

BOURBON COUNTY SCHOOLS
SALARY SCHEDULE
CERTIFIED AND CLASSIFIED
PERSONNEL
2025-2026

Approved

May 15, 2025

Proposed Revision

June 19, 2025

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

ADMINISTRATIVE SALARY FORMULA:

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

Per Diem x Administrative Work Year = Annual Salary

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

CENTRAL OFFICE ADMINISTRATIVE SALARY SCHEDULE:

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

BUILDING ADMINISTRATOR SALARYS:

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

PRINCIPALS

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

ASSISTANT PRINCIPALS

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

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

Extended Days

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

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

Retirement - Certified

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

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

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

Retirement - Classified

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

Sick Leave - Certified and Classified

10 days per year for employees working 9.25 to 10 months

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

12 days per year for employees working 12 months

Contracts less than 185 days in length will be prorated accordingly

Sick leave has an unlimited accumulation

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

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

Personal Leave – Certified and Classified

Three (3) days per year

Contracts less than 185 days in length will be prorated accordingly

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

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

Vacation Days 12 month Classified Employees

1. **Vacation day calculation:**

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

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

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

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

HEALTH INSURANCE/LIFE INSURANCE

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

Health Insurance:

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

Life Insurance:

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

OTHER VOLUNTARY DEDUCTIONS

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

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

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

CERTIFIED EMPLOYEES

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

CLASSIFIED EMPLOYEES

Less than 12 month full time employees:

Bus Drivers/Bus Monitors

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

Preschool Bus Drivers/Preschool Bus Monitors

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

Lunchroom Personnel

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

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

School Paraprofessional

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

Attendance Officers, Bookkeepers, and Secretaries

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

Housekeepers

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

Family Services Coordinator

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

12 Month Employees

See 12 month calendar

Total days for salary calculation	260
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* Salary base days include opening day, closing day and professional development days.

**BOURBON COUNTY SCHOOLS
SALARY PAYMENT SCHEDULE**

2025-26

METHOD OF PAYMENT

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

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

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

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

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

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

EMPLOYMENT/RESIGNATION AFTER THE BEGINNING OF FISCAL YEAR

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

Employment during the fiscal year:

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

Resignation during the fiscal year:

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

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

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

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

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

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

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

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