

**WOODFORD COUNTY BOARD OF EDUCATION
AGENDA ITEM**

ITEM #: **DATE:** July 28, 2025

TOPIC/TITLE: Salary Schedule Modification

PRESENTER: Shane Smith

ORIGIN:

- ☐ TOPIC PRESENTED FOR INFORMATION ONLY (No board action required.)
- ☒ ACTION REQUESTED AT THIS MEETING
- ☐ ITEM IS ON THE CONSENT AGENDA FOR APPROVAL
- ☐ ACTION REQUESTED AT FUTURE MEETING: (DATE)
- ☐ BOARD REVIEW REQUIRED BY

- ☒ STATE OR FEDERAL LAW OR REGULATION
- ☒ BOARD OF EDUCATION POLICY
- ☐ OTHER:

PREVIOUS REVIEW, DISCUSSION OR ACTION:

- ☐ NO PREVIOUS BOARD REVIEW, DISCUSSION OR ACTION
- ☐ PREVIOUS REVIEW OR ACTION

- ☐ DATE:
- ☐ ACTION:

BACKGROUND INFORMATION:

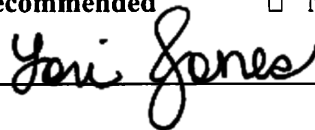
Modify the substitute salary schedule to add a line for cert teachers subbing during their planning periods to \$30 per hour and changes the extended days for all of the high school counselors to an even 22 days. There are currently 3 positions with varying days, one at 26 days, and two at 20 days.

SUMMARY OF MAJOR ELEMENTS:

IMPACT ON RESOURCES:

TIMETABLE FOR FURTHER REVIEW OR ACTION:

SUPERINTENDENT'S RECOMMENDATION: ☒ Recommended ☐ Not Recommended



CERTIFIED SALARY SCHEDULE

188 DAY CONTRACT

2025-2026

GRADE	12	11	21	31	41	51
Years of Experience*	<u>Doctorate</u> BASE	<u>Rank I</u> BASE	<u>Rank II</u> BASE	<u>Rank III</u> BASE	<u>Rank IV</u> BASE	<u>Rank V</u> BASE
0	\$54,303	\$52,303	\$47,550	\$43,077	\$34,438	\$32,143
1	\$54,661	\$52,661	\$48,025	\$43,729	\$34,438	\$32,143
2	\$55,194	\$53,194	\$48,499	\$44,322	\$34,438	\$32,143
3	\$55,849	\$53,849	\$48,857	\$44,797	\$34,438	\$32,143
4	\$58,759	\$56,759	\$52,244	\$47,933	\$34,438	\$32,143
5	\$59,057	\$57,057	\$52,957	\$48,647	\$34,438	\$32,143
6	\$59,653	\$57,653	\$53,314	\$49,122	\$34,438	\$32,143
7	\$63,159	\$61,159	\$55,276	\$50,647	\$34,438	\$32,143
8	\$63,636	\$61,636	\$55,869	\$51,123	\$34,438	\$32,143
9	\$64,111	\$62,111	\$56,345	\$51,597	\$34,438	\$32,143
10	\$67,141	\$65,141	\$58,783	\$54,077	\$34,438	\$32,143
11	\$67,438	\$65,438	\$59,316	\$54,554	\$34,438	\$32,143
12	\$67,742	\$65,742	\$59,881	\$54,909	\$34,438	\$32,143
13	\$68,033	\$66,033	\$60,831	\$55,264	\$34,438	\$32,143
14	\$68,331	\$66,331	\$61,218	\$55,741	\$34,438	\$32,143
15	\$72,583	\$70,583	\$62,111	\$56,922	\$34,438	\$32,143
16	\$72,894	\$70,894	\$62,408	\$57,219	\$34,438	\$32,143
17	\$73,207	\$71,207	\$62,705	\$57,515	\$34,438	\$32,143
18	\$73,518	\$71,518	\$63,202	\$57,813	\$34,438	\$32,143
19	\$73,830	\$71,830	\$63,703	\$58,242	\$34,438	\$32,143
20	\$74,767	\$72,767	\$64,717	\$59,084	\$34,438	\$32,143
21	\$75,080	\$73,080	\$65,271	\$59,389	\$34,438	\$32,143
22	\$75,393	\$73,393	\$65,805	\$59,465	\$34,438	\$32,143
23	\$75,703	\$73,703	\$66,334	\$59,763	\$34,438	\$32,143
24	\$76,016	\$74,016	\$66,866	\$60,061	\$34,438	\$32,143
25	\$76,950	\$74,950	\$67,775	\$60,357	\$34,438	\$32,143
26	\$77,265	\$75,265	\$68,338	\$60,655	\$34,438	\$32,143
27	\$77,574	\$75,574	\$68,868	\$60,951	\$34,438	\$32,143
28	\$77,887	\$75,887	\$69,180	\$61,248	\$34,438	\$32,143
29	\$78,199	\$76,199	\$69,493	\$61,546	\$34,438	\$32,143
30	\$79,135	\$77,135	\$70,406	\$62,438	\$34,438	\$32,143

*Based upon completed year of experience

Doctorate degree will be paid at the rate of Rank I with their earned experience level plus an additional \$2,000.

Employees shall notify human resources of any anticipated rank or qualification change by September 15th in order to qualify for an increased salary for the current year.

140 days worked in a school year equals one year of experience (KRS 157.320(10)).

Family Resource & Youth Services

2025-2026

Years of Experience	Coordinator	
	240 days / 8 hours	
	BA	MA
0	\$50,472	\$52,392
1	\$51,042	\$52,962
2	\$51,845	\$53,765
3	\$52,493	\$54,413
4	\$53,270	\$55,190
5	\$53,969	\$55,889
6	\$54,695	\$56,615
7	\$55,420	\$57,340
8	\$56,171	\$58,091
9	\$56,871	\$58,791
10	\$57,544	\$59,464
11	\$58,088	\$60,008
12	\$58,995	\$60,915
13	\$59,384	\$61,304
14	\$59,850	\$61,770
15	\$60,498	\$62,418
16	\$61,171	\$63,091
17	\$61,974	\$63,894
18	\$62,752	\$64,672
19	\$63,477	\$65,397
20	\$64,358	\$66,278
21	\$65,057	\$66,977
22	\$65,627	\$67,547
23	\$66,327	\$68,247
24	\$66,948	\$68,868
25	\$67,622	\$69,542
26	\$68,321	\$70,241
27	\$68,969	\$70,889
28	\$69,720	\$71,640
29	\$70,264	\$72,184
30-40	\$70,990	\$72,910

7775 Secretary FRC	7783 Clerical Asst. FRC
180 / 7	180 / 7
\$15.08	\$15.59
\$15.36	\$15.87
\$15.61	\$16.13
\$15.97	\$16.48
\$16.20	\$16.72
\$16.49	\$17.01
\$16.75	\$17.26
\$17.02	\$17.53
\$17.29	\$17.81
\$17.59	\$18.11
\$17.81	\$18.32
\$18.06	\$18.57
\$18.27	\$18.79
\$18.54	\$19.06
\$18.75	\$19.26
\$19.00	\$19.52
\$19.24	\$19.76
\$19.58	\$20.10
\$19.82	\$20.33
\$20.11	\$20.62
\$20.39	\$20.91
\$20.69	\$21.21
\$20.94	\$21.45
\$21.21	\$21.72
\$21.47	\$21.98
\$21.72	\$22.24
\$21.98	\$22.50
\$22.24	\$22.75
\$22.52	\$23.03
\$22.76	\$23.28
\$23.02	\$23.54

CERTIFIED ADMINISTRATIVE SALARY SUPPLEMENT 2025-2026

<u>POSITION</u>		Contract Days	Factor
Superintendent	Salary established by Contract		
Assistant Superintendent		240	0.40
Chief Academic Officer		240	0.40
Director of Special Education		240	0.27
Director of Staff and Student Services/DPP		240	0.21
Chief Information Officer/Director of Technology		240	0.23
Director of Student Achievement		240	0.25
Coordinator of Curriculum Instruction Assessment		240	0.21
Coordinator of District-Wide Programs: Community Education		240	0.17
Coordinator of Alternative Programs		240	0.17
Principals:			
	High School	240	0.31
	Middle School	240	0.25
	Elementary Schools	240	0.17
Assistant Principals:			
	High School	240	0.15
	Middle School	223	0.15
Administrative Dean			
	Secondary School	203	0.05
	Elementary Schools	198	0.05

Administrative salaries will be calculated by the following formula: (Daily Rate x Number of Contract Days) + (Administrative Supplement x (Daily Rate x Number of Contract Days)).

Daily Rate is determined as follows: from the Certified Salary Schedule, "188 Day Base" Salary, as determined by appropriate rank and experience levels, divided by 188.

MEMORANDUM OF AGREEMENTS

SALARY INFORMATION

2025-2026

<u>POSITION</u>	<u>Salary Schedule</u>	<u>Agency</u>	<u>Employee</u>	<u>Contract Days Paid</u>
Coordinator of Curriculum Instruction Assessment	Certified Supplement - Coord of Curriculum Instruction Assessment	KDE	Misty Higgins	230
State Literacy Coaching Specialist	Certified Scale - Rank I	KDE	Amy Gordon	220

CERTIFIED EXTENDED DAY SCHEDULE 2025-2026

DISTRICT ADMINISTRATION/SUPERVISION

NUMBER OF DAYS

Superintendent	52
Assistant Superintendent	52
Chief Academic Officer	52
Chief Information Officer/Director of Technology	52
Director of Student Achievement	52
Director of Special Education	52
District Wide Athletic Director	52
Coordinator of Curriculum Instruction Assessment (MOA w/KDE)	52
Coordinator of District-Wide Programs: Community Education	52
Gifted & Talented Coordinator	5
Career Readiness Coordinator	5

SCHOOL ADMINISTRATION/SUPERVISION

NUMBER OF DAYS

WCHS Principal	52
WCHS Assistant Principal	52
WCHS Assistant Principal	52
WCMS Principal	52
WCMS Assistant Principal	35
WCMS Assistant Principal	35
Huntertown Principal	52
Northside Principal	52
Simmons Principal	52
Southside Principal	52
Coordinator Alternative Programs	52
Secondary Administrative Dean	15
Elementary Administrative Dean	10

SCHOOL PSYCHOLOGISTS

NUMBER OF DAYS

District Position #1	10
District Position #2	10
District Position #3	10
District Position #4/Coordinator of Multi-Tiered System of Support	15

LIBRARIANS

NUMBER OF DAYS

WCHS	14.5
WCMS	12

Northside	8
Simmons	8
Southside	10

<u>GUIDANCE COUNSELORS/SOCIAL WORKERS</u>	<u>NUMBER OF DAYS</u>
Central Office	16
Central Office	16
WCHS	22
WCHS	22
WCHS	22
WCMS	17
WCMS	18
Huntertown	10
Northside	10
Simmons	10
Southside	10
Southside	10
Safe Harbor	20

<u>WCHS TEACHERS</u>	<u>NUMBER OF DAYS</u>
Agriculture (3)	52
Business Education	3
Family & Consumer Science	4
Family & Consumer Science	4
Social Worker-WCHS Paid	5
Technical Education	4

<u>WCMS TEACHERS</u>	<u>NUMBER OF DAYS</u>
Agriculture	12

<u>Digital Learning Coaches</u>	<u>NUMBER OF DAYS</u>
District Position #1	10
District Position #2	10

<u>Special Education</u>	<u>NUMBER OF DAYS</u>
Exceptional Child Department Chair - All Grade Levels (9)	5
Mental Health Specialist #1	15
Mental Health Specialist #1	15

TOTAL EXTENDED EMPLOYMENT DAYS	1488.5
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NOTE: Extended days are in addition to 188 day calendar for all certified personnel

WCHS EXTRA DUTY SUPPLEMENT SCHEDULE 2025-2026

<u>HS A Positions</u>	<u>Years of Experience</u>		
	<u>0-5 Years</u>	<u>6-10 Years</u>	<u>11+ Years</u>
WCHS Academic Coach	\$7,600	\$8,000	\$8,400
WCHS Athletic Director	\$7,600	\$8,000	\$8,400
WCHS Band Director	\$7,600	\$8,000	\$8,400
WCHS Basketball Coach-Boys	\$7,600	\$8,000	\$8,400
WCHS Basketball Coach-Girls	\$7,600	\$8,000	\$8,400
WCHS Football Coach	\$7,600	\$8,000	\$8,400

<u>HS B Positions</u>	<u>0-5 Years</u>	<u>6-10 Years</u>	<u>11+ Years</u>
WCHS Baseball Coach	\$5,800	\$6,200	\$6,600
WCHS Soccer Boys Coach	\$5,800	\$6,200	\$6,600
WCHS Soccer Girls Coach	\$5,800	\$6,200	\$6,600
WCHS Softball Coach	\$5,800	\$6,200	\$6,600
WCHS Volleyball Coach	\$5,800	\$6,200	\$6,600
WCHS Lacrosse Coach - Boys	\$5,800	\$6,200	\$6,600
WCHS Lacrosse Coach - Girls	\$5,800	\$6,200	\$6,600
WCHS Wrestling Coach	\$5,800	\$6,200	\$6,600

<u>HS C Positions</u>	<u>0-5 Years</u>	<u>6-10 Years</u>	<u>11+ Years</u>
Chamber Orchestra Director	\$3,400	\$3,800	\$4,200
WCHS Asst. Basketball Boys Coach (1)	\$3,400	\$3,800	\$4,200
WCHS Asst. Basketball Girls Coach (1)	\$3,400	\$3,800	\$4,200
WCHS Asst. Football (2)	\$3,400	\$3,800	\$4,200
WCHS Cheerleading Coach	\$3,400	\$3,800	\$4,200
WCHS Choral Director	\$3,400	\$3,800	\$4,200
WCHS Percussion Director	\$3,400	\$3,800	\$4,200
WCHS Track Coach-B/G	\$3,400	\$3,800	\$4,200

<u>HS D Positions</u>	<u>0-5 Years</u>	<u>6-10 Years</u>	<u>11+ Years</u>
WCHS Academy Facilitator	\$2,400	\$2,800	\$3,200
WCHS Archery Coach	\$2,400	\$2,800	\$3,200
WCHS Asst. Academic Team Coach	\$2,400	\$2,800	\$3,200
WCHS Asst. Band Director	\$2,400	\$2,800	\$3,200
WCHS Asst. Baseball Coach (2)	\$2,400	\$2,800	\$3,200
WCHS Asst. Basketball Coach-Boys (1)	\$2,400	\$2,800	\$3,200
WCHS Asst. Basketball Coach-Girls (1)	\$2,400	\$2,800	\$3,200

WCHS Asst. Football Coach (3)	\$2,400	\$2,800	\$3,200
WCHS Asst. Soccer Coach-Boys (2)	\$2,400	\$2,800	\$3,200
WCHS Asst. Soccer Coach-Girls (2)	\$2,400	\$2,800	\$3,200
WCHS Asst. Softball Coach (2)	\$2,400	\$2,800	\$3,200
WCHS Asst. Volleyball Coach (2)	\$2,400	\$2,800	\$3,200
WCHS Asst. Wrestling Coach (2)	\$2,400	\$2,800	\$3,200
WCHS Asst. Lacrosse Coach-Boys (1)	\$2,400	\$2,800	\$3,200
WCHS Asst. Lacrosse Coach-Girls (1)	\$2,400	\$2,800	\$3,200
WCHS Band Flag Corp Director	\$2,400	\$2,800	\$3,200
WCHS Cross Country Coach-B/G	\$2,400	\$2,800	\$3,200
WCHS Golf Coach-B/G	\$2,400	\$2,800	\$3,200
WCHS Swimming Coach-B/G	\$2,400	\$2,800	\$3,200
WCHS Tennis Coach-B/G	\$2,400	\$2,800	\$3,200
WCHS Video Coordinator	\$2,400	\$2,800	\$3,200
WCHS Weight Room Coach	\$2,400	\$2,800	\$3,200
WCHS Yearbook Sponsor	\$2,400	\$2,800	\$3,200

<u>HS E Positions</u>	<u>0-5 Years</u>	<u>6-10 Years</u>	<u>11+ Years</u>
WCHS Asst. Archery	\$1,600	\$1,800	\$2,000
WCHS Asst. Cheerleading Coach (2)	\$1,600	\$1,800	\$2,000
WCHS Asst. Cross Country Coach-B/G	\$1,600	\$1,800	\$2,000
WCHS Asst. Diving Coach-B/G	\$1,600	\$1,800	\$2,000
WCHS Asst. Golf Coach-B/G	\$1,600	\$1,800	\$2,000
WCHS Asst. Swimming Coach-B/G	\$1,600	\$1,800	\$2,000
WCHS Asst. Tennis Coach-B/G	\$1,600	\$1,800	\$2,000
WCHS Asst. Track Coach-B/G (2)	\$1,600	\$1,800	\$2,000
WCHS Bass Fishing Coach	\$1,600	\$1,800	\$2,000
WCHS Step Coach	\$1,600	\$1,800	\$2,000
WCHS Drama Coach	\$1,600	\$1,800	\$2,000
WCHS Mock Trial Team Coach	\$1,600	\$1,800	\$2,000
WCHS Newspaper Sponsor	\$1,600	\$1,800	\$2,000
WCHS Student Incentive Coordinator	\$1,600	\$1,800	\$2,000
WCHS Supervisor of Judges	\$1,600	\$1,800	\$2,000
WCHS Vo-Ag Sponsor	\$1,600	\$1,800	\$2,000

<u>HS F Positions</u>	<u>0-5 Years</u>	<u>6-10 Years</u>	<u>11+ Years</u>
Coordinator of Vocational Programs	\$2,400	\$2,800	\$3,200
WCHS Department Chair (6)			
*Social Studies	\$2,400	\$2,800	\$3,200
*Science	\$2,400	\$2,800	\$3,200
*English	\$2,400	\$2,800	\$3,200
*Humanities	\$2,400	\$2,800	\$3,200
*Math	\$2,400	\$2,800	\$3,200
*Special Education	\$2,400	\$2,800	\$3,200
*Physical Education - Paid from School Allocation (0.5)	\$2,400	\$2,800	\$3,200

Supplement is based upon verified completed years of certified experience, plus coaching experience that did not run concurrently with the certified experience; coaching experience credit shall be given for comparable paid coaching experience (Athletic Coaching to Athletic Coaching or Academic Coaching to Academic Coaching) in another Kentucky school district. You cannot receive more than one year of experience for any one school year. Experience must be verified on the appropriate form. Coaches/Sponsors pay will be paid on a year for year basis for WCBE coaching experience.

WCMS / ELEMENTARY EXTRA DUTY SUPPLEMENT SCHEDULE 2025-2026

Years of Experience

MS A Positions

	<u>0-5 Years</u>	<u>6-10 Years</u>	<u>11+ Years</u>
WCMS Academic Team Coach	\$2,400	\$2,800	\$3,200
WCMS Athletic Director	\$2,400	\$2,800	\$3,200
WCMS Basketball Coach-Boys	\$2,400	\$2,800	\$3,200
WCMS Basketball Coach-Girls	\$2,400	\$2,800	\$3,200
WCMS Cheerleading Coach	\$2,400	\$2,800	\$3,200
WCMS Football Coach	\$2,400	\$2,800	\$3,200
WCMS Track Coach-Boys/Girls	\$2,400	\$2,800	\$3,200

MS B Positions

	<u>0-5 Years</u>	<u>6-10 Years</u>	<u>11+ Years</u>
Elementary Academic Team Coaches (4)	\$1,400	\$1,800	\$2,200
WCMS Archery Coach	\$1,400	\$1,800	\$2,200
WCMS Baseball Coach	\$1,400	\$1,800	\$2,200
WCMS Math Team Coach	\$1,400	\$1,800	\$2,200
WCMS Soccer Boys Coach	\$1,400	\$1,800	\$2,200
WCMS Soccer Girls Coach	\$1,400	\$1,800	\$2,200
WCMS Softball Coach	\$1,400	\$1,800	\$2,200
WCMS Lacrosse Coach - Boys	\$1,400	\$1,800	\$2,200
WCMS Lacrosse Coach - Girls	\$1,400	\$1,800	\$2,200
WCMS Team Leaders (7)	\$1,400	\$1,800	\$2,200
WCMS Volleyball Coach	\$1,400	\$1,800	\$2,200
WCMS Wrestling Coach	\$1,400	\$1,800	\$2,200

MS C Positions

	<u>0-5 Years</u>	<u>6-10 Years</u>	<u>11+ Years</u>
Elementary Team Leaders (1 per school)	\$1,200	\$1,600	\$2,000
Elementary Special Ed Team Leaders (1 per school + MSD+SLP)	\$1,200	\$1,600	\$2,000
WCMS Archery Ass't Coach	\$1,200	\$1,600	\$2,000
WCMS Assistant Athletic Director-School Paid	\$1,200	\$1,600	\$2,000
WCMS Asst. Academic Team Coach	\$1,200	\$1,600	\$2,000
WCMS Asst. Basketball Coach-Boys	\$1,200	\$1,600	\$2,000
WCMS Asst. Basketball Coach-Girls	\$1,200	\$1,600	\$2,000
WCMS Asst. Cheerleading Coach	\$1,200	\$1,600	\$2,000
WCMS Asst. Football Coach (3)	\$1,200	\$1,600	\$2,000
WCMS Asst. Track Coach-Boys	\$1,200	\$1,600	\$2,000
WCMS Asst. Track Coach-Girls	\$1,200	\$1,600	\$2,000
WCMS Asst. Lacrosse Coach-Boys	\$1,200	\$1,600	\$2,000

WCMS Asst. Lacrosse Coach-Girls	\$1,200	\$1,600	\$2,000
WCMS Baseball Ass't Coach	\$1,200	\$1,600	\$2,000
WCMS Drama Coach	\$1,200	\$1,600	\$2,000
WCMS Publications Sponsor	\$1,200	\$1,600	\$2,000
WCMS Soccer Ass't Coach-Boys/Girls	\$1,200	\$1,600	\$2,000
WCMS Softball Ass't Coach	\$1,200	\$1,600	\$2,000
WCMS Volleyball Ass't Coach	\$1,200	\$1,600	\$2,000
WCMS Wrestling Ass't Coach	\$1,200	\$1,600	\$2,000

Supplement is based upon verified completed years of certified experience, plus coaching experience that did not run concurrently with the certified experience; coaching experience credit shall be given for comparable paid coaching experience (Athletic Coaching to Athletic Coaching or Academic Coaching to Academic Coaching) in another Kentucky school district. You cannot receive more than one year of experience for any one school year. Experience must be verified on the appropriate form. Coaches/Sponsors pay will be paid on a year for year basis for WCBE coaching experience.

SUBSTITUTE SALARY SCHEDULE 2025-2026

CERTIFIED TEACHER SUBSTITUTES:

Non Certified Teacher Substitute i.e. Rank IV, Rank V, and substitute certificates as well as non-certified substitutes	Certified Teacher Substitute i.e. Rank I, Rank II, and Rank III
\$120	\$145
Long term rate for assignments 11 days or longer	Long term rate for assignments 11 days or longer
20 rate per day for days 1-10 beginning on day 11 rate of pay from regular certified salary schedule	5 rate per day for days 1-10 beginning on day 11 rate of pay from regular certified salary schedule

INSTRUCTIONAL ASSISTANTS or OFFICE STAFF WORKING AS SUBSTITUTE TEACHERS:

Full Day Additional Compensation

Half Day Additional Compensation

CERTIFIED TEACHERS WORKING AS SUBSTITUTE TEACHER DURING PLANNING PERIOD:

Additional time paid must be worked in addition to that of the normal work day.

PROCEDURE FOR LONG-TERM ASSIGNMENTS:

Whenever a substitute teacher assignment exceeds ten (10) days, the substitute will be scheduled. This rate of pay will begin on the eleventh (11th) day. To be eligible for this position, the substitute must be employed in the same position, and the substitute must hold proper certification for the teaching assignment.

CLASSIFIED SUBSTITUTES:

Classified substitutes will start at zero years' experience and will not earn years' experience credit for substitutive teaching in a classified capacity. If an employee has previously worked in a classified contract position and earned years of experience on the salary schedule and is now a substitute, they will be paid based upon prior years of verifiable classified experience. Employees must provide information regarding when they were previously employed.

ARY

Retired Certified Teacher Substitutes
*Daily Wage Threshold (DWT) per day
No rate differences for long term assignments
Daily Wage Threshold per day beginning on day 1

*DWT capped at \$300 per day

DAILY RATE

\$30.00

\$15.00

HOURLY RATE

\$30.00

is paid from the regular certified salary procedure, the service must be continuous during assignment.

once on the salary schedule while Woodford County Public Schools in a returns at a later date as a classified it is the employee's responsibility to

CLASSIFIED SALARY SCHEDULE 2025-2026

*Based upon completed year of experience

Grade	01	02	03	04	05	06	07
STEP*	HOURLY RATE	IRLY RATE	LY RATE	IRLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE
0	\$18.54	\$17.03	\$15.08	\$14.07	\$14.58	\$12.02	\$17.30
1	\$18.77	\$17.30	\$15.36	\$14.38	\$14.89	\$12.10	\$17.61
2	\$19.09	\$17.61	\$15.61	\$14.68	\$15.19	\$12.16	\$17.85
3	\$19.34	\$17.85	\$15.97	\$14.96	\$15.47	\$12.49	\$18.16
4	\$19.65	\$18.16	\$16.20	\$15.23	\$15.75	\$12.75	\$18.41
5	\$19.93	\$18.41	\$16.49	\$15.49	\$16.01	\$12.98	\$18.73
6	\$20.22	\$18.73	\$16.75	\$15.74	\$16.25	\$13.12	\$19.03
7	\$20.51	\$19.03	\$17.02	\$16.05	\$16.56	\$13.51	\$19.26
8	\$20.81	\$19.26	\$17.29	\$16.25	\$16.77	\$13.77	\$19.58
9	\$21.08	\$19.58	\$17.59	\$16.54	\$17.06	\$14.01	\$19.82
10	\$21.35	\$19.82	\$17.81	\$16.79	\$17.30	\$14.24	\$20.05
11	\$21.57	\$20.05	\$18.06	\$17.03	\$17.54	\$14.49	\$20.30
12	\$21.93	\$20.30	\$18.27	\$17.26	\$17.78	\$14.73	\$20.54
13	\$22.08	\$20.54	\$18.54	\$17.51	\$18.03	\$15.00	\$20.78
14	\$22.27	\$20.78	\$18.75	\$17.74	\$18.25	\$15.20	\$20.98
15	\$22.53	\$20.98	\$19.00	\$17.97	\$18.49	\$15.45	\$21.27
16	\$22.79	\$21.27	\$19.24	\$18.25	\$18.77	\$15.71	\$21.56
17	\$23.11	\$21.56	\$19.58	\$18.55	\$19.07	\$16.04	\$21.89
18	\$23.42	\$21.89	\$19.82	\$18.78	\$19.29	\$16.25	\$22.20
19	\$23.71	\$22.20	\$20.11	\$19.09	\$19.60	\$16.56	\$22.47
20	\$24.06	\$22.47	\$20.39	\$19.33	\$19.85	\$16.86	\$22.76
21	\$24.34	\$22.76	\$20.69	\$19.64	\$20.16	\$17.16	\$23.02
22	\$24.57	\$23.02	\$20.94	\$19.87	\$20.38	\$17.45	\$23.29
23	\$24.84	\$23.29	\$21.21	\$20.12	\$20.63	\$17.69	\$23.54
24	\$25.09	\$23.54	\$21.47	\$20.39	\$20.91	\$17.95	\$23.77
25	\$25.36	\$23.77	\$21.72	\$20.65	\$21.17	\$18.22	\$24.09
26	\$25.64	\$24.09	\$21.98	\$20.91	\$21.42	\$18.47	\$24.35
27	\$25.89	\$24.35	\$22.24	\$21.20	\$21.71	\$18.74	\$24.58
28	\$26.19	\$24.58	\$22.52	\$21.45	\$21.97	\$19.00	\$24.88
29	\$26.41	\$24.88	\$22.76	\$21.71	\$22.23	\$19.23	\$25.10
30-40	\$26.70	\$25.10	\$23.02	\$21.97	\$22.48	\$19.53	\$25.32

CLASSIFIED SALARY SCHEDULE 2025-2026

*Based upon completed year of experience

08	09	10	11	12	13	14	15
HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE	IRLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE
\$18.06	\$14.38	\$15.59	\$15.10	\$19.09	\$18.36	\$18.88	\$19.21
\$18.33	\$14.68	\$15.87	\$15.41	\$19.34	\$18.65	\$19.17	\$19.45
\$18.64	\$14.96	\$16.13	\$15.71	\$19.65	\$18.94	\$19.46	\$19.78
\$18.88	\$15.23	\$16.48	\$15.99	\$19.93	\$19.20	\$19.71	\$20.04
\$19.19	\$15.46	\$16.72	\$16.26	\$20.22	\$19.49	\$20.00	\$20.36
\$19.44	\$15.74	\$17.01	\$16.52	\$20.51	\$19.77	\$20.27	\$20.65
\$19.76	\$16.05	\$17.26	\$16.77	\$20.81	\$20.06	\$20.58	\$20.95
\$20.06	\$16.25	\$17.53	\$17.08	\$21.08	\$20.37	\$20.89	\$21.25
\$20.29	\$16.54	\$17.81	\$17.28	\$21.35	\$20.60	\$21.12	\$21.56
\$20.61	\$16.79	\$18.11	\$17.57	\$21.57	\$20.92	\$21.43	\$21.85
\$20.85	\$17.03	\$18.32	\$17.82	\$21.93	\$21.16	\$21.67	\$22.12
\$21.08	\$17.26	\$18.57	\$18.06	\$22.08	\$21.39	\$21.91	\$22.34
\$21.33	\$17.51	\$18.79	\$18.29	\$22.27	\$21.63	\$22.15	\$22.72
\$21.57	\$17.74	\$19.06	\$18.54	\$22.53	\$21.89	\$22.40	\$22.88
\$21.81	\$17.97	\$19.26	\$18.77	\$22.79	\$22.10	\$22.62	\$23.07
\$22.01	\$18.25	\$19.52	\$19.00	\$23.11	\$22.33	\$22.85	\$23.34
\$22.30	\$18.55	\$19.76	\$19.28	\$23.42	\$22.60	\$23.11	\$23.62
\$22.59	\$18.78	\$20.10	\$19.58	\$23.71	\$22.91	\$23.42	\$23.95
\$22.92	\$19.09	\$20.33	\$19.81	\$24.06	\$23.22	\$23.73	\$24.27
\$23.23	\$19.33	\$20.62	\$20.12	\$24.34	\$23.54	\$24.05	\$24.57
\$23.50	\$19.64	\$20.91	\$20.36	\$24.57	\$23.81	\$24.33	\$24.93
\$23.79	\$19.87	\$21.21	\$20.67	\$24.84	\$24.10	\$24.62	\$25.21
\$24.05	\$20.12	\$21.45	\$20.90	\$25.09	\$24.36	\$24.87	\$25.45
\$24.32	\$20.39	\$21.72	\$21.15	\$25.36	\$24.63	\$25.14	\$25.74
\$24.57	\$20.65	\$21.98	\$21.42	\$25.64	\$24.87	\$25.39	\$26.00
\$24.80	\$20.91	\$22.24	\$21.68	\$25.89	\$25.12	\$25.64	\$26.28
\$25.12	\$21.20	\$22.50	\$21.94	\$26.19	\$25.43	\$25.95	\$26.56
\$25.38	\$21.45	\$22.75	\$22.23	\$26.41	\$25.69	\$26.20	\$26.83
\$25.61	\$21.71	\$23.03	\$22.48	\$26.70	\$25.90	\$26.42	\$27.13
\$25.91	\$21.97	\$23.28	\$22.74	\$26.99	\$26.22	\$26.74	\$27.36
\$26.13	\$22.23	\$23.54	\$23.00	\$27.27	\$26.43	\$26.94	\$27.66

CLASSIFIED SALARY SCHEDULE 2025-2026

*Based upon completed year of experience

16	17	18	19	20	21	22	23
HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE
\$19.47	\$21.94	\$21.67	\$22.25	\$24.29	\$21.82	\$32.19	\$25.96
\$19.70	\$22.21	\$22.00	\$22.52	\$24.58	\$22.09	\$32.59	\$26.27
\$20.04	\$22.59	\$22.37	\$22.90	\$25.00	\$22.46	\$33.14	\$26.72
\$20.31	\$22.89	\$22.66	\$23.21	\$25.34	\$22.77	\$33.59	\$27.08
\$20.63	\$23.26	\$23.03	\$23.58	\$25.74	\$23.13	\$34.12	\$27.51
\$20.93	\$23.59	\$23.33	\$23.92	\$26.11	\$23.46	\$34.61	\$27.90
\$21.23	\$23.93	\$23.71	\$24.26	\$26.49	\$23.80	\$35.11	\$28.31
\$21.55	\$24.27	\$24.07	\$24.61	\$26.86	\$24.14	\$35.61	\$28.71
\$21.85	\$24.62	\$24.35	\$24.97	\$27.26	\$24.49	\$36.13	\$29.13
\$22.13	\$24.95	\$24.73	\$25.30	\$27.62	\$24.82	\$36.61	\$29.52
\$22.42	\$25.27	\$25.02	\$25.62	\$27.97	\$25.13	\$37.08	\$29.89
\$22.65	\$25.52	\$25.30	\$25.88	\$28.25	\$25.39	\$37.45	\$30.20
\$23.02	\$25.95	\$25.60	\$26.31	\$28.73	\$25.81	\$38.08	\$30.70
\$23.19	\$26.13	\$25.88	\$26.50	\$28.93	\$25.99	\$38.35	\$30.92
\$23.38	\$26.35	\$26.17	\$26.72	\$29.17	\$26.21	\$38.67	\$31.18
\$23.65	\$26.66	\$26.41	\$27.03	\$29.51	\$26.51	\$39.11	\$31.54
\$23.94	\$26.97	\$26.76	\$27.35	\$29.86	\$26.83	\$39.58	\$31.91
\$24.27	\$27.35	\$27.11	\$27.74	\$30.28	\$27.20	\$40.13	\$32.36
\$24.60	\$27.72	\$27.50	\$28.11	\$30.68	\$27.57	\$40.67	\$32.79
\$24.90	\$28.06	\$27.88	\$28.45	\$31.06	\$27.91	\$41.17	\$33.19
\$25.27	\$28.47	\$28.20	\$28.87	\$31.52	\$28.32	\$41.78	\$33.69
\$25.55	\$28.80	\$28.55	\$29.21	\$31.88	\$28.65	\$42.26	\$34.07
\$25.76	\$29.07	\$28.86	\$29.48	\$32.18	\$28.91	\$42.66	\$34.39
\$26.09	\$29.40	\$29.18	\$29.81	\$32.55	\$29.24	\$43.14	\$34.78
\$26.35	\$29.69	\$29.48	\$30.11	\$32.87	\$29.53	\$43.57	\$35.13
\$26.63	\$30.01	\$29.76	\$30.43	\$33.22	\$29.85	\$44.03	\$35.50
\$26.91	\$30.34	\$30.14	\$30.76	\$33.58	\$30.17	\$44.52	\$35.89
\$27.19	\$30.64	\$30.46	\$31.07	\$33.92	\$30.48	\$44.96	\$36.25
\$27.50	\$31.00	\$30.73	\$31.43	\$34.31	\$30.83	\$45.48	\$36.67
\$27.73	\$31.25	\$31.09	\$31.69	\$34.60	\$31.08	\$45.86	\$36.97
\$28.04	\$31.59	\$31.36	\$32.04	\$34.97	\$31.42	\$46.36	\$37.38

CLASSIFIED SALARY SCHEDULE 2024-2025

*Based upon completed year of experience

24	25	26	27	28	29
HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE
\$29.10	\$24.10	\$29.66	\$22.25	\$28.82	\$22.82
\$29.45	\$24.40	\$30.03	\$22.52	\$29.18	\$23.10
\$29.96	\$24.81	\$30.54	\$22.90	\$29.67	\$23.49
\$30.36	\$25.15	\$30.95	\$23.21	\$30.06	\$23.81
\$30.85	\$25.55	\$31.44	\$23.58	\$30.54	\$24.19
\$31.28	\$25.91	\$31.89	\$23.92	\$30.98	\$24.53
\$31.73	\$26.28	\$32.35	\$24.26	\$31.43	\$24.89
\$32.19	\$26.66	\$32.81	\$24.61	\$31.88	\$25.24
\$32.66	\$27.05	\$33.29	\$24.97	\$32.35	\$25.61
\$33.09	\$27.41	\$33.73	\$25.30	\$32.77	\$25.95
\$33.51	\$27.76	\$34.16	\$25.62	\$33.19	\$26.28
\$33.85	\$28.04	\$34.51	\$25.88	\$33.53	\$26.55
\$34.42	\$28.51	\$35.09	\$26.31	\$34.09	\$26.99
\$34.66	\$28.71	\$35.33	\$26.50	\$34.32	\$27.18
\$34.95	\$28.95	\$35.63	\$26.72	\$34.62	\$27.41
\$35.36	\$29.28	\$36.04	\$27.03	\$35.02	\$27.73
\$35.78	\$29.63	\$36.47	\$27.35	\$35.42	\$28.06
\$36.28	\$30.05	\$36.98	\$27.74	\$35.92	\$28.45
\$36.76	\$30.45	\$37.48	\$28.11	\$36.40	\$28.83
\$37.21	\$30.82	\$37.94	\$28.45	\$36.85	\$29.19
\$37.76	\$31.28	\$38.50	\$28.87	\$37.40	\$29.62
\$38.20	\$31.64	\$38.94	\$29.21	\$37.83	\$29.96
\$38.56	\$31.94	\$39.30	\$29.48	\$38.19	\$30.24
\$38.99	\$32.30	\$39.75	\$29.81	\$38.61	\$30.58
\$39.38	\$32.62	\$40.15	\$30.11	\$39.00	\$30.89
\$39.80	\$32.97	\$40.57	\$30.43	\$39.42	\$31.22
\$40.24	\$33.33	\$41.02	\$30.76	\$39.85	\$31.56
\$40.64	\$33.66	\$41.43	\$31.07	\$40.24	\$31.88
\$41.11	\$34.05	\$41.91	\$31.43	\$40.71	\$32.24
\$41.45	\$34.33	\$42.25	\$31.69	\$41.05	\$32.51
\$41.90	\$34.71	\$42.72	\$32.04	\$41.50	\$32.86

CLASSIFIED SALARY GRADE 2025-2026

GRADE	JOB CLASS / TITLE	CONTRACT DAYS
01	7192 Payroll Clerk	260 / 8
	7221 Food Service Asst. Coordinator	220 / 8
	7263 School Nurse LPN	182 / 7
	7443 Maintenance Tech III	260 / 8
	7474 Coordinator III	240 / 6
	7525 Computer Tech District	260 / 8
	7602 Head Custodian High School	260 / 8
	7903 Transportation Logistics Coordinator	260 / 8
	7933 Transportation Training Coordinator	260 / 8
02	7165 Account Clerk I / School Bookkeepers	180-260 / 3.5-8
	7212 Food Service Manager - Elementary	182 / 7
	7335 Migrant Program Asst. II	210 / 4
	7447 Maintenance Worker, Skilled II	260 / 8
	7607 Custodian - CO/ Safe Harbor/ Transportation	260 / 8
	7786 Project Clerk	260 / 8
03	7224 Food Service Program Assistant	195 / 7
	7320 Instructional Assistant	180 / 3.5-7
	7334 Program Assist. I / Preschool Expanded Program	186 / 8
	7527 Computer Training Specialist	215 / 7
	7609 Custodian	260 / 8
	7772 School Secretary - Safe Harbor	180/7
	7773 School Secretary - High School	184-205 / 3.5-7
	7774 School Secretary - Middle School	184-205 / 3.5-7
	7775 School Secretary - Elementary / FRC	184-205 / 3.5-7
	7863 Attendance Data Technician	195 / 8
	7904 Transporatation Data Assistant	260 / 8
	7685 Sub Caller / Sub Center Assistant	260 / 4
04	7213 Lunchroom Monitor	180 / 2.5
	7241 Cook / Baker	180 / 6
	7362 Library Media Clerk	191 / 7
	7942 Bus Monitor	180 / 4
05	7945 Bus Monitor - Exceptional Child	180 / 4
06	7784 Office Clerk	180/7
07	7605 Head Custodial Elementary & Middle	260 / 8
	7211 Food Service Manager - Middle / High	182 / 8

08	7164 Account Clerk II	260 / 3.5-8
	7475 ETC Site Coordinator II	185 / 7.5
	7665 Employee Benefits Specialist	260 / 8
	7776 Central Office Staff Support Secretary	260 / 8
09	7234 Food Service Assistant Manager	180 / 6-7
10	7273 Health Services Assistant	182 / 7
	7318 Instructional Assistant - Exceptional Child	180 / 3-8
	7783 Clerical Assistant - FRC	180 / 7
	7872 Job Coach	180 / 7
11	7317 ETC Instructional Monitor	180 / 4.5
12	7767 ETC Community Liaison / Adm. Asst.	240 / 7
13	7941 Bus Driver	184 / 4
14	7943 Bus Driver Exceptional Child	184 / 4
15	7915 Vehicle Mechanic II	260 / 8
16	7221 Asst. Food Service Coordinator	220 / 8
	7916 Vehicle Mechanic III	260 / 8
17	7186 Assistant Finance Manager	260 / 8
	7761 Secretary to the Superintendent	260 / 8
18	7512 System Analyst	260 / 8
	7862 Attendance Spealist	260 / 8
19	7476 Community Ed Program Manager	260 / 8
20	7492 FRYSC Coordinator II	240 / 8
21	7162 Accounting Supervisor	260 / 8
	7191 Payroll Supervisor	260 / 8
22	7912 Vehicle Maintenance Supervisor	260 / 8
23	7262 Registered Nurse	185 / 7
24	7424 HVAC Technician	260 / 8
25	7413 Electrician	260 / 8
	7445 Certified Plumber	260 / 8
27	7824 Law Enforcement Officer	185-195 / 8
28	7537 District Network Administrator	260 / 8
29	7336 Educ Interpreter II / ESL Instr.	200 / 7

CLASSIFIED WITH RESPONSE 2025

FLSA Non-Exempt Employees

POSITION

Occupational Therapist

Physical Therapist

21st Century Learning Grant Program Coordinator

Speech Pathologist with Masters plus 30 hours in SLP Program

FLSA Exempt Employees

POSITION

Chief Operating Officer

Director of Transportation

Director of Maintenance

Director of Food Service

Health Coordinator

Migrant Recruiter

Public Information/Communications Officer

PERSONNEL VISIBILITY INDEX 5-2026

<u>CLASSIFIED SALARY SCHEDULE</u>	<u>INDEX</u>
Same as Grade 01 plus index	1.854000
Same as Grade 01 plus index	1.854000
Same as Rank II Certified	
Same as Rank I Certified	

<u>CLASSIFIED SALARY SCHEDULE</u>	<u>INDEX</u>
Same as Grade 01 plus index	1.630710
Same as Grade 01 plus index	1.059805
Same as Grade 01 plus Index	0.736427
Same as Grade 01 plus index	0.639000
Same as Grade 01 plus index	0.600000
Same as Rank IV Certified with 215 Days	
Same as Rank II Certified plus Yrs Exp with 220 days	

ADDITIONAL SERVICES 2025-2026

CLASSIFIED

Position

Athletic Extra Duties: Gate Keeper/Secretary/Ticket Takers/Other

Bus Driver - Athletic/Field Trip

Bus Driver - CBI/KSD-KSB/Vocational/Preschool/Training

Bus Monitor - Athletic/Field Trip

Bus Monitor - CBI/KSD-KSB/Vocational/Preschool/ESY/Training

Chief of Police Extra Duty

Assistant Chief of Police Extra Duty

Classified Tutor

ETC Training

Food Service Trainings

Nurses Training

Office or Instructional staff PD training

PEP Training

Special Ed Extended Days - ESY

Summer School Classified Staff (Instructional Assistants/Cooks/Bus Drivers/Monitors and Subs for these positions)

Technical/Electrical/Mechanical Highly Skilled Labor, part-time

Student Worker

Technology Extra Duty

Energy Manager

District School Safety Coordinator

Work Based Learning Coach

School Technology Coordinator - (6) One per School (Certified or Classified)

LAVEC Grant Coordinator (1)

Cumberland Family Medical Telehealth Stipend (6 nurses)

CERTIFIED

Position

Early Childhood Council Grant Coordinator

Elementary Content Leaders (12)

Gifted & Talented Stipend - (6) One per School

National Board Teaching Certification (NBTC)

NBCT Mentor-District Coordinator

NBCT Mentor (6)

New Teacher Mentor (aka KTIP Mentor)

Night School Coordinator/Virtual School

SCM Trainers (Safe Crisis Management) (2)

AL

;

;

Hourly Rate

\$12.00

Contracted Hourly Rate

Contracted Hourly Rate

Contracted Hourly Rate

Contracted Hourly Rate

\$2,200.00

\$1,100.00

Contracted Hourly Rate

Contracted Hourly Rate

Contracted Hourly Rate

Contracted Hourly Rate

\$12.00

Contracted Hourly Rate

Contracted Hourly Rate

Contracted Hourly Rate

\$20.00

\$10.00

Contracted Hourly Rate

\$2,800.00

\$2,800.00

\$2,200.00

\$1,000.00

\$1,000.00

\$3,050

Annual Pay

\$1,500.00

\$600.00

\$1,200.00

\$2,000.00

\$1,500.00

\$1,000.00

\$1,500.00

\$10,500.00

\$2,000.00

\$4200 reimbursed from Cumberland Family Medical - deduct FICA, SS, & CERS

Speech/Language Pathologists with Certificate of Clinical Competence

School Psychologist (3.5)

Exceptional Child Consultant for ARC Chair

STLP Coordinator - (6) One per School

STLP Coordinator - District Coordinator

Carl Perkins Grant Coordinator

TEDS Coordinator - WCHS Perkins Grant Paid

Robotics Stipend - (6) One per School

WCHS eSports (6)

WCHS Junior Class Sponsor

WCHS Senior Class Sponsor

WCMS Dance Team Coach

School Paid Cross Country Coach (Elementary)

School Paid Drama Coordinator (Elementary)

School Paid Club Sponsor

CERTIFIED

Position

Tutor/P.D. Stipend*

Summer School Teacher including Subs

Home/Hospital

Special Ed Extended Days - ESY Required Services

***RETIRED TEACHERS RETURNING AS TUTORS**

Retired teachers are limited by their Daily Wage Threshold (DWT) set by the Kentucky Re

Example: \$168 DWT / 7.50 hours = \$22.40 per hour

COOPERATING/SUPERVISING TEACHER PAYMENTS

Funds and amounts due to staff vary by year and are provided to WCPS by univer

****District Wide Cert Additional Positions**

District ELL Department Chair

****Supplement is based upon verified completed years of certified experience concurrently with the certified experience; coaching experience crec experience (Athletic Coaching to Athletic Coaching or Academic C Kentucky school district. You cannot receive more than one year of must be verified on the appropriate form. Coaches/Sponsors pay v coaching experience.**

	\$2,000.00
	\$7,000.00
	\$3,000.00
	\$600.00
	\$1,000.00
	\$3,000.00
	\$1,500.00
	\$1,500.00
	\$1,000.00
	\$600.00
	\$600.00
	\$500.00
	\$350.00
	\$500.00
	\$300.00

Hourly Rate

	\$35.00
	\$35.00
	Contracted Hourly Rate
	Higher of: Contracted Hourly Rate or \$35.00

irement System not to exceed maximum sub rate.

Variable Rate

sities and/or KDE.

Years of Experience

<u>0-5 Years</u>	<u>6-10 Years</u>	<u>11+ Years</u>
6.00%	7.00%	8.00%
\$2,400	\$2,800	\$3,200

rience, plus coaching experience that did not run
lit shall be given for comparable paid coaching
(Coaching to Academic Coaching) in another
experience for any one school year. Experience
will be paid on a year for year basis for WCBE

[illegible]

CERTIFIED SALARY SCHEDULE WITH DAILY & HOURLY RATE 2025-2026

(Based upon completed year of experience)

YRS EXP	RANK I			RANK II			RANK III	
	188 DAY BASE	DAILY RATE	HOURLY RATE	188 DAY BASE	DAILY RATE	HOURLY RATE	188 DAY BASE	DAILY RATE
0	\$52,303	278.21	37.09	\$47,550	252.93	33.72	\$43,077	229.13
1	\$52,661	280.11	37.35	\$48,025	255.45	34.06	\$43,729	232.60
2	\$53,194	282.95	37.73	\$48,499	257.97	34.40	\$44,322	235.75
3	\$53,849	286.43	38.19	\$48,857	259.88	34.65	\$44,797	238.28
4	\$56,759	301.91	40.25	\$52,244	277.89	37.05	\$47,933	254.96
5	\$57,057	303.49	40.47	\$52,957	281.69	37.56	\$48,647	258.76
6	\$57,653	306.67	40.89	\$53,314	283.58	37.81	\$49,122	261.29
7	\$61,159	325.32	43.38	\$55,276	294.02	39.20	\$50,647	269.40
8	\$61,636	327.85	43.71	\$55,869	297.18	39.62	\$51,123	271.93
9	\$62,111	330.38	44.05	\$56,345	299.71	39.96	\$51,597	274.45
10	\$65,141	346.50	46.20	\$58,783	312.68	41.69	\$54,077	287.64
11	\$65,438	348.07	46.41	\$59,316	315.51	42.07	\$54,554	290.18
12	\$65,742	349.69	46.63	\$59,881	318.52	42.47	\$54,909	292.07
13	\$66,033	351.24	46.83	\$60,831	323.57	43.14	\$55,264	293.96
14	\$66,331	352.82	47.04	\$61,218	325.63	43.42	\$55,741	296.49
15	\$70,583	375.44	50.06	\$62,111	330.38	44.05	\$56,922	302.78
16	\$70,894	377.10	50.28	\$62,408	331.96	44.26	\$57,219	304.35
17	\$71,207	378.76	50.50	\$62,705	333.54	44.47	\$57,515	305.93
18	\$71,518	380.42	50.72	\$63,202	336.18	44.82	\$57,813	307.52
19	\$71,830	382.08	50.94	\$63,703	338.85	45.18	\$58,242	309.80
20	\$72,767	387.06	51.61	\$64,717	344.24	45.90	\$59,084	314.28
21	\$73,080	388.72	51.83	\$65,271	347.19	46.29	\$59,389	315.90
22	\$73,393	390.39	52.05	\$65,805	350.02	46.67	\$59,465	316.30
23	\$73,703	392.04	52.27	\$66,334	352.84	47.05	\$59,763	317.89
24	\$74,016	393.70	52.49	\$66,866	355.67	47.42	\$60,061	319.48
25	\$74,950	398.67	53.16	\$67,775	360.51	48.07	\$60,357	321.05
26	\$75,265	400.35	53.38	\$68,338	363.50	48.47	\$60,655	322.63
27	\$75,574	401.99	53.60	\$68,868	366.32	48.84	\$60,951	324.21
28	\$75,887	403.66	53.82	\$69,180	367.98	49.06	\$61,248	325.79
29	\$76,199	405.32	54.04	\$69,493	369.64	49.29	\$61,546	327.37
30	\$77,135	410.29	54.71	\$70,406	374.50	49.93	\$62,438	332.11

Employees who hold a Doctorate degree will be paid at the rate of Rank I with their earned experience plus an additional \$2,000.00.



HOURLY

RATE

30.55
31.01
31.43
31.77
34.00
34.50
34.84
35.92
36.26
36.59
38.35
38.69
38.94
39.19
39.53
40.37
40.58
40.79
41.00
41.31
41.90
42.12
42.17
42.38
42.60
42.81
43.02
43.23
43.44
43.65
44.28

level plus

CLASSIFIED STAFF FINAL DEGREE & CERTIFICATION SUPPLEMENT ADDITIVE SCHEDULE 2025-2026

Documentation for all areas listed below must be received by September 15, 2025, and the retroactive pay increase effective July 1, 2025, for hours worked. The certification must be submitted to the Central Office before September 15, 2025, with the appropriate Certification/Degree Verification Form. No retroactive pay will be paid for prior years. After September 15, 2025, supplemental pay additives will be noted for the classified staff member's next school year's contract as determined by the approved salary schedule. Retroactive pay will not be paid for any certifications or degrees submitted after September 15, 2025, but certifications and degrees will be applied to the next school year's contract pending FY26 approved salary schedule.

Certification must be maintained to remain eligible for certification credit. If the certification expires, is no longer applicable to the position, or becomes outdated, the certification credit will be removed. Verification of certification renewal must be submitted to the Central Office prior to certificate expiration. Any changes to this salary schedule will take effect on July 1 of the school year pertaining to this salary schedule and are not retroactive to prior years. The Superintendent has the discretion to determine the level of experience and additional certifications as needed.

In order to receive the supplemental additives for Tiers 2, 3, & 4, the classified staff member must be in the position listed on the schedule attached to this salary schedule. If classified staff members hold certifications but are not in the mentioned department, the member will not be granted an additive for the certification. If a classified staff member transfers into a different position, the certification must be listed in the new position's department to remain valid for pay. Classified Staff members may receive 1 (Degree) additive and Tiers 2-4 (Certifications) additives combined.

Non-contract employees are not eligible for certification supplement additives.

For Tier 1 (Degree)- The maximum additive is \$4 per hour. Additive is paid at the highest degree earned, it is not cumulative.

Tier 1 Additives

Associate Degree
Bachelor Degree
Master Degree
Doctorate

For Tiers 2, 3, & 4 (Certifications)- The maximum additive combined is \$2 per hour. Any current certifications over \$2 per hour will not be added.

Tier 2 Additives

Technology- Certified Wireless Technician, Administrator, Professional, or Expert (CWNTP)
Technology- Certified Associate in Project Management Certification (CAPM)
Secretary/Clerks/Bookkeepers- Certified Associate in Project Management Certification (CAPM)
Finance - Certified School Financial Manager/Officer
Finance - Certified Payroll Professional (CPP)
Finance/HR - SMHR Certified Professional
Finance/HR - SMHR Senior Certified Professional



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a combined

\$1 per hour
\$2 per hour
\$3 per hour
\$4 per hour

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\$1 per hour
\$1 per hour
\$1 per hour
\$1 per hour
\$1 per hour
\$1 per hour
\$1 per hour

Secretary/Clerks/Bookkeepers- Advanced Level III or Higher Professional Standards Program (PSP)
ETC- Child Development Associate
ETC- Early Childhood Education Director's Credential
Instructional Assistant - Teaching Certificate
SRO - Department of Criminal Justice Training Career Development Program (DOCJT)
Transportation- ASE Certification ASE S1 -S6 Total Certifications 6
Transportation- AC Certification Must complete ASE S7

Tier 3 Additives

Transportation- Driver Trainer Certificate
Transportation- Mechanic State Inspector
Technology- Any CompTIA Certifications excluding IT Fundamentals
Technology- Fortinet Network Certified Professional Certification (up to 3 different certifications)
Technology- Fortinet Network Certified Engineer
Technology- Infinite Campus Certified System Administrator
Technology- Professional Google Workspace Administrator
Finance - Fundamental Payroll Professional Certification
Instructional Assistant- Bluegrass Career and Technical College Para Educator Certification Program
Instructional Assistant- ParaPro Assessment (ETS)
Instructional Assistant- PBS Media Literacy Educator Certification
Instructional Assistant - Certified Autism Spectrum Disorder Clinical Specialist Intensive Training (ASDCS)
Instructional Assistant - ASL/Communication Training (Max 1 Certificate Type)
Nursing - National Board Certification in School Nursing
Nursing - CBDCE Diabetic Care Certification
Nursing - School Health for Children & Adolescents Specialization

Tier 4 Additives

Food Service- SNA Level 1
Food Service- SNA Level 2
Food Service- SNA Level 3
Food Service- SNA Level 4
All Classified Staff- Microsoft Office Specialist, any program, each program certification is considered a \$.25 additive
All Classified Staff- Microsoft Certified Application Specialist
All Classified Staff- WCPS Proctored Technology Training Courses (Not Safe Schools or Para Exams)
Technology- Fortinet Certified Associate (Must Complete All 3 Levels)
Technology - Fortinet Certified Fundamentals
Technology - Fortinet Certified Professional (Any Product)
Technology- Certification in Cybersecurity (ISC)
Finance/HR - Frontline Absence Management Certification Course
Instructional Assistant - Autism Certification through KATC or IRIS Center (Max 1 Certificate Type)
Instructional Assistant - Master Teacher Para Educator Certification - for every 15 hrs reflected on transcript
Maintenance/Custodial - Forklift and/or Aerial Lift Certifications
Maintenance/Custodian - (NCCER) /OSHA Certifications
Maintenance/Custodian - KSPMA General Maintenance Certification
Maintenance/Custodian - Backflow Certification

Maintenance/Custodian - Certified Manager of Maintenance
Maintenance/Custodian - Facilities Management Administrator
Maintenance/Custodian - Concrete Certification
Maintenance/Custodian - Herbicide Spray Certification

\$0.25 per hour

\$0.25 per hour

\$0.25 per hour

\$0.25 per hour