



SALARY SCHEDULE

2025 - 2026

The Mercer County Board of Education is an equal opportunity employer. No person will be discriminated against on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, veteran or disability status.

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2025 - 2026 SCHOOL CALENDAR

Mercer County 07/01/2025 through 06/30/2026	Mercer County 2025-2026 Calendar Year For Board approval May 2024	PD days on August 4-7 Last day May 19 *No Early Release included
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- PD Days (4)
- Break
- Planning (2)
- Makeup Days
- Holidays
- Staff opening/closing (2)

Aug 4-7 — Professional Day
 Aug 11 — Opening Day
 Aug 12 — Planning
 Sep 1 — Holiday
 Oct 6-10 — Break
 Nov 26-28 — Break/Holiday
 Dec 23 — Break/Holiday
 Jan 2 — Planning
 Jan 5 — MLK day/break
 Jan 19 — Makeup Day
 Feb 18 — Break
 Mar 30 — Last Day of Class/Early Release
 May 19 — *Additional makeup days added to the end of the school calendar
 *Closing day for staff follows the last staff makeup day.

July						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		
August						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						
September						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				
October						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
November						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						
December						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

January						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
February						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
March						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				
April						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		
May						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						
June						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

CONTRACT LENGTH

EMPLOYEE HOLIDAYS

180-187 days

Labor Day, Thanksgiving Day, Christmas Day, New Year's Day

188-215 days

Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, Martin Luther King Day, Memorial Day

216-240 days

Labor Day, Thanksgiving Day, Christmas Day, New Year's Day, Martin Luther King Day, Memorial Day, July 4th and Presidential Election Day

2025 - 2026 PAYROLL DATES

TIME WORKED	PAY DATE
JULY 1 - JULY 5	JULY 15
JULY 6 - JULY 19	JULY 30
JULY 20 - AUGUST 2	AUGUST 15
AUGUST 3 - AUGUST 16	AUGUST 29
AUGUST 17 - AUGUST 30	SEPTEMBER 15
AUGUST 31 - SEPTEMBER 13	SEPTEMBER 30
SEPTEMBER 14 - SEPTEMBER 27	OCTOBER 15
SEPTEMBER 28 - OCTOBER 18	OCTOBER 30
OCTOBER 19 - NOVEMBER 1	NOVEMBER 14
NOVEMBER 2 - NOVEMBER 15	NOVEMBER 28
NOVEMBER 16 - NOVEMBER 29	DECEMBER 15
NOVEMBER 30 - DECEMBER 13	DECEMBER 30
DECEMBER 14 - JANUARY 3	JANUARY 15
JANUARY 4 - JANUARY 17	JANUARY 30
JANUARY 18 - JANUARY 31	FEBRUARY 13
FEBRUARY 1 - FEBRUARY 14	FEBRUARY 27
FEBRUARY 15 - FEBRUARY 28	MARCH 13
MARCH 1 - MARCH 14	MARCH 30
MARCH 15 - APRIL 4	APRIL 15
APRIL 5 - APRIL 18	APRIL 30
APRIL 19 - MAY 2	MAY 15
MAY 3 - MAY 16	MAY 29
MAY 17 - MAY 30	JUNE 15
MAY 31 - JUNE 20	JUNE 30
JUNE 21 - JUNE 30	JULY 15*

All absences and time & attendance records should be updated in Red Rover by Tuesday of the following week the work was performed.

The pay date on this schedule will be used to pay substitute employee time worked and additional time worked.

All payroll is distributed via direct deposit according to a schedule approved annually by the Board. Paystubs will be provided electronically.

Permanent employees will be paid on the 15th and 30th of the month following these rules:

- 195 day contracts or less receive paychecks starting August 15th - June 30th, with 2 additional paychecks in June.
- 196-205 day contracts receive paychecks starting July 30th - June 30th, with 1 additional paycheck in June.
- 206 day contracts and higher receive paychecks starting July 15th - June 30th.

If the 15th or 30th falls on a holiday or weekend, pay will be direct deposited the business day prior.

*The district will try to pay all time worked in the 2025-26 school year by June 30th, any time that has not paid by June 30th will be paid on July 15th. It is imperative for all work time in June to be accounted for as soon as possible.

CALCULATING PAY

Employees who are paid an hourly rate and are also contracted for a specific number of days and a specific number of hours per day, will have their salary divided evenly over 24 paychecks even though the number of days worked during a pay period may differ.

HOURLY RATE X HOURS PER DAY X DAYS PER YEAR / 24

Hourly Rate	\$15.00
Hours Per Day	7.5
Days Per Year	180
Total Gross Annual Salary	\$20,250
Gross Salary Per Paycheck	\$843.75

- If the total number of hours worked in a week is more than the contracted hours, additional salary owed will be paid according to the payroll schedule.
- Employees who fail to work their total number of contracted hours in a week will be docked according to the payroll schedule or sooner due to overpayment.

The salaried pay scale is based on 185 days. Employees who work a different number of days per year or partial days will be paid on a prorated basis. To calculate the base pay (if the employee works an alternate number of days or fte), use the following formula.

ANNUAL RATE / 185 X CONTRACTED DAYS / 24

Annual Rate	\$39,500
Contracted Days	200
Total Gross Annual Salary	\$42,702.70
Gross Salary Per Paycheck	\$1,779.28

This formula should be used if the employee works more or less than 185 days per year.

(ANNUAL RATE / 185 x FTE) X CONTRACTED DAYS / 24

Annual Rate	\$39,500
Contracted Days	185
Contracted Fte	.50
Total Gross Annual Salary	\$19,750
Gross Salary Per Paycheck	\$822.92

This formula should be used if the employee works less than 1.0 fte.

CERTIFIED PAY SCHEDULE

185 DAY CONTRACT

Step	Doctorate	Rank 1	Rank 2	Rank 3	Rank 4	Rank 5
0	\$60,000	\$58,000	\$54,000	\$50,000	\$44,084	\$39,676
1	\$60,150	\$58,150	\$54,150	\$50,150	\$44,249	\$39,841
2	\$60,300	\$58,300	\$54,300	\$50,300	\$44,415	\$40,006
3	\$60,450	\$58,450	\$54,450	\$50,450	\$44,580	\$40,172
4	\$64,795	\$62,795	\$57,132	\$52,118	\$47,335	\$42,927
5	\$64,954	\$62,954	\$57,318	\$52,273	\$47,501	\$43,092
6	\$65,233	\$63,233	\$57,518	\$52,427	\$47,666	\$43,257
7	\$65,393	\$63,393	\$57,716	\$52,582	\$47,831	\$43,423
8	\$65,578	\$63,578	\$57,930	\$52,719	\$47,996	\$43,588
9	\$65,766	\$63,766	\$58,116	\$54,034	\$48,162	\$43,753
10	\$71,946	\$69,946	\$64,335	\$58,860	\$52,570	\$48,162
11	\$72,290	\$70,290	\$64,495	\$59,059	\$52,735	\$48,327
12	\$72,430	\$70,430	\$64,721	\$59,246	\$52,901	\$48,492
13	\$72,571	\$70,571	\$64,881	\$59,431	\$53,066	\$48,658
14	\$72,756	\$70,756	\$65,121	\$59,645	\$53,231	\$48,823
15	\$74,073	\$72,073	\$66,583	\$60,323	\$53,893	\$49,484
16	\$74,299	\$72,299	\$66,783	\$60,974	\$54,058	\$49,650
17	\$74,498	\$72,498	\$66,981	\$61,359	\$54,223	\$49,815
18	\$74,684	\$72,684	\$67,168	\$61,585	\$54,389	\$49,980
19	\$74,883	\$72,883	\$67,367	\$61,757	\$54,554	\$50,146
20	\$76,040	\$74,040	\$68,630	\$62,835	\$55,546	\$51,137
21	\$76,226	\$74,226	\$68,843	\$63,021	\$55,711	\$51,303
22	\$76,438	\$74,438	\$69,028	\$63,233	\$55,876	\$51,468
23	\$76,652	\$74,652	\$69,228	\$63,432	\$56,042	\$51,633
24	\$76,838	\$74,838	\$69,428	\$63,633	\$56,207	\$51,799
25	\$77,038	\$75,038	\$69,613	\$63,804	\$56,372	\$51,964
26	\$77,224	\$75,224	\$69,826	\$64,005	\$56,538	\$52,129
27	\$77,423	\$75,423	\$69,999	\$64,176	\$56,703	\$52,295
28	\$77,618	\$75,618	\$70,194	\$64,372	\$56,868	\$52,460
29	\$77,813	\$75,813	\$70,389	\$64,568	\$57,034	\$52,625
30	\$78,011	\$76,011	\$70,572	\$64,735	\$57,199	\$52,791
31	\$78,208	\$76,208	\$70,756	\$64,904	\$57,364	\$52,956
32+	\$78,406	\$76,406	\$70,940	\$65,072	\$57,530	\$53,121

Doctorate level will always be \$2,000 above Rank 1.

Retired teachers who return to work may be compensated in alignment with their DWT, with contract days and any additional stipends adjusted as needed to remain within DWT parameters.

Rank changes for the first semester are due to the Human Resources Department by September 15th. Rank changes for the second semester are due to the Human Resources Department by January 15th. (Board Policy 03.121)
140 days worked in a school year equals one year of experience (KRS 157.320(10)).

CLASSIFIED DIRECTOR PAY SCHEDULE

240 DAY CONTRACT

Step	Level 1	Level 2
0	\$49,520	\$33,748
1	\$49,799	\$34,027
2	\$50,079	\$34,307
3	\$50,358	\$34,586
4	\$56,824	\$41,052
5	\$57,103	\$41,331
6	\$57,383	\$41,611
7	\$57,662	\$41,890
8	\$57,941	\$42,169
9	\$58,220	\$42,448
10	\$66,264	\$50,492
11	\$66,543	\$50,771
12	\$66,822	\$51,050
13	\$67,101	\$51,329
14	\$67,380	\$51,608
15	\$68,958	\$53,186
16	\$69,237	\$53,465
17	\$69,516	\$53,744
18	\$69,795	\$54,023
19	\$70,074	\$54,302
20	\$71,652	\$55,880
21	\$71,931	\$56,159
22	\$72,210	\$56,438
23	\$72,489	\$56,717
24	\$72,768	\$56,996
25	\$73,047	\$57,275
26	\$73,327	\$57,555
27	\$73,606	\$57,834
28	\$73,885	\$58,113
29	\$74,164	\$58,392
30	\$74,351	\$58,538
31	\$74,539	\$58,685
32+	\$74,727	\$58,831

CLASSIFIED PROFESSIONAL PAY SCHEDULE

185 DAY CONTRACT

Step	Level 1	Level 2	Level 3	Level 4	Level 5
0	\$52,901	\$44,508	\$35,267	\$27,553	\$22,042
1	\$53,117	\$44,724	\$35,483	\$27,769	\$22,258
2	\$53,333	\$44,940	\$35,699	\$27,985	\$22,474
3	\$53,549	\$45,156	\$35,915	\$28,201	\$22,690
4	\$53,765	\$45,372	\$36,131	\$28,417	\$22,906
5	\$59,826	\$50,332	\$38,886	\$31,172	\$26,763
6	\$60,042	\$50,548	\$39,103	\$31,388	\$26,979
7	\$60,258	\$50,764	\$39,319	\$31,604	\$27,195
8	\$60,474	\$50,980	\$39,535	\$31,820	\$27,411
9	\$60,690	\$51,196	\$39,751	\$32,036	\$27,627
10	\$66,752	\$53,951	\$42,506	\$35,893	\$30,383
11	\$66,968	\$54,167	\$42,722	\$36,109	\$30,599
12	\$67,184	\$54,383	\$42,938	\$36,325	\$30,815
13	\$67,400	\$54,599	\$43,154	\$36,541	\$31,031
14	\$67,616	\$54,815	\$43,370	\$36,757	\$31,247
15	\$68,718	\$57,570	\$46,125	\$37,859	\$33,451
16	\$68,934	\$57,786	\$46,341	\$38,075	\$33,667
17	\$69,150	\$58,002	\$46,557	\$38,291	\$33,883
18	\$69,366	\$58,218	\$46,773	\$38,507	\$34,099
19	\$69,582	\$58,434	\$46,989	\$38,723	\$34,315
20	\$70,684	\$61,190	\$49,744	\$39,274	\$36,519
21	\$70,900	\$61,406	\$49,960	\$39,490	\$36,735
22	\$71,116	\$61,622	\$50,176	\$39,706	\$36,951
23	\$71,332	\$61,838	\$50,392	\$39,922	\$37,167
24	\$71,548	\$62,054	\$50,608	\$40,138	\$37,383
25	\$72,650	\$64,809	\$53,364	\$40,690	\$38,485
26	\$72,866	\$65,025	\$53,580	\$40,906	\$38,701
27	\$73,082	\$65,241	\$53,796	\$41,122	\$38,917
28	\$73,298	\$65,457	\$54,012	\$41,338	\$39,133
29	\$73,514	\$65,673	\$54,228	\$41,554	\$39,349
30	\$74,617	\$68,428	\$56,983	\$42,105	\$40,451
31	\$74,833	\$68,644	\$57,199	\$42,321	\$40,667
32+	\$75,049	\$68,860	\$57,415	\$42,537	\$40,884

CLASSIFIED SALARIED POSITIONS

JOB CLASS/TITLE	SALARY SCHEDULE	CONTRACT DAYS	INDEX
7185 Chief Financial Officer	Certified Rank 2	240 days	30%
7655 Director of Human Resources	Certified Rank 3	240 days	17%
7467 Director of Food Service	Classified Director 1	240 days	–
7902 Director of Transportation	Classified Director 2	240 days	–
7161 Assistant Director of Finance	Classified Professional 3	240 days	–
7904 Assistant Director of Transportation	Classified Professional 4	240 days	–
7492/7493 FRC/YSC Coordinator	Classified Professional 5	240 days	–
7223 Assistant Director of Food Service	Classified Professional 4	225 days	–
7273 Athletic Trainer	Classified Professional 2	210 days	–
7881 Behavior Coach MA	Classified Professional 1	185 days	14%
8881 ISAP Behavior Coach BA	Classified Professional 1	185 days	–
Social Worker (LSW)	Certified Rank 3	185 days	–
Social Worker (CSW)	Certified Rank 2	185 days	–
Social Worker (LCSW)	Certified Rank 1	185 days	–
7291 Occupational/Physical Therapist	Certified Rank 1	185 days	–
7336 Interpreter 2 BA	Certified Rank 3	185 days	–
7338 Interpreter 1 Non-Degreed	Certified Rank 5	185 days	–

New classified employees may be recognized for previous, related experience if certified from a previous employer.
140 days worked in a school year equals one year of experience (KRS 157.320(10)).

HOURLY PAY SCHEDULE

Step	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8
0	\$12.52	\$14.50	\$15.17	\$16.19	\$18.14	\$19.77	\$19.83	\$23.62
1	\$12.63	\$14.62	\$15.46	\$16.41	\$18.29	\$19.93	\$20.07	\$23.85
2	\$12.91	\$14.80	\$15.77	\$16.63	\$18.40	\$20.28	\$20.30	\$24.21
3	\$13.20	\$14.98	\$16.06	\$16.87	\$18.51	\$20.60	\$20.82	\$24.60
4	\$13.46	\$15.13	\$16.35	\$17.09	\$18.65	\$20.94	\$20.98	\$24.96
5	\$13.76	\$15.30	\$16.64	\$17.32	\$18.75	\$21.27	\$21.35	\$25.34
6	\$13.83	\$15.40	\$16.93	\$17.54	\$18.86	\$21.44	\$21.56	\$25.62
7	\$13.87	\$15.51	\$17.25	\$17.76	\$18.99	\$21.59	\$21.75	\$25.88
8	\$13.94	\$15.62	\$17.53	\$17.98	\$19.10	\$21.76	\$21.96	\$26.16
9	\$14.00	\$15.70	\$17.82	\$18.20	\$19.21	\$21.93	\$22.15	\$26.42
10	\$14.05	\$15.80	\$18.11	\$18.44	\$19.28	\$22.08	\$22.36	\$26.70
11	\$14.12	\$15.91	\$18.31	\$18.61	\$19.70	\$22.26	\$22.57	\$26.97
12	\$14.19	\$16.02	\$18.49	\$18.78	\$19.77	\$22.37	\$22.79	\$27.23
13	\$14.23	\$16.13	\$18.67	\$18.93	\$19.92	\$22.48	\$23.00	\$27.51
14	\$14.30	\$16.27	\$18.85	\$19.11	\$20.06	\$22.58	\$23.22	\$27.76
15	\$14.34	\$16.38	\$19.03	\$19.26	\$20.23	\$22.69	\$23.46	\$28.04
16	\$14.40	\$16.49	\$19.21	\$19.43	\$20.38	\$22.79	\$23.68	\$28.30
17	\$14.45	\$16.60	\$19.39	\$19.61	\$20.52	\$22.90	\$23.89	\$28.58
18	\$14.51	\$16.74	\$19.56	\$19.78	\$21.05	\$23.01	\$24.12	\$28.86
19	\$14.55	\$16.78	\$19.74	\$19.93	\$21.09	\$23.08	\$24.19	\$28.93
20	\$14.58	\$16.82	\$19.92	\$20.10	\$21.16	\$23.12	\$24.23	\$29.00
21	\$14.62	\$16.88	\$20.10	\$20.25	\$21.20	\$23.18	\$24.30	\$29.07
22	\$14.65	\$16.94	\$20.28	\$20.43	\$21.24	\$23.26	\$24.36	\$29.14
23	\$14.79	\$17.02	\$20.46	\$20.58	\$21.35	\$23.43	\$24.40	\$29.20
24	\$14.94	\$17.12	\$20.64	\$20.76	\$21.52	\$23.58	\$24.46	\$29.25
25	\$15.08	\$17.19	\$20.82	\$20.93	\$21.57	\$23.76	\$24.50	\$29.31
26	\$15.22	\$17.23	\$21.00	\$21.08	\$21.74	\$23.91	\$24.54	\$29.35
27	\$15.33	\$17.26	\$21.17	\$21.25	\$21.88	\$24.07	\$24.59	\$29.41
28	\$15.44	\$17.38	\$21.28	\$21.36	\$22.00	\$24.18	\$24.70	\$29.53
29	\$15.55	\$17.49	\$21.40	\$21.48	\$22.11	\$24.29	\$24.81	\$29.64
30	\$15.67	\$17.61	\$21.51	\$21.59	\$22.23	\$24.41	\$24.93	\$29.75
31	\$15.78	\$17.72	\$21.62	\$21.70	\$22.34	\$24.52	\$25.04	\$29.87
32+	\$15.89	\$17.83	\$21.74	\$21.82	\$22.45	\$24.63	\$25.16	\$29.98

HOURLY POSITIONS

LEVEL	JOB CLASS/TITLE	HOURS	DAYS
1	7942 Bus Monitor 7943 Bus Assistant	4 hours 4 hours	181 days 181 days
2	7241 Cook/Baker 7320 Instructional Assistant I 7784 FRYSC Clerk 7940 Driver	4-8 hours 6.5-8 hours 3-8 hours 7 hours	183 days 180-185 days 100-185 days 181 days
3	7232 Cafeteria Lead Assist 7319 Instructional Monitor II - MSD/EBD 7609 Custodian 7773 Secretary/Registrar 7774/5 School Secretary (Middle/Elem) 7777/8/9 School Bookkeeper 7783 Clerical Assistant/Attendance 7791 Secretary to Supt/Receptionist	7 hours 7.5 hours 4-8 hours 7.5-8 hours 7.5 hours 7.5 hours 7-7.5 hours 8 hours	183 days 180 days 175-240 days 203-220 days 203 days 213 days 185 days 220-240 days
4	7212 Lunchroom Manager 7318 Instructional Assistant II 7605 Custodial Supervisor 7872 Employment Specialist	8 hours 6.5 hours 6-8 hours 6.5 hours	192 days 185 days 240 days 180 days
5	7324 Daycare Coordinator 7762 Administrative Secretary I 7772 Secretary I/Attendance Specialist 7164 Account Clerk II 7886 Migrant Advocate/Recruiter	8 hours 6 hours 6-8 hours 8 hours 8 hours	190 days 185 days 180-240 days 185-220 days 220 days
6	7443 Maintenance Technician III 7761 Administrative Assistant I 7941 Bus Driver	8 hours 8 hours 4 hours	240 days 240 days 181 days
7	7263 School Nurse LPN 7534 Computer Specialist 7771 Administrative Assistant II 7915 Vehicle Mechanic	7-8 hours 7-8 hours 8 hours 8 hours	190 days 185-235 days 227-240 days 240 days
8	7191 Payroll Clerk I 7441 Lead Maintenance Technician 7525 Computer Maintenance Technician 7914 Lead Vehicle Mechanic	8 hours 8 hours 7 hours 8 hours	240 days 240 days 237 days 240 days

New classified employees may be recognized for previous, related experience if certified from a previous employer.

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

SUBSTITUTE & ADDITIONAL TIME

DESCRIPTION	RATE
Certified Retired Teacher <i>Retired - Return to Work Status with TRS</i>	\$165/day
Certified Substitute Rank 1 <i>Completed 30+ hrs in addition to completing rank 2 and 3</i>	\$155/day
Certified Substitute Rank 2 <i>Completed master's degree program in addition to rank 3</i>	\$145/day
Certified Substitute Rank 3 <i>Completed teacher certification program & bachelor's degree</i>	\$135/day
Certified Substitute Rank 4 <i>Completed bachelor's degree program, no certificate</i>	\$125/day
Certified Substitute Rank 5 <i>Completed 64+ college credit hrs, minimum 2.5 GPA</i>	\$115/day
Classified Substitute	0 years on Hourly Scale for position
Certified Additional Hours	\$30/hour
Classified ESS Tutors	Regular Hourly Rate
Classified Homebound	\$30/hour
Bus Driver Trainers	Regular Hourly Rate
Bus Driver Field Trip Rate	Regular Hourly Rate
Bus Driver ESS Rate	\$25/hour
Summer Maintenance/Technology	\$16/hour
Food Service Extra Services <i>Catering, Summer Feeding</i>	\$25/hour
Health Services Assistant	\$16/hour
Student Workers	\$11/hour
Classified covering Certified Position	\$10 additional - Half Day \$20 additional - Full Day

- The maximum number of days a substitute teacher or classified substitute may work in one school year is 129. Exceptions only made with prior approval from the Superintendent.
- Certified substitutes will be paid in ½ day increments (Up to 3.5 hours will count as a ½ day, above 3.5 hours will count as 1 day).
- A long-term substitute is defined as an individual who holds teaching certification and works 20 consecutive days in the same position.
- Long-term substitutes will be paid according to their rank (0 years) or Daily Wage Threshold for retirees, whichever is the lesser of the two rates.
- Substitute positions that turn into a long-term substitute position will be prorated on the first paycheck after reaching long-term substitute status.

Certified Time - A half day is considered 3.5 hours or less, a full day is considered over 3.5 hours.

DISTRICT POSITIONS

POSITION	EXTENDED DAYS	INDEX/STIPEND
Chief Academic Officer	55	30% index
Director of Pupil Personnel/Safe Schools	55	23% index
Director of Special Education	55	20% index
Director of Facilities	55	17% index
District Athletic Director	55	17% index
Director of Technology	55	10% index
Assistant Director of Special Education	30	10% index
District Instructional Coach/Federal Programs Coordinator	40	10% index
District Instructional Coach (3)	10	\$1,102
Special Education Alternate Assessment Coordinator	5	
Special Education Consultant (1)	10	
School Psychologist	25	5% index
Educational Diagnostician	10	
Gifted & Talented Coordinator	10	
ELL/Migrant Teacher	10	
Police Chief	10	
Certified Speech Pathologist	10	\$2,204

STIPEND AMOUNT	POSITION
\$5,511	Summer Feeding Coordinator At Risk Feeding Coordinator
\$3,306	Board Secretary Random Drug Testing Coordinator Grant Writer District Communications/Social Media District Health Coordinator
\$2,204	National Board Certified Teacher Migrant ESS (2)
\$1,102	New Teacher Mentor Gifted & Talented (2)
\$220	Second Year Teacher Mentor

Extra duty supplements under \$2,500 will be paid half on December 15th and half on May 15th.

Extra duty supplements \$2,500 and over will be divided on the employee's checks.

School Resource Officer (3) 185 days

0-5 years experience	\$39,731
6-10 years experience	\$42,001
11-15 years experience	\$44,271
16+ years experience	\$46,542
KLEFPF Stipend (State Paid)	\$4,300/Officer

ANNUAL RATE X INDEX PERCENT

Annual Rate*	\$50,176
Index Percentage	17%
Annual Index	\$8,530

*Annual Rate to include Base and Extended Days.

An index is a salary additive for administrative job duties related to the position.

Retired teachers who return to work may be compensated in alignment with their DWT, with contract days and any additional stipends adjusted as needed to remain within DWT parameters.

ELEMENTARY SCHOOL POSITIONS

POSITION	EXTENDED DAYS	INDEX/STIPEND
Principal	55	18% index
Assistant Principal	30	10% index
School/Mental Health Counselor (2)	20	
Media Specialist	15	

STIPEND AMOUNT	POSITION
\$2,204	School Technology
\$1,102	Sub Caller
\$551	Building Assessment Coordinator (BAC) Unified Track
\$386	Annual Sponsor Department Head (4)

INTERMEDIATE SCHOOL POSITIONS

POSITION	EXTENDED DAYS	INDEX/STIPEND
Principal	55	18% index
Assistant Principal	30	10% index
School Counselor (2)	20	
Media Specialist	15	

STIPEND AMOUNT	POSITION
\$2,204	School Technology
\$1,102	Academic Team Coach (2) Assistant Archery Coach Assistant Cross Country Coach (grades 3-6) Sub Caller STLP
\$771	Chorus
\$551	Building Assessment Coordinator (BAC)
\$386	Annual Sponsor Department Head (4)

Retired teachers who return to work may be compensated in alignment with their DWT, with contract days and any additional stipends adjusted as needed to remain within DWT parameters.

Extra duty supplements under \$2,500 will be paid half on December 15th and half on May 15th.

Extra duty supplements \$2,500 and over will be divided on the employee's checks.

Paraprofessional coaches will be paid in one lump sum payment at the end of the season for that particular sport.

MIDDLE SCHOOL POSITIONS

POSITION	EXTENDED DAYS	INDEX
Principal	55	23% index
Assistant Principal (2)	40	16% index
School Counselor (2)	30	
Media Specialist	15	
Agriculture	15	

Extra duty supplements under \$2,500 will be paid half on December 15th and half on May 15th.

Extra duty supplements \$2,500 and over will be divided on the employee's checks.

Paraprofessional coaches will be paid in one lump sum payment at the end of the season for that particular sport.

Retired teachers who return to work may be compensated in alignment with their DWT, with contract days and any additional stipends adjusted as needed to remain within DWT parameters.

STIPEND AMOUNT	POSITION
\$5,511	Assistant Athletic Director
\$2,204	School Technology Head Boys Basketball Coach Head Girls Basketball Coach Head Football Coach
\$2,000	Head Boys Soccer Coach Head Girls Soccer Coach Head Baseball Coach Head Softball Coach Head Volleyball Coach Head Track Coach Head Cheerleading Coach Head Wrestling Coach
\$1,653	Assistant Boys Basketball Coach Assistant Girls Basketball Coach Assistant Football Coach (4)
\$1,102	Academic Team Coach (2) STLP Math Counts Sub Caller 6th Grade Boys Basketball Coach 6th Grade Girls Basketball Coach Assistant Archery Coach Head Boys Tennis Coach Head Girls Tennis Coach Head Golf Coach
\$1,000	Assistant Boys Soccer Coach Assistant Girls Soccer Coach Assistant Baseball Coach Assistant Softball Coach Assistant Volleyball Coach Assistant Track Coach Assistant Cheerleading Coach
\$827	Annual Sponsor Game Manager Assistant Golf Coach
\$771	Chorus
\$551	Building Assessment Coordinator (BAC)
\$386	6th Grade Coordinator (2) 7th Grade Coordinator (2) 8th Grade Coordinator (2) Special Education Coordinator Department Head (6)

HIGH SCHOOL POSITIONS

POSITION	EXTENDED DAYS	INDEX/STIPEND
Principal	55	31% index
Assistant Principal (2)	40	17% index
School Counselor (2)	30	
Media Specialist	15	
Agriculture (2)	53	
Band Director	30	\$5,207
Assistant Band Director	10	\$2,590
Home Economics (2)	5	
Vocational Coordinator	3	

MERCER CENTRAL/DAY TREATMENT POSITIONS

POSITION	EXTENDED DAYS	INDEX/STIPEND
Principal	55	17% index
Day Treatment Social Worker	45	
Day Treatment Head Teacher	45	
Day Treatment Instructional Assistant	17.5	
School Counselor	30	

Extra duty supplements under \$2,500 will be paid half on December 15th and half on May 15th.

Extra duty supplements \$2,500 and over will be divided on the employee's checks.

Paraprofessional coaches will be paid in one lump sum payment at the end of the season for that particular sport.

HIGH SCHOOL POSITIONS

STIPEND AMOUNT	POSITION
\$12,123	Head Boys Basketball Coach Head Girls Basketball Coach Head Football Coach
\$6,613	Academic Team Coach Head Boys Soccer Coach Head Girls Soccer Coach Head Baseball Coach Head Softball Coach Head Volleyball Coach Head Assistant Football Coach (2)
\$5,511	Assistant Athletic Director Head Assistant Boys Basketball Coach Head Assistant Girls Basketball Coach Football Assistant Skills Coach (3) Head Wrestling Coach Assistant Band Director
\$4,408	Assistant Boys Basketball Coach Assistant Girls Basketball Coach Head Cheerleading Coach
\$4,023	Head Boys Track Coach Head Girls Track Coach
\$3,306	Freshman Football Coach Head Assistant Baseball Coach Head Assistant Softball Coach Head Archery Coach
\$2,755	Assistant Boys Soccer Coach (2) Assistant Girls Soccer Coach (2) Football Strength Coach Dance Team Coach Assistant Volleyball Coach Assistant Wrestling Coach Dual Credit (76+ students)
\$2,480	Head Boys Tennis Coach Head Girls Tennis Coach Head Boys Cross Country Coach Head Girls Cross Country Coach Head Boat Captain
\$2,204	School Technology Freshman Boys Basketball Coach Freshman Girls Basketball Coach Head Boys Golf Coach Head Girls Golf Coach Assistant Varsity Baseball Coach Assistant Varsity Softball Coach Dual Credit (51-75 students)

STIPEND AMOUNT	POSITION
\$1,653	Assistant Boys Track Coach (2) Assistant Girls Track Coach (2) Assistant Cheerleading Coach Freshman Volleyball Coach Dual Credit (26-50 students)
\$1,411	Choral Music Director Drama Coach Art Director
\$1,378	Basketball Strength & Conditioning Coach (Booster paid - Boys & Girls) Assistant Boys Golf Coach Assistant Girls Golf Coach
\$1,102	Annual Sponsor STLP Sub Caller ACT Math Coordinator ACT Reading/English Coordinator Jazz/Ensemble Performance & Events Assistant Football WR/OLB/Strength Assistant Football JV/Strength/OLB Assistant Boys Tennis Coach Assistant Girls Tennis Coach Assistant Archery Coach Assistant Baseball Coach (Booster paid) Assistant Softball Coach (Booster paid) Assistant Boys Golf Coach (Booster paid) Assistant Girls Golf Coach (Booster paid) Dual Credit (11-25 students)
\$882	Prom Coordinator Project Graduation Coordinator
\$827	Athletic Game Manager (2) Assistant Drama Coach
\$551	Building Assessment Coordinator (BAC) Leadership Team (10) Senior Trip/Homecoming Coordinator Athletic Media Manager Football OL/DL Trainer (Football paid) Football Ball Skills/Footwork Trainer (Football paid) Football Linebacker Trainer (Football paid) Assistant Boys Cross Country Coach Assistant Girls Cross Country Coach Assistant Baseball Coach (Booster paid) Assistant Softball Coach (Booster paid) Dual Credit (1-10 students)
\$276	Basketball Support Staff - (Booster paid - Boys & Girls)

Retired teachers who return to work may be compensated in alignment with their DWT, with contract days and any additional stipends adjusted as needed to remain within DWT parameters.