they may receive stipend pay outside the beginning/ending of their work calendars. (Extended days are considered part of the work calendar)

Stipends are to be submitted timely by employees each week after services are performed. Stipend payments are salary supplements and payments will coincide with the payroll reporting period dates detailed on the Board approved pay date schedule.

Authorization for stipend payments must come from the principal or other approving budget manager. The stipend approver(s) will determine the classification of the stipend and will verify that the duties have been performed and will approve or deny the stipend hours request using appropriate district procedures.

2025-26 Stipend Pay Guidelines

Stipend Pay Classifications and Rates *(for eligible salaried employees only):*

Instruction of Students Outside of Regular School Day and Planning Period Used to Teach a Class During a Regular School Day for an Unfilled Substitute Assignment

Stipend Rate = \$35.00

Participation in Professional Development Activities

Stipend Rate = \$25.00

Examples: Participation in school or district based professional development, preparation and/or presentation time of professional development activities, participation in curriculum writing, participation in textbook/materials selection and any other professional activities that does not involve direct instruction of students.

Supervision of Students Outside of Regular School Day

Stipend Rate = \$15.00

Examples: Bus room supervision, detention hall, game duty, delayed parent pick-up and any other student activity that does not involve direct instruction of students.

District Summer Transition Week (one-week period only)

Stipend Rate = \$40.00

2025-26 Supplemental Pay

Parameters Regarding Supplemental Pay:

All Supplemental duty positions are for the current contract year only. Both the position and the accompanying pay conclude at the end of the contract year. Supplemental duties are to be performed outside the regular work day.

Funds to support supplemental positions shall be allocated to school councils. Funds will be allocated based on the school's February 1 projected enrollment with adjustments made on Day 10.

Payments for all supplemental duties, (including athletics), regardless of the source of payment, shall be based on the Board-approved Supplemental Salary Schedule. No principal, council or booster club may authorize or pay more for a position than has been approved by the Board. Deviation from the amounts listed in the Supplemental Salary Schedule and payment bands is not allowed.

District employment policies shall be followed in filling all supplemental positions. All supplemental positions must be assigned using the District's online supplemental duty assignment system.

Athletics shall follow Kentucky High School Athletic Association (KHSAA) bylaws and FCPS Middle and High School Athletic Guidelines.

Certified employees must be considered for supplemental positions before hiring classified employees or people not employed with FCPS. Non-Employees are not eligible for most Instructional Supplemental pay but they are eligible for Athletic Supplemental pay.

No certified employee shall be given an additional planning period as a result of a supplemental duty assignment.

Classified hourly employees selected for a non-athletic supplemental duty will be paid at their regular (or overtime) hourly rate based on their regular position. Classified employees must be paid for actual hours worked. If the resulting cost exceeds the Board-approved cost for the assigned supplemental duty, the school will be responsible for the difference.

Principals will write specific expectations for each supplemental duty. Each employee who has been assigned to a supplemental duty will receive from the principal a written statement outlining the expectations for performance of the duty. Principals will conduct an evaluation of each supplemental duty position to determine the importance of the supplemental duty in helping the school to meet defined goals as determined by the SBDM council. These evaluations will be kept at the school level.

Once a band is assigned, it must remain for current school year, **unless the supplemental duty assignment changes.**

2025-26 Supplemental Pay

Parameters Regarding Supplemental Allocations:

All supplemental salaries must be paid through the District payroll. If funds other than the school's supplemental duty allocation are used to pay the supplemental duty, the cost of the fringe benefits must be added to the funds when remitting them to the District. The cost of the fringe benefits is adjusted annually for certified, classified, and non-FCPS personnel. Funds must be received in the Department of Budget and Financial Planning before supplemental duty positions will be processed for payment. The Department of Budget and Financial Planning annually publishes the appropriate fringe benefits rate to use.

Recommended Best Practices* for Hiring Retirees for Supplemental Duties:

Due to income restrictions imposed on retirees by KTRS, KTRS retirees working as a certified employee (including certified substitute) for the school district should not work a supplemental duty.

KTRS retirees should only be considered for athletic (not academic) supplemental duty, if:

- They are not employed in a certified position; or
- They are employed in a classified position; or
- They are not employed in any FCPS position; AND
- Form 30E has been completed with Human Resources and submitted to KTRS for exemption approval BEFORE the duty has begun.

**Veering from these Recommended Best Practices will require a signed release from the retiree. The required release form can be obtained from Human Resources.*

Best Practice Guide for Determining Pay Rates for Bands

Band A 100% - Assumes 100% of the duty for the entire year or season.

Band B 75% - Assumes majority of the duties for the year or season but may share some duties with other personnel

Band C 50% - Assumes approximately half of the duties for the year or season but may share with other personnel

Band D 25% - Assumes a small part of the duties for the year or season or may serve in the role on an intermittent basis as needed.

Guide for Determining Pay Rates for Grants

Band A 100% - Assumes 100% of the grant manager duties for grants above \$100,000

Band C 50% - Assumes 100% of the grant manager duties for grants of \$20,000-\$100,000 or splits Band A with grant manager duties 50/50 with another grant manager.

***Grant Manager supplemental duty may only be assigned if:**

The grant allows for the payment of a grant manager/coordinator from the grant funds and sufficient funds are available after all grant expenses have been budgeted. The person assigned to the grant does not have grant managing/ coordinating as part of their regular job duties.

2025-26 Supplemental Salary Schedule for District Level, District Assigned, or Districtwide Positions

Title	Band A 100%	Band B 75%	Band C 50%	Band D 25%
District - Academic Challenge Coordinator	\$800	\$600	\$400	\$200
District - Campus Entrepreneur Sponsor (A1 High Schools)	\$1,600	\$1,200	\$800	\$400
District - Campus Public Engagement Liaison	\$2,400	\$1,800	\$1,200	\$600
District - Content Lead	\$4,655	\$3,491	\$2,328	\$1,164
District - Elevate Lead Coordinator	\$4,655	\$3,491	\$2,328	\$1,164
District - Energy Manager / Sustainability Lead (participation in E=use program)	\$600	\$450	\$300	\$150
District - Fine Arts Showcase Coordinator	\$800	\$600	\$400	\$200
District - Middle School Athletic Director	\$12,000	\$9,000	\$6,000	\$3,000
District - NTIP Mentors	\$1,000	\$750	\$500	\$250
District - Principal Mentor Lead	\$10,000	\$7,500	\$5,000	\$2,500
District - School Technology Coordinator	\$4,800	\$3,600	\$2,400	\$1,200
District - Special Education Lead	\$4,655	\$3,491	\$2,328	\$1,164
District - Special Project Coordinator	\$1,600	\$1,200	\$800	\$400
District - STLP Coordinator (KETS Funded)	\$800	\$600	\$400	\$200
District - Student Information System Coordinator (SIS)	\$4,800	\$3,600	\$2,400	\$1,200
District - Technology Extra Curricular	\$800	\$600	\$400	\$200
District - School Board Liaison	\$8,000	\$6,000	\$4,000	\$2,000

2025-26 Supplemental Salary Schedule for Non-Athletic Duties

Title	Band A 100%	Band B 75%	Band C 50%	Band D 25%
Academic Coordinator (includes Competition, Team Sponsor, etc.) - Secondary	\$4,700	\$3,525	\$2,350	\$1,175
Academic Coordinator (includes Competition, Team Sponsor, etc.) - Elementary	\$1,600	\$1,200	\$800	\$400
Band Director (Plus 20 days) - High School	\$6,250	\$4,688	\$3,125	\$1,563
Band - Assistant Director (Plus 20 days) - High School	\$3,150	\$2,363	\$1,575	\$788
Band - Secondary				
Guard	\$4,500	\$3,375	\$2,250	\$1,125
Percussion	\$3,150	\$2,363	\$1,575	\$788
Winds	\$2,000	\$1,500	\$1,000	\$500
Jazz Band	\$1,000	\$750	\$500	\$250
Marching Tech	\$2,000	\$1,500	\$1,000	\$500
Band/Orchestra Director - Middle School	\$1,600	\$1,200	\$800	\$400
Band/Orchestra Assistant Director - Middle School	\$800	\$600	\$400	\$200
Building Assessment Coordinator	\$1,600	\$1,200	\$800	\$400
Choral Director - High School	\$3,150	\$2,363	\$1,575	\$788
Choral Director - Middle School	\$1,600	\$1,200	\$800	\$400
Committee/Grade Chair	\$800	\$600	\$400	\$200
Curriculum/Program Coordinator	\$800	\$600	\$400	\$200
Department/Academy Chair	\$4,700	\$3,525	\$2,350	\$1,175
Drama Sponsor				
Elementary	\$800	\$600	\$400	\$200
Middle (Fall Production)	\$1,600	\$1,200	\$800	\$400
Middle (Spring Production)	\$1,600	\$1,200	\$800	\$400
High (Fall Production)	\$2,350	\$1,763	\$1,175	\$588
High (Spring Production)	\$2,350	\$1,763	\$1,175	\$588
Extra Curricular Activity (Academic)	\$800	\$600	\$400	\$200
Extra Curricular Activity (Non Academic)	\$800	\$600	\$400	\$200
Grant Manager (Grant Funded)	\$800	\$600	\$400	\$200
Orchestra Director- High School	\$3,150	\$2,363	\$1,575	\$788
Orchestra Assistant Director (Upper/Lower String)- High School	\$1,600	\$1,200	\$800	\$400
Professional Development Chair	\$800	\$600	\$400	\$200
Publication/Yearbook/Communications Sponsor	\$1,600	\$1,200	\$800	\$400

2025-26 Supplemental Salary Schedule for Non-Athletic Duties

Title	Band A 100%	Band B 75%	Band C 50%	Band D 25%
SBDM Secretary	\$800	\$600	\$400	\$200
Sponsor - Debate, Student Council, Speech - Secondary	\$3,150	\$2,363	\$1,575	\$788
Sponsor (Club/Team/Class)	\$800	\$600	\$400	\$200
Subject/Grade Area Rep/Team Lead/Dept Chair	\$1,600	\$1,200	\$800	\$400
Team Leader				
2 Person Team	\$1,200	\$900	\$600	\$300
3 Person Team	\$1,750	\$1,313	\$875	\$438
4 Person Team	\$2,350	\$1,763	\$1,175	\$588
5 Person Team	\$2,950	\$2,213	\$1,475	\$738
Transportation Captain	\$1,200	\$900	\$600	\$300
Vocal - Elementary Only	\$800	\$600	\$400	\$200
Vocal - High School				
Ensemble Coach	\$2,000	\$1,500	\$1,000	\$500
Instructor	\$1,000	\$750	\$500	\$250
Clinician	\$400	\$300	\$200	\$100
Web Coordinator	\$800	\$600	\$400	\$200
Yearbook Sponsor - High School	\$4,700	\$3,525	\$2,350	\$1,175
Zero Hour (must relinquish planning period to teach class during regular school hours)	\$6,018	\$4,514	\$3,009	\$1,505

2025-26 Supplemental Salary Schedule for Middle School Athletics

Title	Band A 100%	Band B 75%	Band C 50%	Band D 25%
Basketball – Boys (Head)	\$3,150	\$2,363	\$1,575	\$788
Basketball – Girls (Head)	\$3,150	\$2,363	\$1,575	\$788
Basketball – Boys (Asst.) *	\$1,600	\$1,200	\$800	\$400
Basketball – Girls (Asst.) *	\$1,600	\$1,200	\$800	\$400
Cheerleader Sponsor	\$3,150	\$2,363	\$1,575	\$788
Cheerleading (Asst.) *	\$1,600	\$1,200	\$600	\$400
Dance Head Coach	\$1,600	\$1,200	\$800	\$400
Cross Country – Boys/Girls (Head)	\$3,150	\$2,363	\$1,575	\$788
Football (Head)	\$3,150	\$2,363	\$1,575	\$788
Football (Asst.) *	\$1,600	\$1,200	\$800	\$400
Intramural Director*	\$1,600	\$1,200	\$800	\$400
Lacrosse (Head) Boys	\$3,150	\$2,363	\$1,575	\$788
Lacrosse (Asst.)* Boys	\$1,600	\$1,200	\$800	\$400
Lacrosse (Head) Girls	\$3,150	\$2,363	\$1,575	\$788
Lacrosse (Asst.)* Girls	\$1,600	\$1,200	\$800	\$400
Track and Field – Boys (Head)	\$3,150	\$2,363	\$1,575	\$788
Track and Field – Girls (Head)	\$3,150	\$2,363	\$1,575	\$788
Track and Field – Boys (Asst.) *	\$1,600	\$1,200	\$800	\$400
Track and Field – Girls (Asst.) *	\$1,600	\$1,200	\$800	\$400
Volleyball – Girls (Head)	\$3,150	\$2,363	\$1,575	\$788
Volleyball – Girls (Asst.) *	\$1,600	\$1,200	\$800	\$400
Middle School Athletic Director	\$3,150	\$2,363	\$1,575	\$788
Middle School Coach - Discretionary (Sports or Positions Not Listed Above)	\$800	\$600	\$400	\$200

2025-26 Supplemental Salary Schedule for High School Athletics

Title	Band A 100%	Band B 75%	Band C 50%	Band D 25%
Archery - Boys & Girls (1 position)	\$3,150	\$2,363	\$1,575	\$788
Baseball (Head)	\$6,250	\$4,688	\$3,125	\$1,563
Baseball (Asst.) *	\$3,150	\$2,363	\$1,575	\$788
Basketball - Boys (Head)	\$6,250	\$4,688	\$3,125	\$1,563
Basketball - Boys (Asst.) *	\$3,150	\$2,363	\$1,575	\$788
Basketball - Girls (Head)	\$6,250	\$4,688	\$3,125	\$1,563
Basketball - Girls (Asst.) *	\$3,150	\$2,363	\$1,575	\$788
Bass Fishing - Boys & Girls (1 position)	\$1,600	\$1,200	\$800	\$400
Bowling - Boys & Girls (1 position)	\$3,150	\$2,363	\$1,575	\$788
Cheerleader Sponsor (Head)	\$6,250	\$4,688	\$3,125	\$1,563
Cheerleader Sponsor (Asst.)	\$3,150	\$2,363	\$1,575	\$788
Cross-Country - Boys & Girls (1 position)	\$6,250	\$4,688	\$3,125	\$1,563
Dance Sponsor (Head)	\$3,150	\$2,363	\$1,575	\$788
E-Sports	\$1,600	\$1,200	\$800	\$400
Football (Head)	\$9,350	\$7,013	\$4,675	\$2,338
Football (Asst.) *	\$4,700	\$3,525	\$2,350	\$1,175
Golf - Boys & Girls (1 position)	\$3,150	\$2,363	\$1,575	\$788
Indoor Track	\$1,600	\$1,200	\$800	\$400
Lacrosse (Head) Boys	\$6,250	\$4,688	\$3,125	\$1,563
Lacrosse (Asst.) * Boys	\$3,150	\$2,363	\$1,575	\$788
Lacrosse (Head) Girls	\$6,250	\$4,688	\$3,125	\$1,563
Lacrosse (Asst.) * Girls	\$3,150	\$2,363	\$1,575	\$788
Soccer (Head) Boys	\$6,250	\$4,688	\$3,125	\$1,563
Soccer (Asst.) * Boys	\$3,150	\$2,363	\$1,575	\$788
Soccer (Head) Girls	\$6,250	\$4,688	\$3,125	\$1,563
Soccer (Asst.) * Girls	\$3,150	\$2,363	\$1,575	\$788
Softball (Head)	\$6,250	\$4,688	\$3,125	\$1,563
Softball (Asst.) *	\$3,150	\$2,363	\$1,575	\$788

**Please refer to FCPS Athletic Guidelines for maximum number of assistant coaches permitted. Current coaches hired before July 1, 2006 under the previous supplemental salary amounts with current extended days, will continue with their supplemental salary/extended days until resignation (of that specific duty and/or at that specific school), retirement or other leave. All coaches hired after July 1, 2006 will be paid on the current supplemental salary schedule.*

2025-26 Supplemental Salary Schedule for High School Athletics

Title	Band A 100%	Band B 75%	Band C 50%	Band D 25%
Swimming & Diving - (Head)	\$3,900	\$2,925	\$1,950	\$975
Swimming & Diving - (Asst)	\$1,600	\$1,200	\$800	\$400
Tennis- Boys & Girls (1 position)	\$3,150	\$2,363	\$1,575	\$788
Track & Field - (Head) Boys	\$6,250	\$4,688	\$3,125	\$1,563
Track & Field - (Head) Girls	\$6,250	\$4,688	\$3,125	\$1,563
Track & Field - (Asst) Boys *	\$3,150	\$2,363	\$1,575	\$788
Track & Field - (Asst) Girls *	\$3,150	\$2,363	\$1,575	\$788
Volleyball (Head) Boys	\$6,250	\$4,688	\$3,125	\$1,563
Volleyball (Asst) Boys*	\$3,150	\$2,363	\$1,575	\$788
Volleyball (Head) Girls	\$6,250	\$4,688	\$3,125	\$1,563
Volleyball (Asst) Girls*	\$3,150	\$2,363	\$1,575	\$788
Wrestling (Head) - Boys	\$3,900	\$2,925	\$1,950	\$975
Wrestling (Asst) - Boys*	\$1,600	\$1,200	\$800	\$400
Wrestling (Head) - Girls	\$3,900	\$2,925	\$1,950	\$975
Wrestling (Asst) - Girls*	\$1,600	\$1,200	\$800	\$400
Athletic Director	\$15,600	\$11,700	\$7,800	\$3,900
Assistant Athletic Director (School or Booster Funded)	\$4,700	\$3,525	\$2,350	\$1,175
Intramural Director	\$3,150	\$2,363	\$1,575	\$788
High School Coach - Discretionary (Sports or Positions Not Listed Above)	\$800	\$600	\$400	\$200

**Please refer to FCPS Athletic Guidelines for maximum number of assistant coaches permitted. Current coaches hired before July 1, 2006 under the previous supplemental salary amounts with current extended days, will continue with their supplemental salary/extended days until resignation (of that specific duty and/or at that specific school), retirement or other leave. All coaches hired after July 1, 2006 will be paid on the current supplemental salary schedule.*