

**BEREA BOARD OF EDUCATION
CERTIFIED SALARY SCHEDULE
2025-2026 SCHOOL YEAR**

YEARS OF EXP.	Doctorate Degree	Rank I	Rank II	Rank III	Rank IV	Rank V
0	\$55,165	\$53,166	\$49,783	\$43,509	\$34,939	\$32,388
1	\$55,165	\$53,166	\$49,783	\$43,509	\$34,939	\$32,388
2	\$55,761	\$53,386	\$50,056	\$43,773	\$34,939	\$32,388
3	\$56,525	\$53,606	\$50,324	\$44,036	\$34,939	\$32,388
4	\$57,346	\$53,846	\$50,601	\$44,300	\$34,939	\$32,388
5	\$59,423	\$57,712	\$54,589	\$48,452	\$34,939	\$32,388
6	\$60,135	\$57,863	\$54,820	\$48,781	\$34,939	\$32,388
7	\$60,966	\$58,133	\$55,048	\$49,043	\$34,939	\$32,388
8	\$61,771	\$58,401	\$55,274	\$49,305	\$34,939	\$32,388
9	\$62,559	\$58,677	\$55,505	\$49,571	\$34,939	\$32,388
10	\$63,363	\$58,972	\$55,762	\$49,837	\$34,939	\$32,388
11	\$67,248	\$64,835	\$61,503	\$54,697	\$34,939	\$32,388
12	\$67,696	\$65,057	\$61,733	\$54,906	\$34,939	\$32,388
13	\$68,139	\$65,281	\$61,965	\$55,116	\$34,939	\$32,388
14	\$68,527	\$65,440	\$62,128	\$55,278	\$34,939	\$32,388
15	\$68,915	\$65,598	\$62,292	\$55,435	\$34,939	\$32,388
16	\$70,502	\$67,690	\$64,447	\$57,466	\$34,939	\$32,388
17	\$70,902	\$67,845	\$64,608	\$57,627	\$34,939	\$32,388
18	\$71,303	\$68,007	\$64,775	\$57,783	\$34,939	\$32,388
19	\$71,627	\$68,165	\$64,940	\$57,944	\$34,939	\$32,388
20	\$71,904	\$68,325	\$65,103	\$58,104	\$34,939	\$32,388
21	\$74,000	\$69,315	\$66,115	\$59,052	\$34,939	\$32,388
22	\$74,184	\$69,474	\$66,280	\$59,212	\$34,939	\$32,388
23	\$74,286	\$69,634	\$66,446	\$59,371	\$34,939	\$32,388
24	\$74,391	\$69,795	\$66,605	\$59,531	\$34,939	\$32,388
25	\$74,569	\$69,953	\$66,771	\$59,689	\$34,939	\$32,388
26	\$75,204	\$70,071	\$66,935	\$59,850	\$34,939	\$32,388
27	\$75,252	\$70,232	\$67,101	\$60,007	\$34,939	\$32,388
28	\$75,754	\$70,390	\$67,263	\$60,167	\$34,939	\$32,388

The above salary schedule is based on a school year of a minimum of 187 days

(170 Days of Instruction, 4 Professional Development days, 7 Staff Work Days, 1 Opening day, 1 Closing Day, 4 Holidays)

**BEREA BOARD OF EDUCATION
2025-2026 School Year
CLASSIFIED STAFF - SCHOOL RELATED**

Custodians, Instructional Aides, Food Service, Secretaries, FRYSC and Bus Drivers

Years of Exp.	Custodians 7609 CLS1 240 Days	Instructional Aides 7318 & 7320 CLS2	Lunchroom 7241 CLS4	School Secretaries 7773, 7775, 7776 CLS6	Employment Training Spec. 7872 CL12	Bus Drivers 7941 CLS3	Secretary to Supt. 7761 CLS8	Adm. Secretarie s 7762 CLS7	Account III 7163 Accounts Payable CLS9	Payroll Clerk 7192 CLS9	Technology Resource Manager 7504 C19	Bldg. & Grounds Assistant 7628/7447 CL23	IT DIRECTOR 7507 C22 Exempt	Food Service Manager Exempt 7212 CL21	Family Services Coordinator 7476 210 Days
0	\$ 13.34	\$ 13.34	\$ 13.34	\$ 15.64	\$15.65	\$19.00	\$22.35	\$18.64	\$28.16	\$28.16	\$23.56	\$19.56	\$27.07	\$ 19.38	\$15.75
1	\$ 13.34	\$ 13.34	\$ 13.34	\$ 15.64	\$15.65	\$19.00	\$22.35	\$18.64	\$28.16	\$28.16	\$23.56	\$19.56	\$27.07	\$ 19.38	\$15.75
2	\$ 13.86	\$ 13.86	\$ 13.86	\$ 15.87	\$15.92	\$20.76	\$22.46	\$18.82	\$28.51	\$28.51	\$23.98	\$20.07	\$27.42	\$ 19.57	\$16.01
3	\$ 13.97	\$ 13.97	\$ 13.97	\$ 16.08	\$16.06	\$20.93	\$22.61	\$18.96	\$28.73	\$28.73	\$24.12	\$20.13	\$27.63	\$ 19.77	\$16.17
4	\$ 14.05	\$ 14.05	\$ 14.05	\$ 16.32	\$16.13	\$20.98	\$22.79	\$19.23	\$29.05	\$29.05	\$24.52	\$20.64	\$27.92	\$ 19.97	\$16.36
5	\$ 14.15	\$ 14.15	\$ 14.15	\$ 16.67	\$16.42	\$21.23	\$23.33	\$19.64	\$29.36	\$29.36	\$24.82	\$20.93	\$28.23	\$ 20.16	\$16.74
6	\$ 14.28	\$ 14.28	\$ 14.28	\$ 17.00	\$16.59	\$21.29	\$23.63	\$19.89	\$29.72	\$29.72	\$25.25	\$21.45	\$28.58	\$ 20.36	\$17.05
7	\$ 14.46	\$ 14.46	\$ 14.46	\$ 17.17	\$16.66	\$21.35	\$23.81	\$20.19	\$30.02	\$30.02	\$25.46	\$21.56	\$28.87	\$ 20.57	\$17.24
8	\$ 14.57	\$ 14.57	\$ 14.57	\$ 17.42	\$16.92	\$21.41	\$24.05	\$20.51	\$30.39	\$30.39	\$25.67	\$21.63	\$29.23	\$ 20.77	\$17.32
9	\$ 14.62	\$ 14.62	\$ 14.62	\$ 17.64	\$17.17	\$21.47	\$24.13	\$20.84	\$30.72	\$30.72	\$25.87	\$21.73	\$29.54	\$ 20.98	\$17.40
10	\$ 14.73	\$ 14.73	\$ 14.73	\$ 17.94	\$17.47	\$21.53	\$24.24	\$21.18	\$31.11	\$31.11	\$26.09	\$21.79	\$29.91	\$ 21.19	\$17.49
11	\$ 15.16	\$ 15.16	\$ 15.16	\$ 18.38	\$17.72	\$22.16	\$25.10	\$21.50	\$31.45	\$31.45	\$26.41	\$22.11	\$30.24	\$ 21.40	\$17.93
12	\$ 15.21	\$ 15.21	\$ 15.21	\$ 18.92	\$17.78	\$22.24	\$25.22	\$21.55	\$31.53	\$31.53	\$26.49	\$22.19	\$30.32	\$ 21.61	\$18.01
13	\$ 15.25	\$ 15.25	\$ 15.25	\$ 19.50	\$17.85	\$22.31	\$25.32	\$21.63	\$31.58	\$31.58	\$26.57	\$22.31	\$30.36	\$ 21.83	\$18.09
14	\$ 15.28	\$ 15.28	\$ 15.28	\$ 19.62	\$17.92	\$22.36	\$25.37	\$21.69	\$31.82	\$31.82	\$26.73	\$22.38	\$30.59	\$ 22.05	\$18.16
15	\$ 15.32	\$ 15.32	\$ 15.32	\$ 19.73	\$17.97	\$22.42	\$25.59	\$21.79	\$31.92	\$31.92	\$26.82	\$22.46	\$30.70	\$ 22.28	\$18.22
16	\$ 15.66	\$ 15.66	\$ 15.66	\$ 20.32	\$18.00	\$22.82	\$26.07	\$22.02	\$32.07	\$32.07	\$27.00	\$22.68	\$30.83	\$ 22.50	\$18.62
17	\$ 15.71	\$ 15.71	\$ 15.71	\$ 20.40	\$18.09	\$22.91	\$26.14	\$22.08	\$32.25	\$32.25	\$27.15	\$22.80	\$31.01	\$ 22.72	\$18.68
18	\$ 15.74	\$ 15.74	\$ 15.74	\$ 20.45	\$18.14	\$22.97	\$26.35	\$22.14	\$32.41	\$32.41	\$27.26	\$22.88	\$31.16	\$ 22.95	\$18.76
19	\$ 15.80	\$ 15.80	\$ 15.80	\$ 20.51	\$18.19	\$23.02	\$26.42	\$22.20	\$32.60	\$32.60	\$27.40	\$22.98	\$31.35	\$ 23.18	\$18.83
20	\$ 15.83	\$ 15.83	\$ 15.83	\$ 20.56	\$18.25	\$23.08	\$26.48	\$22.26	\$32.76	\$32.76	\$27.54	\$23.08	\$31.50	\$ 23.41	\$18.90
21	\$ 16.26	\$ 16.26	\$ 16.26	\$ 20.90	\$18.40	\$23.67	\$26.84	\$22.70	\$33.08	\$33.08	\$27.80	\$23.31	\$31.81	\$ 23.64	\$19.23
22	\$ 16.29	\$ 16.29	\$ 16.29	\$ 20.98	\$18.42	\$23.76	\$26.92	\$22.77	\$33.28	\$33.28	\$27.93	\$23.41	\$32.00	\$ 23.88	\$19.28
23	\$ 16.32	\$ 16.32	\$ 16.32	\$ 21.05	\$18.47	\$23.81	\$26.98	\$22.82	\$33.44	\$33.44	\$28.07	\$23.51	\$32.15	\$ 24.11	\$19.37
24	\$ 16.37	\$ 16.37	\$ 16.37	\$ 21.10	\$18.53	\$23.87	\$27.08	\$22.87	\$33.62	\$33.62	\$28.21	\$23.63	\$32.32	\$ 24.35	\$19.48
25	\$ 16.41	\$ 16.41	\$ 16.41	\$ 21.17	\$18.61	\$23.92	\$27.15	\$22.95	\$33.80	\$33.80	\$28.35	\$23.73	\$32.51	\$ 24.61	\$19.56
26	\$ 16.54	\$ 16.54	\$ 16.54	\$ 21.44	\$18.69	\$24.88	\$27.42	\$23.25	\$34.14	\$34.14	\$28.61	\$23.90	\$32.83	\$ 24.85	\$19.74
27	\$ 16.57	\$ 16.57	\$ 16.57	\$ 21.47	\$18.77	\$24.95	\$27.48	\$23.29	\$34.31	\$34.31	\$28.74	\$24.01	\$33.00	\$ 25.10	\$19.81
28	\$ 16.59	\$ 16.59	\$ 16.59	\$ 21.53	\$18.83	\$25.01	\$27.53	\$23.31	\$34.41	\$34.41	\$28.80	\$24.03	\$33.09	\$ 25.35	\$19.84

PAY SCALE FOR EXTRA DUTY 2025-2026

Academic/Administration pay schedule

Extra Duty Assignment	PERSON CONTRACTED TO COMPLETE THE EXTRA DUTY ASSIGNMENTS	DATE SIGNED CONTRACT RECEIVED IN CENTRAL OFFICE	PAY SCALE
ACADEMICS			
Quick Recall Coach Elementary		Payroll	\$847
- Elementary		Payroll	\$847
Writing Coach - Elementary		Payroll	\$847
Academic Coach M/S		Payroll	\$1,755
Academic Coach H/S		Payroll	\$1,967
Future Problem Solving M/S		Payroll	\$1,029
Future Problem Solving H/S		Payroll	\$1,755
NEWSPAPER			
Newspaper Sponsor		Payroll	\$2,178
YEARBOOK			
Middle & High School		Payroll	\$2,400
Elementary School		Payroll	\$847
BAND, MUSIC and DRAMA			
Band Director		Payroll	\$7,260
M/S H/S Chorus		Payroll	\$3,025
Elem. Chorus		Payroll	\$1,755
Drama Coach Middle		Payroll	\$1,815
Drama Coach High		Payroll	\$2,844
*Payroll denotes that pay will be distributed via regular semi-monthly paycheck rather than lump sum			

PAY SCALE FOR EXTRA DUTY 2025-2026

Coach/Athletics pay schedule

Extra Duty Assignment	PERSON CONTRACTED TO COMPLETE THE EXTRA DUTY ASSIGNMENTS	DATE SIGNED CONTRACT RECEIVED IN	PAY SCALE
ARCHERY			
M/S H/S Head Coach			\$2,057
Assistant Coach			\$1,150
BAND			
Majorette Sponsor			\$726
BASEBALL			
H/S Head Coach			\$3,449
Assistant Coach			\$1,694
M/S Head Coach			\$1,452
M/S Assistant Coach			\$1,150
BASKETBALL/BOYS			
Boys Head Coach			\$8,954
Assistant Coach 1			\$3,025
Assistant Coach 2			\$1,815
Middle School Head Coach 8th and over			\$2,723
Middle School 7th grade Coach and Assistant			\$1,694
Middle School 6th grade Team Coach and Assistant			\$1,210
BASKETBALL/GIRLS			
Girls Head Coach			\$8,954
Assistant Coach 1			\$3,025
Assistant Coach 2			\$1,815
Middle School Head Coach 8th and over			\$2,723
Middle School 7th grade Coach and Assistant			\$1,694
Middle School 6th grade Team Coach and Assistant			\$1,210

PAY SCALE FOR EXTRA DUTY 2025-2026

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Coach/Athletics pay schedule

Extra Duty Assignment	PERSON CONTRACTED TO COMPLETE THE EXTRA DUTY ASSIGNMENTS	DATE SIGNED	PAY SCALE
CHEERLEADING			
Head Coach			\$3,751
Asst. Coach			\$1,210
Middle School Sponsor			\$1,815
CROSS COUNTRY			
Head Coach			\$3,630
Assistant Coach			\$1,452
Dance Team			
Head Coach			\$1,876
Assistant Coach			\$908
FOOTBALL			
Varsity Head Coach			\$8,954
Defensive Coordinator			\$2,753
Offensive Coordinator			\$2,753
Middle School Coach			\$2,753
M.S. Asst. Coach			\$1,725
GOLF			
Boys Coach			\$2,844
Girls Coach			\$2,844
Special Olympics			
Head Coach			\$1,876
Assistant Coach			\$908
Assistant Coach			\$908
Assistant Coach			\$908
SOCCER			
Boys Head Coach			\$4,719
Assistant Coach			\$2,178
Girls Head Coach			\$4,719
Assistant Coach			\$2,178
Middle School (Boys)			\$2,178
Boys MS Asst. Coach			\$1,150
Middle School (Girls)			\$2,178
Girls MS Asst. Coach			\$1,150
SOFTBALL			
H/S Head Coach			\$3,449
Assistant Coach			\$1,694
M/S Head Coach			\$1,452
M/S Assistant Coach			\$1,150
SWIM TEAM			
Head Coach			\$2,844
Asst. Coach			\$1,150

PAY SCALE FOR EXTRA DUTY 2025-2026

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Coach/Athletics pay schedule

Extra Duty Assignment	PERSON CONTRACTED TO COMPLETE THE EXTRA DUTY ASSIGNMENTS	DATE SIGNED CONTRACT RECEIVED IN CENTRAL	PAY SCALE
TENNIS			
Head Coach			\$2,844
Asst. Coach			\$1,452
TRACK			
Boy's Head Coach			\$2,844
Assistant Coach			\$1,150
Girl's Head Coach			\$2,844
Assistant Coach			\$1,150
Unified Coed Stipend			\$908
VOLLEYBALL			
HS Head Coach			\$4,719
HS Assistant Coach			\$2,178
MS Head Coach			\$1,452
MS Assistant Coach			\$1,150
Youth League Director			
Coordinator			\$1,815
Athletic Directors			
Athletic Director High School	Annual Stipend	Payroll	\$8,950
Athletic Director Middle School	Annual Stipend	Payroll	\$5,885
Assistant Athletic Directors	Annual Stipend Up to 2 People	Payroll	\$1,100

**BEREA BOARD OF EDUCATION
SUBSTITUTE SALARY SCHEDULE
2025-2026 SCHOOL YEAR**

YEARS OF TEACHING EXPERIENCE	Retired Teachers	REGULAR TEACHING CERTIFICATE	EMERGENCY TEACHING CERTIFICATE
	\$ 160.00	\$ 140.00	\$ 115.00

CERTIFIED LONG-TERM SUBSTITUTE AGREEMENT

A substitute who teaches 10 out of 12 consecutive days (two days allowed for illness) for the same teacher, their pay will be calculated according to the certified salary schedule based on his/her rank and experience. Per Board Policy 03.4

TRS RETIREES

You are limited to your daily wage threshold (DWT) in the full- and part-time programs. The DWT is the maximum daily rate of pay that may be earned for a full day of work. A full day of work is calculated by the number of hours in a workday from the required arrival time as set by the employer for full-time employees to the earliest release time, less any duty-free time for lunch or other required break. Retired employees must be paid no more than the Daily Wage Threshold rate provided to each employee by Kentucky's Teacher Retirement System.

CLASSIFIED SUBS

(Instructional Aides, Food Service, Custodian, Secretaries and Central Office)
Are paid at the Zero Years of Experience from the Classified Pay Schedule.

PAY SCALE FOR ADM & STIPENDS 2025-2026

Extra Duty Assignment	Extended Days	PAY SCALE
ADMINISTRATIVE		
High School Principal	43 extended days	\$10,450
Middle School Principal		\$9,850
Elementary Principal	43 extended days	\$9,250
Asst. Principal P-12	38 extended days	\$8,250
Director of Academics	48 extended days	\$9,250
Director of Operations / Finance / Human Resources- Rank 1 Scale	48 extended days	\$9,250
Director of Pupil Personnel and Communications	48 extended days	\$9,250
Certified Transportation Director and Maint Supervisor	53 extended days	\$9,250
Director of Exceptional Children	48 extended days	\$9,250
Preschool Coordinator	5 extended days	
FRYSC Director-Certified Based on Rank and Step	240 days worked Per MOA (Payroll based upon 6.5hr day/32.5 hours a week or 195 days)	
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PAY SCALE FOR ADM & STIPENDS 2025-2026

Extra Duty Assignment	Extended Days	PAY SCALE
Media Specialist	13 extended days	
Counselors All Schools	38 extended days	
IT Director 7507	48 extended days	
IT Technician 7504	48 extended days	
Psychologist	13 extended days	
Spec Ed Admin Secretary 7762	28 extended days	
Superintendent Admin Secretary 7761	48 extended days	
School Secretaries 7775,7776 Elem and Middle	13 extended days	
School Secretaries 7773 HS	18 extended days	
Account III 7163 Accounts Payable	48 extended days	
Payroll Clerk 7192	48 extended days	
Custodians and Supervisor 7609 & 7605	53 extended days	
Food Service Manager 7212	33 extended days	
Food Service Lunchroom 7241	Base 185 days	
7628/7447 Bldg. & Grounds Assistant	38 extended days	
WHC/Admin Secretary 7762	13 extended days	
GT Teacher	5 extended days	
TEDS Data Entry		\$1,500
Lead Custodian - 1 Day Shift / 1 Night Shift		\$2,200
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BEREA BOARD OF EDUCATION - SUPPLEMENTAL PAY SCALE 2025-2026

Daily Stipend (all certified) Extra Duty & Training	\$150 per day
In- School and After School Tutoring, ESS, Detention and Home Bound	
Home Bound -Certified Staff	\$45.00 per hour
Certified Staff	
Rank I and Doctorate	\$45.00 per hour
Rank II	\$40.00 per hour
Rank III	\$35.00 per hour
Classified Staff (after school work)	Paid at the employee's contracted hourly rate x 1.5
ESL Support	\$43.75 Hourly or \$350 Daily
Munis Support	\$350.00 Per Day
Federal Grants	
Academics	Paid by ranking system above
JAG Middle School - Degree Required - Annual Base Salary MOA	\$40,000
Enrichments	\$35.00 per hour (all ranks)
Gate Workers	
Category 1: One game events any sport (excluding HS Football)	\$25.00 per event
Category 2: 2 HS and 3 MS games	\$35.00 per event
Category 3: Homecoming	\$45.00 per event
Category 4: Tournaments (all day events)	\$10.00 per hour
Student Workers - Full Service Community Grant	\$7.25 Kentucky Minimum Wage as of July 1, 2009
Strings Teacher - Substiute Classified	\$35.00 per hour
Security and Painting Workers	\$25.00 per hour
SBDM Secretary	\$75.00 per meeting
Board Members	\$150 per meeting
As Needed Nurse for Fieldtrips	\$350 Per Day
Mid Year Rank Change - Stipend	
Rank 1 to Doctoral	\$1,760.00
Rank 2 to Rank 1	\$1,609.00
Rank 3 to Rank 2	\$3,338.00

As provided under law, teachers who attain certification from the National Board for Professional Teaching Standards shall be given an annual salary supplement of \$2,000 for the life of the certificate.

Berea Board of Education will contribute \$2,204.00 toward the NB Certified Teachers beginning July 1, 2012
\$2,000 salary supplement for national board certified school psychologist

\$2,000 annual salary supplement for for national board certified school psychologist