

Salary Schedules



2025 - 2026

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Amended: 7/1/24 added Sped Coach Index, Eliminate Elem Advoc page 3, HHS Tech Spt and Coordinator Page 11
Draft Amended 4/29/25 \$1800 raise and steps for positions under 27 steps D-Wide Translator reduce supplement to \$1000

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ADMINISTRATOR

Years Exp	Assistant Supt. Certified 240 days	Executive Director Certified 235 Days	Director I Certified 1-235 days	Director I Classified 1-235 days	Director II Certified 1-235 days	Director II Classified 1-235 days	Director III Classified 1-235 days	HS/MS Principal Certified 235 days	HS AP Certified prior 7-1-22 235 days	HS Certified after 7-1-22 220 days	MS AP Certified 220 days	ELE/JEB/TLC Principal Certified 235 days	Elementary AP Certified 205 days
0	\$115,167	\$108,489	\$101,811	\$101,218	\$90,823	\$90,225	\$67,588	\$107,918	\$99,437	\$93,205	\$93,205	\$102,071	\$87,107
1	\$116,802	\$110,025	\$103,247	\$102,654	\$92,092	\$91,495	\$68,539	\$109,450	\$100,829	\$94,509	\$94,509	\$103,516	\$88,318
2	\$118,442	\$111,566	\$104,689	\$104,095	\$93,364	\$92,766	\$69,493	\$110,979	\$102,224	\$95,814	\$95,814	\$104,946	\$89,532
3	\$120,082	\$113,105	\$106,127	\$105,534	\$94,637	\$94,039	\$70,441	\$112,513	\$103,623	\$97,124	\$97,124	\$106,390	\$90,744
4	\$121,721	\$114,645	\$107,568	\$106,973	\$95,909	\$95,314	\$71,396	\$114,042	\$105,015	\$98,427	\$98,427	\$107,829	\$91,955
5	\$123,363	\$116,185	\$109,006	\$108,414	\$97,181	\$96,584	\$72,345	\$115,572	\$106,414	\$99,736	\$99,736	\$109,268	\$93,171
6	\$125,001	\$117,725	\$110,445	\$109,853	\$98,450	\$97,856	\$73,295	\$117,106	\$107,809	\$101,043	\$101,043	\$110,706	\$94,382
7	\$126,639	\$119,261	\$111,884	\$111,292	\$99,725	\$99,129	\$74,247	\$118,620	\$109,202	\$102,346	\$102,346	\$112,142	\$95,596
8	\$128,278	\$120,800	\$113,322	\$112,730	\$100,997	\$100,404	\$75,201	\$120,459	\$110,600	\$103,655	\$103,655	\$113,578	\$96,806
9	\$131,131	\$123,480	\$115,829	\$115,237	\$103,215	\$102,622	\$76,835	\$122,831	\$113,031	\$105,931	\$105,931	\$116,088	\$98,922
10	\$132,766	\$125,018	\$117,269	\$116,678	\$104,483	\$103,891	\$77,787	\$124,360	\$114,426	\$107,237	\$107,237	\$117,526	\$100,136
11	\$134,730	\$126,866	\$119,001	\$118,401	\$106,024	\$105,422	\$78,926	\$126,198	\$116,116	\$108,819	\$108,819	\$119,262	\$101,612
12	\$136,694	\$128,713	\$120,732	\$120,125	\$107,564	\$106,954	\$80,066	\$128,037	\$117,806	\$110,400	\$110,400	\$120,998	\$103,087
13	\$139,055	\$130,935	\$122,813	\$122,195	\$109,415	\$108,794	\$81,435	\$130,246	\$119,836	\$112,301	\$112,301	\$123,084	\$104,859
14	\$141,663	\$133,390	\$125,112	\$124,483	\$111,461	\$110,827	\$82,948	\$132,687	\$122,079	\$114,401	\$114,401	\$125,388	\$106,816
15	\$144,461	\$136,022	\$127,578	\$126,936	\$113,654	\$113,008	\$84,572	\$135,305	\$124,485	\$116,652	\$116,652	\$127,224	\$108,917
16	\$147,090	\$138,498	\$129,900	\$129,246	\$115,723	\$115,065	\$86,111	\$137,767	\$126,750	\$118,775	\$118,775	\$129,539	\$110,899

CERTIFIED TEACHERS AND SUBSTITUTES

Years Experience	RANK III	RANK II	RANK I	RANK IV	Substitute Teachers
	185 days	185 days	185 days	185 days	Rank I - III \$174
0	\$47,285	\$50,436	\$55,517	\$43,820	.5 Day \$87
1	\$47,634	\$51,247	\$56,212	\$43,820	Certified Teacher \$0
2	\$48,227	\$52,172	\$57,168	\$43,820	Rank IV \$167
3	\$49,031	\$53,066	\$58,202	\$43,820	.5 Day \$84
4	\$49,777	\$53,966	\$59,132	\$43,820	96 or More \$0
5	\$50,509	\$54,858	\$60,052	\$43,820	Rank V \$162
6	\$51,359	\$55,748	\$60,960	\$43,820	.5 Day \$81
7	\$52,202	\$56,634	\$61,881		64-95 College Semester Hours
Substitute Teacher Assignments					
8	\$52,976	\$57,725	\$62,904		<p>Short Term: A person employed to substitute for a single teacher from one (1) to twenty (20) consecutive days inclusive, or a person who substitutes for several teachers for 20 or more consecutive days paid on a per diem basis from the schedule shown above. There are no other benefits.</p> <p>Long Term: A person employed to substitute for a single teacher and/or school for twenty-one (21) consecutive days or longer on a per diem basis from the schedule shown above for the first 20 days. On the 21st day when subbing for a single teacher and/or school and continuing, the person shall be paid 1/185 of the salary of a contracted teacher with the appropriate rank and experience. Any break in service (except for catastrophic circumstances, sick leave as defined by Covington Independent Public School policy, death of a family member, or absences prearranged and approved by the school principal and the personnel office prior to taking a long-term assignment) will result in pay reverting to day-one status. The pay increase process must then be repeated as future days are served in the same assignment.</p> <p>Permanent: A teacher employed to replace a contract teacher for the balance of the year. The salary shall be 1/185 of the salary shown on the teacher's schedule with his/her rank and experience for each of the days actually in the remainder of the school year. The teacher shall receive one day of sick leave for each month, or major portion thereof, thought.</p> <p>Contract: A teacher employed under contract for the purpose of substituting throughout the school year. The teacher shall receive all the benefits of other regular contract teachers.</p>
9	\$53,790	\$58,888	\$64,110		
10	\$54,773	\$59,996	\$65,244		
11	\$55,802	\$61,098	\$66,385		
12	\$56,741	\$62,061	\$67,351		
13	\$57,709	\$63,083	\$68,345		
14	\$58,768	\$64,123	\$69,301		
15	\$59,923	\$65,355	\$70,394		
16	\$61,054	\$66,572	\$71,642		
17	\$62,138	\$67,737	\$72,843		
18	\$63,080	\$68,703	\$73,907		
19	\$64,021	\$69,689	\$74,943		
20	\$64,963	\$70,666	\$75,936		
21	\$66,053	\$71,687	\$76,908		
22	\$67,279	\$73,004	\$78,232		
23	\$68,431	\$74,228	\$79,499		
24	\$69,393	\$75,303	\$80,626		
25	\$70,345	\$76,309	\$81,653		
26	\$71,241	\$77,264	\$82,642		
27-up	\$72,125	\$78,184	\$83,566		

CLASSIFIED SUPPORT PERSONNEL, FRYSC, and CHILD CARE									
Years	School	Mentoring,	Com School	Middle & High	Elementary	Middle & High	Cert Child	Child Care Cook	Occupational
Experience	Security	Res Dev, Outreach	Specialist	YSC Coord	FRC Coord	Advocate	Care	Housekeeping	Therapist
	8 hour days	7 hour days	7 hour days	7 hour days	7 hour days	7 hour days	8 hour days	8 hour days	8 Hour Day
	187 days	235 days	235 days	240 days	240 days	168-240 days	190 days	190 days	204 days
0	\$139.30	\$211.03	\$151.01	\$210.84	\$196.80	\$175.73	\$140.31	\$15.94	\$281.52
1	\$143.27	\$217.02	\$155.12	\$216.91	\$202.52	\$180.79	\$144.07	\$16.34	\$285.62
2	\$147.25	\$223.34	\$159.55	\$223.17	\$208.36	\$187.22	\$147.81	\$16.74	\$292.52
3	\$151.35	\$229.75	\$164.07	\$229.65	\$214.42	\$191.40	\$151.43	\$17.14	\$296.81
4	\$155.04	\$236.50	\$168.81	\$236.37	\$220.59	\$196.90	\$155.19	\$17.53	\$301.14
5	\$158.21	\$243.45	\$173.33	\$243.28	\$226.96	\$202.34	\$159.18	\$17.93	\$305.82
6	\$162.30	\$250.50	\$177.65	\$250.31	\$233.55	\$208.47	\$163.29	\$18.33	\$313.28
7	\$165.97	\$257.76	\$182.70	\$257.54	\$240.36	\$214.52	\$167.12	\$18.73	\$320.94
8	\$169.12	\$265.14	\$187.62	\$264.22	\$246.58	\$220.66	\$170.96	\$19.12	\$328.80
9	\$172.93	\$272.71	\$192.30	\$270.66	\$253.09	\$222.76	\$174.48	\$19.41	\$336.92
10	\$176.61	\$279.55	\$196.89	\$277.32	\$259.42	\$232.45	\$178.29	\$19.69	\$345.22
11	\$180.30	\$286.40	\$201.49	\$284.33	\$265.75	\$238.15	\$182.09	\$19.98	\$353.74
12	\$183.72	\$291.98	\$205.37	\$289.88	\$270.92	\$242.77	\$185.55	\$20.26	\$356.97
13	\$187.03	\$297.38	\$209.13	\$295.24	\$275.93	\$247.24	\$188.89	\$20.54	\$360.26
14	\$190.57	\$303.18	\$213.15	\$300.99	\$281.29	\$252.04	\$192.48	\$20.83	\$363.56
15	\$194.04	\$308.69	\$217.03	\$306.47	\$286.41		\$195.98	\$21.11	\$366.91
16								\$21.40	\$370.28
17								\$21.68	\$373.69
18								\$21.96	\$378.50
19								\$22.25	\$383.40
20								\$22.53	\$388.39
21								\$22.81	\$393.39
22								\$23.10	\$398.49
23								\$23.38	\$403.66
24								\$23.67	\$407.78
25								\$23.95	\$411.92
26								\$24.23	\$416.14
27								\$24.52	\$420.39
Certified Support Personnel Index Salary Schedule									
		Psychologist	High School	Middle School	Elementary	Int. Spec.	Sped Coach		
		Psychomotrist	Counselor	Counselor	Counselor	after 6-30-02	Admin Cert req.		
	Assignment	204 days	210 days	210 days	195 days	195 days	210 days		
	Index*	1.21	1.24	1.24	1.15	1.15	1.31		

CLASSIFIED INSTRUCTIONAL, ADMIN, & CLERICAL ASSISTANTS							
Years	IA - 1	Instr. Asst. II	Admin. Asst.	Admin. Asst. I	Admin. Asst.	Admin. Asst.	Clerical
Experience	Multi Media	Health Asst.	Superintendent	Director	Director	I & II	Assistant
	7 hour day	7 hour day	7 hour day	7 hour day	7 hour day	7 hour day	7 hour day
	185 days	185 days	235 days	235 days	235 days	210-235 days	210 days
0	\$18.05	\$16.15	\$183.66	\$180.63	\$152.54	\$137.38	\$15.98
1	\$18.44	\$16.55	\$188.94	\$185.82	\$156.88	\$141.28	\$16.38
2	\$18.85	\$16.95	\$194.38	\$191.12	\$161.34	\$145.25	\$16.78
3	\$19.24	\$17.35	\$199.98	\$196.63	\$165.95	\$149.38	\$17.18
4	\$19.66	\$17.74	\$205.74	\$202.26	\$170.70	\$153.69	\$17.57
5	\$20.09	\$18.14	\$211.70	\$208.09	\$175.60	\$158.02	\$17.97
6	\$20.45	\$18.54	\$217.82	\$214.14	\$180.63	\$162.56	\$18.37
7	\$20.98	\$18.94	\$224.12	\$220.31	\$185.83	\$167.22	\$18.77
8	\$21.45	\$19.33	\$230.61	\$226.69	\$191.17	\$171.97	\$19.16
9	\$21.91	\$19.62	\$237.30	\$233.29	\$196.66	\$176.96	\$19.45
10	\$22.39	\$19.90	\$244.19	\$240.09	\$202.36	\$182.02	\$19.73
11	\$22.87	\$20.19	\$244.19	\$240.09	\$202.36	\$182.02	\$20.02
12	\$23.07	\$20.47	\$252.52	\$247.11	\$208.20	\$187.21	\$20.30
13	\$23.51	\$20.75	\$255.67	\$248.07	\$208.20	\$187.21	\$20.58
14	\$23.73	\$21.04	\$258.81	\$255.09	\$214.25	\$192.61	\$20.87
15	\$23.96	\$21.32	\$261.94	\$255.09	\$214.25	\$192.61	\$21.15
16	\$24.18	\$21.61	\$265.91	\$262.11	\$214.25	\$192.61	\$21.44
17	\$24.41	\$21.89	\$265.91	\$262.11	\$214.25	\$192.61	\$21.72
18	\$24.64	\$22.17	\$273.22	\$269.13	\$214.25	\$192.61	\$22.00
19	\$24.86	\$22.46	\$273.22	\$269.13	\$220.42	\$198.17	\$22.29
20	\$25.10	\$22.74	\$280.75	\$276.15	\$220.42	\$198.17	\$22.57
21	\$25.34	\$23.02	\$280.75	\$276.15	\$220.42	\$198.17	\$22.85
22	\$25.58	\$23.31	\$288.28	\$283.17	\$220.42	\$198.17	\$23.14
23	\$25.83	\$23.59	\$288.28	\$283.17	\$220.42	\$198.17	\$23.42
24	\$26.07	\$23.88	\$299.20	\$291.68	\$226.79	\$203.87	\$23.71
25	\$26.32	\$24.16	\$305.04	\$297.37	\$231.17	\$207.80	\$23.99
26	\$26.57	\$24.44	\$310.68	\$302.88	\$235.41	\$211.61	\$24.27
27	\$26.82	\$24.73	\$316.75	\$308.79	\$239.96	\$215.68	\$24.56
	AA or 60+ Hrs						

CLASSIFIED MAINTENANCE, CUSTODIAL, TECHNOLOGY, & ACCOUNTING									
Years	Custodial	Custodian	Computer	HVAC Lead	HVAC	Lead Maint	Maint	Maint Worker I	Accounting
Experience	Supervisor		Maintenance	Technician	Technician	Worker	Worker II	Food Service	Supervisor
	8 hour days	8 hour days	8 hour days	8 hour days	8 hour days	8 hour days	8 hour days	8 hour days	7 hour days
	235 days	235 days	235 days	235 days	235 days	235 days	235 days	235 days	235 days
0	\$19.13	\$16.29	\$25.87	\$27.65	\$26.37	\$25.03	\$23.04	\$18.28	\$29.33
1	\$19.53	\$16.46	\$26.62	\$28.21	\$26.92	\$25.75	\$23.70	\$18.56	\$30.18
2	\$19.70	\$16.86	\$27.39	\$28.78	\$27.46	\$26.50	\$24.38	\$19.13	\$31.04
3	\$19.98	\$17.14	\$28.18	\$29.35	\$28.00	\$27.26	\$25.08	\$19.41	\$31.94
4	\$20.26	\$17.31	\$29.00	\$29.92	\$28.54	\$28.04	\$25.81	\$19.70	\$32.86
5	\$20.55	\$17.71	\$29.84	\$30.48	\$29.08	\$28.87	\$26.56	\$19.98	\$33.81
6	\$20.72	\$18.11	\$30.71	\$31.05	\$29.62	\$29.70	\$27.32	\$20.26	\$34.80
7	\$20.83	\$18.50	\$31.60	\$31.62	\$30.16	\$30.56	\$28.12	\$20.55	\$36.03
8	\$21.40	\$18.90	\$32.52	\$32.19	\$30.70	\$31.45	\$28.93	\$21.40	\$36.84
9	\$21.97	\$19.36	\$33.47	\$32.76	\$31.24	\$32.39	\$29.77	\$21.68	\$37.93
10	\$22.59	\$19.92	\$34.44	\$33.32	\$31.78	\$33.36	\$30.63	\$22.53	\$39.03
11	\$22.71	\$20.04	\$34.44	\$33.89	\$32.32	\$33.59	\$30.77	\$24.24	\$39.03
12	\$22.93	\$20.21	\$35.21	\$34.46	\$32.86	\$33.80	\$31.07	\$24.52	\$41.36
13	\$23.10	\$20.38	\$35.21	\$35.03	\$33.41	\$34.23	\$31.17	\$24.64	\$41.36
14	\$23.67	\$20.60	\$35.96	\$35.60	\$33.95	\$34.29	\$31.52	\$24.92	\$44.06
15	\$24.52	\$20.89	\$35.96	\$36.16	\$34.49	\$34.35	\$31.62	\$24.98	\$44.06
16	\$24.81	\$21.40	\$35.96	\$36.73	\$35.03	\$34.40	\$31.90	\$25.09	\$44.06
17	\$25.37	\$21.97	\$35.96	\$37.30	\$35.57	\$34.46	\$32.19	\$25.20	\$44.06
18	\$25.94	\$22.53	\$35.96	\$37.87	\$36.11	\$34.74	\$32.76	\$25.32	\$44.06
19	\$26.51	\$23.10	\$36.74	\$38.15	\$36.38	\$35.31	\$33.32	\$25.66	\$45.34
20	\$27.08	\$23.67	\$36.74	\$38.43	\$36.65	\$35.60	\$33.89	\$25.77	\$45.34
21	\$27.65	\$24.24	\$36.74	\$38.72	\$36.92	\$36.16	\$34.46	\$25.94	\$45.34
22	\$28.21	\$24.81	\$36.74	\$39.00	\$37.19	\$36.73	\$35.03	\$26.51	\$45.34
23	\$28.78	\$25.09	\$36.74	\$39.29	\$37.46	\$37.01	\$35.60	\$27.08	\$45.34
24	\$29.00	\$25.20	\$37.51	\$39.40	\$37.73	\$37.30	\$35.71	\$27.65	\$46.63
25	\$29.22	\$25.30	\$38.25	\$39.51	\$38.00	\$37.87	\$35.82	\$28.21	\$47.54
26	\$29.44	\$25.41	\$38.96	\$39.61	\$38.27	\$38.15	\$35.93	\$28.78	\$48.42
27	\$29.62	\$25.56	\$39.73	\$39.89	\$38.81	\$38.43	\$36.02	\$29.35	\$49.37

CLASSIFIED FOOD SERVICES

Years Experience	Campus FS Manager III	Elementary FS Manager II	Elementary FS Manager I	Cook	Food Service Assistant I	FS Asst. I Substitute
	8 hour days	6.5 hour days	6.5 hour days	6 hour days	2-6 hour days	
One 4 Hour Professional Development Day Required Annually						
	235 days	185 days	185 days	183 days	183 days	as needed
0	\$25.37	\$21.37	\$19.67	\$18.11	\$16.40	\$12.46
1	\$25.77	\$21.77	\$20.07	\$18.50	\$16.80	\$12.78
2	\$26.17	\$22.17	\$20.47	\$18.90	\$17.20	\$13.07
3	\$26.57	\$22.57	\$20.86	\$19.30	\$17.60	\$13.31
4	\$26.96	\$22.96	\$21.26	\$19.70	\$17.99	\$13.69
5	\$27.36	\$23.36	\$21.66	\$20.09	\$18.39	\$13.98
6	\$27.76	\$23.76	\$22.06	\$20.49	\$18.79	\$14.22
7	\$28.16	\$24.16	\$22.45	\$20.89	\$19.19	\$14.47
8	\$28.55	\$24.55	\$22.85	\$21.29	\$19.58	\$14.75
9	\$28.84	\$24.84	\$23.13	\$21.57	\$19.87	
10	\$29.12	\$25.12	\$23.42	\$21.86	\$20.15	
11	\$29.41	\$25.41	\$23.70	\$22.14	\$20.44	
12	\$29.69	\$25.69	\$23.99	\$22.42	\$20.72	
13	\$29.97	\$25.97	\$24.27	\$22.71	\$21.00	
14	\$30.26	\$26.26	\$24.55	\$22.99	\$21.29	
15	\$30.54	\$26.54	\$24.84	\$23.27	\$21.57	
16	\$30.83	\$26.83	\$25.12	\$23.56	\$21.86	
17	\$31.11	\$27.11	\$25.41	\$23.84	\$22.14	
18	\$31.39	\$27.39	\$25.69	\$24.13	\$22.42	
19	\$31.68	\$27.68	\$25.97	\$24.41	\$22.71	
20	\$31.96	\$27.96	\$26.26	\$24.69	\$22.99	
21	\$32.24	\$28.25	\$26.54	\$24.98	\$23.27	
22	\$32.53	\$28.53	\$26.83	\$25.26	\$23.56	
23	\$32.81	\$28.81	\$27.11	\$25.55	\$23.84	
24	\$33.10	\$29.10	\$27.39	\$25.83	\$24.13	
25	\$33.38	\$29.38	\$27.68	\$26.11	\$24.41	
26	\$33.66	\$29.66	\$27.96	\$26.40	\$24.69	
27+	\$33.95	\$29.95	\$28.25	\$26.68	\$24.98	

CLASSIFIED TRANSPORTATION /HEALTH SERVICES/DW MainCustSupv

Years Experience	Mechanic	Driver	Bus Monitor	Lead Mech DW Main/Cust Supv	RN-BSN Exempt	RN	LPN	Health Services Assistant
	8 hour days	hourly	hourly	8 hour days	7 hour days	7 hour day	7 hour day	7 hour days
	235 days	182 days	182 days	235 days	185 Days	185 days	185 days	185 days
0	\$28.21	\$22.63	\$17.23	\$30.05	\$47,285	\$30.59	\$23.02	\$16.15
1	\$28.78	\$22.82	\$17.63	\$30.82	\$47,634	\$31.13	\$23.56	\$16.55
2	\$29.35	\$23.03	\$18.03	\$31.61	\$48,227	\$31.67	\$24.10	\$16.95
3	\$29.92	\$23.20	\$18.43	\$32.43	\$49,031	\$31.95	\$24.64	\$17.35
4	\$30.20	\$23.48	\$18.82	\$33.27	\$49,777	\$32.22	\$25.19	\$17.74
5	\$30.48	\$23.76	\$19.22	\$34.14	\$50,509	\$32.76	\$25.46	\$18.14
6	\$31.05	\$23.88	\$19.62	\$35.03	\$51,359	\$33.03	\$25.73	\$18.54
7	\$31.34	\$24.05	\$20.02	\$35.95	\$52,202	\$33.30	\$26.27	\$18.94
8	\$32.19	\$24.33	\$20.41	\$36.90	\$52,976	\$33.84	\$26.54	\$19.33
9	\$32.47	\$24.62	\$20.70	\$37.88	\$53,790	\$34.92	\$27.35	\$19.62
10	\$32.76	\$25.18	\$20.98	\$38.88	\$54,773	\$36.00	\$27.89	\$19.90
11	\$33.32	\$25.75	\$21.27	\$39.00	\$55,802	\$36.54	\$28.97	\$20.19
12	\$33.89	\$26.32	\$21.55	\$39.29	\$56,741	\$37.08	\$29.51	\$20.47
13	\$35.03	\$26.89	\$21.83	\$40.14	\$57,709	\$37.62	\$30.05	\$20.75
14	\$35.60	\$27.45	\$22.12	\$40.42	\$58,768	\$38.16	\$30.59	\$21.04
15	\$36.16	\$28.02	\$22.40	\$40.54	\$59,923	\$39.25	\$31.67	\$21.32
16	\$36.73	\$28.59	\$22.69	\$40.71	\$61,054	\$39.79	\$32.22	\$21.61
17	\$37.30	\$28.87	\$22.97	\$40.99	\$62,138	\$40.33	\$32.76	\$21.89
18	\$37.87	\$29.16	\$23.25	\$41.27	\$63,080	\$40.87	\$33.30	\$22.17
19	\$38.15	\$29.73	\$23.54	\$41.56	\$64,021	\$41.41	\$33.57	\$22.46
20	\$38.43	\$30.29	\$23.82	\$41.84	\$64,963	\$41.95	\$33.84	\$22.74
21	\$39.00	\$30.86	\$24.10	\$42.13	\$66,053	\$42.49	\$34.92	\$23.02
22	\$39.29	\$31.71	\$24.39	\$42.41	\$67,279	\$43.57	\$36.00	\$23.31
23	\$39.57	\$32.00	\$24.67	\$42.98	\$68,431	\$44.11	\$36.54	\$23.59
24	\$40.14	\$32.57	\$24.96	\$44.68	\$69,393	\$44.65	\$37.08	\$23.88
25	\$40.71	\$33.13	\$25.24	\$45.25	\$70,345	\$45.19	\$37.62	\$24.16
26	\$41.27	\$33.42	\$25.52	\$45.82	\$71,241	\$45.74	\$37.89	\$24.44
27	\$41.84	\$33.70	\$25.81	\$46.38	\$72,125	\$46.82	\$38.16	\$24.73

*Driver trainers will receive \$2.10 more per hour

KTRS after 7/1/22

SUMMER SCHOOL, EXTENDED SCHOOL SERVICES, & HOURLY SUPPLEMENTS

Years	Directors, Assistant Directors, Certified Teachers, and Instructional Assistants							
Experience	Summer School / ESS / After School Program / Summer Program/SIF							
	Rank I	Rank II	Rank III	Rank IV	Inst. Asst.			
0 - 3	\$40.00	\$40.00	\$40.00	\$40.00	\$20.00	Summer School Director - \$4,950.00		
4 - 9	\$40.00	\$40.00	\$40.00	\$40.00	\$20.00	Substitute Teachers - \$40.00 hour		
10-up	\$40.00	\$40.00	\$40.00	N/A	\$20.00			

Note: Summer school rates are an additional \$10 per hour.

Hourly Supplements

Use the District Hourly Supplemental Authorization Forms

	\$15.00	\$15.00	\$15.00	\$20.00	\$16.50	\$18.50	\$19.50	\$20.00	\$24.00
Student Worker	Classified Summer Maintenance Worker	Campus Monitor	Classified CLC	Planning	Hourly Music	CAHS	Bus Chaperone	Fitness Club	Coach (Cert)
	Non-Student	Community Schools Supervision	Activity Leader	Supervisor	Instruction	Summer Teacher	Classified Fitness Club Coach	Teacher/Instructional	
	Concessions Worker	Homework Room				Part-time	Asst CLC Coordinator	Activity Support	
	Game / Event Worker	Friday DT							
		Computer Maintenance							
		Non-Student							
		Tank Monitor							
		Certified Teacher							
		Maintenance Worker							
		Detention							
		Classified/Instructional							
		Activity Support							
	\$25.00	\$28.00	\$29.00			\$32.00		\$63.00	\$33.00
Language Tutor	Summer Program	CIPS Board			Speech Therapist		Architect	BSN/RN Sub Nurse	
Elementary Athletic Official	Lead Coordinator	Admin. Asst. Per Hour			Part-time				
		SBDM							Note: RN/LPN sub based on page 7
		Admin. Asst. Per Meeting							hourly rates/exp

INSTRUCTIONAL SUPPLEMENTS

Require A Contract With Recommendation From Building Administrator

\$550.00	\$600.00	\$700.00	\$750.00	\$800.00	\$950.00	\$1,000.00	\$1,200.00	\$1,300.00
National Honor Society	Student Council HMS Sponsor	Debate/Speech Holmespun	Title I Parent School Coordinator	AP Start Up Grant Odyssey of the Mind Coach	HHS Co-op Program Coord	Lead Teacher Exceptional Children	Speech Path Asst. Supervisor	Annual Sponsor
Safety Trainers	Horizons Junior Class Sponsor	Senior Class Sponsor FBLA		Robotics	Student Council HHS Sponsor Dramatics	HHS/HMS Academic Asst. Coach Elementary Lead & Academic Coach		
						Program ReviewLead D-Wide Translator/Adv		
\$1,500.00	\$1,575.00	\$1,850.00	\$1,875.00	\$2,000.00	\$2,100.00	\$2,200.00	\$2,375.00	\$2,625.00
School WebMaster	SPED Alt. Certification	Academic Chair 6-10 Members	HMS Academic Head Coach	National Board Certified	Academic Chair 11-15 Members	TLC Supplement	Academic Chair 16-up Members	Fixed Assets Register
	CAHS/TLC Head Teacher			Social Media Specialist EDD and PHD Title IX Co. / Inv.	Coord FS Manager	SPED Staff EBD/FMD/MMD		Lead PE Teacher Title I Parent District Coord. Math Mentor
	Academic Chair 1-5 Members							
	Program Review Coordinator							
\$3,000.00	\$3,150.00	\$3,400.00	\$50.00	\$3,675.00	\$5,000.00	\$6,000.00	\$1.00-\$8,500.00	\$1,000-\$9,000*
HHS Academic Head Coach	Bulldog Leadership Transition Coordinator	ESS District Program Leader	Classified Daily Supplement 2 or more classes	Special Ed Coordinator JEB, TLC, HHS	CEF Liaison Equity Strategic Planning	Webmaster District Safety Coordinator	Transitional Supplement	CLC Asst Coord
	Team Leader Small Learning Communities							

CO/EXTRA CURRICULAR SUPPLEMENTS

Band, Basketball, Baseball, Cheerleading, Football, Soccer, Swim/Diving, Track, ROTC, Cross-Country, Choir/Play Production, Tennis, Volleyball, Special Olympics, Athletic Training, & Wrestling

\$375.00	\$400.00	\$500.00	\$525.00	\$550.00	\$600.00	\$625.00	\$650.00	\$700.00
Band Music & Marching Camp(per week)	Band Percussion Rehearsal/Comp	Band Color Guard Design Football/Basketball Announcer/Timekeeper eSports Asst. Coach	Intramurals Coach	Cheerleading Elementary	ROTC Drill Team Coach	Band Color Guard Camp	Cheerleading Middle School Band Marching Design	Band Marching Camp & Season
\$750.00	\$850.00	\$900.00	\$1,100.00	\$1,000.00	\$1,200.00	\$1,250.00	\$1,425.00	\$1,450.00
Football/Basketball Statistician Cheerleading Freshman	ELE/MS Soccer & Volleyball Head Coach	Intramurals Director Special Olympics Head Coach MS Football Asst. Coach	Basketball Elementary Coach Band Color Guard Rehearsal/Comp	eSports Head Coach	Band Percussion Camp	Cross Country Asst. Coach Cheerleading Jr. Varsity Asst Archery Coach	Tennis Head Coach Bowling Coach Golf Coach	MS Football Head Coach
\$1,500.00	\$1,550.00	\$1,650.00	\$1,800.00	\$1,950.00	\$2,000.00	\$2,100.00	\$2,150.00	\$2,400.00
Soccer/Track Swim/Dive Volleyball Baseball/Softball Wrestling Asst. Coach	Football MS Coordinator Weightlifting Coord Girls Weightlifting Coord Boys	ROTC Rifle Team Asst. Coach	Cross Country Head Coach Archery Head Coach	Football Freshman Asst. Coach	Basketball MS Coach Cheerleading Varsity	Intramurals All Sports Coord.	Basketball Freshman Coach	ROTC Rifle Team Head Coach
\$2,575.00	\$2,750.00	\$3,000.00	\$3,200.00		\$3,625.00	\$4,350.00	\$4,500.00	\$4,650.00
Football Freshman Head Coach	Girls Varsity Basketball Coordinator	Band HS/MS Asst. Director Concession Manager	Band Marching Asst. Director		Choir/Arts Alignment Play/Musical Production Director	Football Asst. Varsity Coach	Baseball/Softball Soccer/Track Swim/Dive Volleyball Wrestling Head Coach	Band Director
\$4,950.00	\$5,100.00	\$5,175.00	\$5,350.00	\$6,950.00	\$7,150.00	\$11,000.00		
Basketball Asst. Varsity Coach	Asst. Student Activities Coord.	Basketball/Football Asst. Head Coach	Band Marching Director	Intramurals Sports Facilitator	Athletic Trainer	Basketball/Football Head Coach		

Community and Family Engagement/Covington Partners			
Salaried Positions - Daily Rates (Grant Funded)			
Years Experience	CLC Operations Coordinator (235)	CLC Coordinator (220)	CLC Coordinator - Daily Rate
	8 hour days	8 hour days	8 hour days
0	\$56,743	\$53,236	\$241.98
1	\$58,153	\$54,556	\$247.98
2	\$59,598	\$55,909	\$254.13
3	\$61,080	\$57,296	\$260.44
4	\$62,562	\$58,684	\$266.74
5	\$64,080	\$60,106	\$273.20
6	\$65,638	\$61,564	\$279.83
7	\$67,234	\$63,057	\$286.62
8	\$68,870	\$64,589	\$293.58
9	\$70,547	\$66,159	\$300.72
10	\$72,265	\$67,767	\$308.03
11	\$74,027	\$69,417	\$315.53
12	\$75,832	\$71,107	\$323.21
13	\$77,684	\$72,840	\$331.09
14	\$79,125	\$74,190	\$337.22
15	\$80,672	\$75,638	\$343.80
16	\$82,140	\$77,015	
OST Teacher	OST Activity Leader	Fitness Coach	Student Worker
\$40/hour	\$20/hour	\$20/hour	\$15/hour