

**WOODFORD COUNTY BOARD OF EDUCATION
AGENDA ITEM**

ITEM #: **DATE:** November 17, 2025

TOPIC/TITLE: Updated Salary Schedule

PRESENTER: Josh Rayburn

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:

The board approves all salary schedules

SUMMARY OF MAJOR ELEMENTS:

Based on previous agenda items, the salary schedule reflects these changes. Should any item not pass, this agenda item will reflect the changes.

Items:

Director of Finance Position:

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Salary Schedule Range \$38.19 (0 YOE) to \$55.00 (30+ YOE) Annually: \$79,435.20 - \$114,400. Certifications and degrees could increase this up to \$12,480.

Chief Operations Officer Position:

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Salary Schedule Range Rank II (0 YOE) \$84,982.98 to Doctorate (30 YOE) \$141,432.77

Special Education:

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3 Additional Rank III (0 YOE) \$1145.65 Doctorate (30 YOE) \$2104.65 per position

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VI Stipend \$1,200-\$2,000

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>	<u>Contract Days</u>	<u>Factor</u>
Superintendent	Salary established by Contract	
Assistant Superintendent	240	0.40
Chief Academic Officer	240	0.40
Chief Operations 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.

CERTIFIED EXTENDED DAY SCHEDULE 2025-2026

<u>DISTRICT ADMINISTRATION/SUPERVISION</u>	<u>NUMBER OF DAYS</u>
Superintendent	52
Assistant Superintendent	52
Chief Academic Officer	52
Chief Operations 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

<u>SCHOOL ADMINISTRATION/SUPERVISION</u>	<u>NUMBER OF DAYS</u>
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

<u>SCHOOL PSYCHOLOGISTS</u>	<u>NUMBER OF DAYS</u>
District Position #1	10
District Position #2	10
District Position #3	10
District Position #4/Coordinator of Multi-Tiered System of Support	15

<u>LIBRARIANS</u>	<u>NUMBER OF DAYS</u>
WCHS	14.5
WCMS	12
Huntertown	8
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 (12)	5
Mental Health Specialist #1	15
Mental Health Specialist #1	15

TOTAL EXTENDED EMPLOYMENT DAYS	1540.5
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NOTE: Extended days are in addition to 188 day calendar for all certified personnel

MEMORANDUM OF AGREEMENTS

SALARY INFORMATION

2025-2026

<u>POSITION</u>	<u>Salary Schedule</u>	<u>Agency</u>	<u>Employee</u>	<u>Contract Days</u> <u>Paid</u>	<u>Factor</u>
Coordinator of Curriculum Instruction Assessment	Certified Supplement - Coord of Curriculum Instruction Assessment	KDE	Misty Higgins	230	0.21
State Literacy Coaching Specialist	Certified Scale - Rank I	KDE	Amy Gordon	220	N/A

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

WCHS ELEMENTARY EXTRA DUTY
SUPPLEMENT SCHEDULE
2025-2026

<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

MS A Positions	Years of Experience		
	0-5 Years	6-10 Years	11+ Years
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	Years of Experience		
	0-5 Years	6-10 Years	11+ Years
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
WCMS Cross Country Coach - Boys/Girls	\$1,400	\$1,800	\$2,200
MS C Positions	Years of Experience		
	0-5 Years	6-10 Years	11+ Years
Elementary Team Leaders (1 per school)	\$1,200	\$1,600	\$2,000
Elementary Special Ed Team Leaders (1 per school + MSD+SLP+VI)	\$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 Asst. Cross Country Coach - Boys/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	Retired Certified Teacher Substitutes
\$120	\$145	*Daily Wage Threshold (DWT) per day
Long term rate for assignments 11 days or longer	Long term rate for assignments 11 days or longer	No rate differences for long term assignments
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	Daily Wage Threshold per day beginning on day 1

*DWT capped at \$300 per day

INSTRUCTIONAL ASSISTANTS or OFFICE STAFF WORKING AS SUBSTITUTE TEACHERS:

DAILY RATE

Full Day Additional Compensation
Half Day Additional Compensation

\$30.00
\$15.00

CERTIFIED TEACHERS WORKING AS SUBSTITUTE TEACHER DURING PLANNING PERIOD

HOURLY RATE

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

\$30.00

PROCEDURE FOR LONG-TERM ASSIGNMENTS:

Whenever a substitute teacher assignment exceeds ten (10) days, the substitute will be paid from the regular certified salary schedule. This rate of pay will begin on the eleventh (11th) day. To be eligible for this procedure, the service must be continuous within 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 on the salary schedule while substitutive teaching in a classified capacity. If an employee has previously worked in Woodford County Public Schools in a classified contract position and earned years of experience on the salary schedule and returns at a later date as a classified substitute, they will be paid based upon prior years of verifiable classified experience. It is the employee's responsibility to provide information regarding when they were previously employed.

CLASSIFIED SALARY SCHEDULE 2025-2026

*Based upon completed year of experience

Grade	01	02	03	04	05	06	07	08
STEP*	HOURLY RATE	JRLY RATE	JLY RATE	JRLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE
0	\$18.54	\$17.03	\$15.08	\$14.07	\$14.58	\$12.02	\$17.30	\$18.06
1	\$18.77	\$17.30	\$15.36	\$14.38	\$14.89	\$12.10	\$17.61	\$18.33
2	\$19.09	\$17.61	\$15.61	\$14.68	\$15.19	\$12.16	\$17.85	\$18.64
3	\$19.34	\$17.85	\$15.97	\$14.96	\$15.47	\$12.49	\$18.16	\$18.88
4	\$19.65	\$18.16	\$16.20	\$15.23	\$15.75	\$12.75	\$18.41	\$19.19
5	\$19.93	\$18.41	\$16.49	\$15.49	\$16.01	\$12.98	\$18.73	\$19.44
6	\$20.22	\$18.73	\$16.75	\$15.74	\$16.25	\$13.12	\$19.03	\$19.76
7	\$20.51	\$19.03	\$17.02	\$16.05	\$16.56	\$13.51	\$19.26	\$20.06
8	\$20.81	\$19.26	\$17.29	\$16.25	\$16.77	\$13.77	\$19.58	\$20.29
9	\$21.08	\$19.58	\$17.59	\$16.54	\$17.06	\$14.01	\$19.82	\$20.61
10	\$21.35	\$19.82	\$17.81	\$16.79	\$17.30	\$14.24	\$20.05	\$20.85
11	\$21.57	\$20.05	\$18.06	\$17.03	\$17.54	\$14.49	\$20.30	\$21.08
12	\$21.93	\$20.30	\$18.27	\$17.26	\$17.78	\$14.73	\$20.54	\$21.33
13	\$22.08	\$20.54	\$18.54	\$17.51	\$18.03	\$15.00	\$20.78	\$21.57
14	\$22.27	\$20.78	\$18.75	\$17.74	\$18.25	\$15.20	\$20.98	\$21.81
15	\$22.53	\$20.98	\$19.00	\$17.97	\$18.49	\$15.45	\$21.27	\$22.01
16	\$22.79	\$21.27	\$19.24	\$18.25	\$18.77	\$15.71	\$21.56	\$22.30
17	\$23.11	\$21.56	\$19.58	\$18.55	\$19.07	\$16.04	\$21.89	\$22.59
18	\$23.42	\$21.89	\$19.82	\$18.78	\$19.29	\$16.25	\$22.20	\$22.92
19	\$23.71	\$22.20	\$20.11	\$19.09	\$19.60	\$16.56	\$22.47	\$23.23
20	\$24.06	\$22.47	\$20.39	\$19.33	\$19.85	\$16.86	\$22.76	\$23.50
21	\$24.34	\$22.76	\$20.69	\$19.64	\$20.16	\$17.16	\$23.02	\$23.79
22	\$24.57	\$23.02	\$20.94	\$19.87	\$20.38	\$17.45	\$23.29	\$24.05
23	\$24.84	\$23.29	\$21.21	\$20.12	\$20.63	\$17.69	\$23.54	\$24.32
24	\$25.09	\$23.54	\$21.47	\$20.39	\$20.91	\$17.95	\$23.77	\$24.57
25	\$25.36	\$23.77	\$21.72	\$20.65	\$21.17	\$18.22	\$24.09	\$24.80
26	\$25.64	\$24.09	\$21.98	\$20.91	\$21.42	\$18.47	\$24.35	\$25.12
27	\$25.89	\$24.35	\$22.24	\$21.20	\$21.71	\$18.74	\$24.58	\$25.38
28	\$26.19	\$24.58	\$22.52	\$21.45	\$21.97	\$19.00	\$24.88	\$25.61
29	\$26.41	\$24.88	\$22.76	\$21.71	\$22.23	\$19.23	\$25.10	\$25.91
30-40	\$26.70	\$25.10	\$23.02	\$21.97	\$22.48	\$19.53	\$25.32	\$26.13

CLASSIFIED SALARY SCHEDULE 2025-2026

*Based upon completed year of experience

Grade	09	10	11	12	13	14	15	16
STEP*	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE
0	\$14.38	\$15.59	\$15.10	\$19.09	\$18.36	\$18.88	\$19.21	\$19.47
1	\$14.68	\$15.87	\$15.41	\$19.34	\$18.65	\$19.17	\$19.45	\$19.70
2	\$14.96	\$16.13	\$15.71	\$19.65	\$18.94	\$19.46	\$19.78	\$20.04
3	\$15.23	\$16.48	\$15.99	\$19.93	\$19.20	\$19.71	\$20.04	\$20.31
4	\$15.46	\$16.72	\$16.26	\$20.22	\$19.49	\$20.00	\$20.36	\$20.63
5	\$15.74	\$17.01	\$16.52	\$20.51	\$19.77	\$20.27	\$20.65	\$20.93
6	\$16.05	\$17.26	\$16.77	\$20.81	\$20.06	\$20.58	\$20.95	\$21.23
7	\$16.25	\$17.53	\$17.08	\$21.08	\$20.37	\$20.89	\$21.25	\$21.55
8	\$16.54	\$17.81	\$17.28	\$21.35	\$20.60	\$21.12	\$21.56	\$21.85
9	\$16.79	\$18.11	\$17.57	\$21.57	\$20.92	\$21.43	\$21.85	\$22.13
10	\$17.03	\$18.32	\$17.82	\$21.93	\$21.16	\$21.67	\$22.12	\$22.42
11	\$17.26	\$18.57	\$18.06	\$22.08	\$21.39	\$21.91	\$22.34	\$22.65
12	\$17.51	\$18.79	\$18.29	\$22.27	\$21.63	\$22.15	\$22.72	\$23.02
13	\$17.74	\$19.06	\$18.54	\$22.53	\$21.89	\$22.40	\$22.88	\$23.19
14	\$17.97	\$19.26	\$18.77	\$22.79	\$22.10	\$22.62	\$23.07	\$23.38
15	\$18.25	\$19.52	\$19.00	\$23.11	\$22.33	\$22.85	\$23.34	\$23.65
16	\$18.55	\$19.76	\$19.28	\$23.42	\$22.60	\$23.11	\$23.62	\$23.94
17	\$18.78	\$20.10	\$19.58	\$23.71	\$22.91	\$23.42	\$23.95	\$24.27
18	\$19.09	\$20.33	\$19.81	\$24.06	\$23.22	\$23.73	\$24.27	\$24.60
19	\$19.33	\$20.62	\$20.12	\$24.34	\$23.54	\$24.05	\$24.57	\$24.90
20	\$19.64	\$20.91	\$20.36	\$24.57	\$23.81	\$24.33	\$24.93	\$25.27
21	\$19.87	\$21.21	\$20.67	\$24.84	\$24.10	\$24.62	\$25.21	\$25.55
22	\$20.12	\$21.45	\$20.90	\$25.09	\$24.36	\$24.87	\$25.45	\$25.76
23	\$20.39	\$21.72	\$21.15	\$25.36	\$24.63	\$25.14	\$25.74	\$26.09
24	\$20.65	\$21.98	\$21.42	\$25.64	\$24.87	\$25.39	\$26.00	\$26.35
25	\$20.91	\$22.24	\$21.68	\$25.89	\$25.12	\$25.64	\$26.28	\$26.63
26	\$21.20	\$22.50	\$21.94	\$26.19	\$25.43	\$25.95	\$26.56	\$26.91
27	\$21.45	\$22.75	\$22.23	\$26.41	\$25.69	\$26.20	\$26.83	\$27.19
28	\$21.71	\$23.03	\$22.48	\$26.70	\$25.90	\$26.42	\$27.13	\$27.50
29	\$21.97	\$23.28	\$22.74	\$26.99	\$26.22	\$26.74	\$27.36	\$27.73
30-40	\$22.23	\$23.54	\$23.00	\$27.27	\$26.43	\$26.94	\$27.66	\$28.04

CLASSIFIED SALARY SCHEDULE 2025-2026

*Based upon completed year of experience

Grade	17	18	19	20	21	22	23	24
STEP*	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE
0	\$21.94	\$21.67	\$22.25	\$24.29	\$21.82	\$32.19	\$25.96	\$29.10
1	\$22.21	\$22.00	\$22.52	\$24.58	\$22.09	\$32.59	\$26.27	\$29.45
2	\$22.59	\$22.37	\$22.90	\$25.00	\$22.46	\$33.14	\$26.72	\$29.96
3	\$22.89	\$22.66	\$23.21	\$25.34	\$22.77	\$33.59	\$27.08	\$30.36
4	\$23.26	\$23.03	\$23.58	\$25.74	\$23.13	\$34.12	\$27.51	\$30.85
5	\$23.59	\$23.33	\$23.92	\$26.11	\$23.46	\$34.61	\$27.90	\$31.28
6	\$23.93	\$23.71	\$24.26	\$26.49	\$23.80	\$35.11	\$28.31	\$31.73
7	\$24.27	\$24.07	\$24.61	\$26.86	\$24.14	\$35.61	\$28.71	\$32.19
8	\$24.62	\$24.35	\$24.97	\$27.26	\$24.49	\$36.13	\$29.13	\$32.66
9	\$24.95	\$24.73	\$25.30	\$27.62	\$24.82	\$36.61	\$29.52	\$33.09
10	\$25.27	\$25.02	\$25.62	\$27.97	\$25.13	\$37.08	\$29.89	\$33.51
11	\$25.52	\$25.30	\$25.88	\$28.25	\$25.39	\$37.45	\$30.20	\$33.85
12	\$25.95	\$25.60	\$26.31	\$28.73	\$25.81	\$38.08	\$30.70	\$34.42
13	\$26.13	\$25.88	\$26.50	\$28.93	\$25.99	\$38.35	\$30.92	\$34.66
14	\$26.35	\$26.17	\$26.72	\$29.17	\$26.21	\$38.67	\$31.18	\$34.95
15	\$26.66	\$26.41	\$27.03	\$29.51	\$26.51	\$39.11	\$31.54	\$35.36
16	\$26.97	\$26.76	\$27.35	\$29.86	\$26.83	\$39.58	\$31.91	\$35.78
17	\$27.35	\$27.11	\$27.74	\$30.28	\$27.20	\$40.13	\$32.36	\$36.28
18	\$27.72	\$27.50	\$28.11	\$30.68	\$27.57	\$40.67	\$32.79	\$36.76
19	\$28.06	\$27.88	\$28.45	\$31.06	\$27.91	\$41.17	\$33.19	\$37.21
20	\$28.47	\$28.20	\$28.87	\$31.52	\$28.32	\$41.78	\$33.69	\$37.76
21	\$28.80	\$28.55	\$29.21	\$31.88	\$28.65	\$42.26	\$34.07	\$38.20
22	\$29.07	\$28.86	\$29.48	\$32.18	\$28.91	\$42.66	\$34.39	\$38.56
23	\$29.40	\$29.18	\$29.81	\$32.55	\$29.24	\$43.14	\$34.78	\$38.99
24	\$29.69	\$29.48	\$30.11	\$32.87	\$29.53	\$43.57	\$35.13	\$39.38
25	\$30.01	\$29.76	\$30.43	\$33.22	\$29.85	\$44.03	\$35.50	\$39.80
26	\$30.34	\$30.14	\$30.76	\$33.58	\$30.17	\$44.52	\$35.89	\$40.24
27	\$30.64	\$30.46	\$31.07	\$33.92	\$30.48	\$44.96	\$36.25	\$40.64
28	\$31.00	\$30.73	\$31.43	\$34.31	\$30.83	\$45.48	\$36.67	\$41.11
29	\$31.25	\$31.09	\$31.69	\$34.60	\$31.08	\$45.86	\$36.97	\$41.45
30-40	\$31.59	\$31.36	\$32.04	\$34.97	\$31.42	\$46.36	\$37.38	\$41.90

CLASSIFIED SALARY SCHEDULE 2024-2025

*Based upon completed year of experience

Grade	25	26	27	28	29
STEP*	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE	HOURLY RATE
0	\$24.10	\$29.66	\$22.25	\$28.82	\$22.82
1	\$24.40	\$30.03	\$22.52	\$29.18	\$23.10
2	\$24.81	\$30.54	\$22.90	\$29.67	\$23.49
3	\$25.15	\$30.95	\$23.21	\$30.06	\$23.81
4	\$25.55	\$31.44	\$23.58	\$30.54	\$24.19
5	\$25.91	\$31.89	\$23.92	\$30.98	\$24.53
6	\$26.28	\$32.35	\$24.26	\$31.43	\$24.89
7	\$26.66	\$32.81	\$24.61	\$31.88	\$25.24
8	\$27.05	\$33.29	\$24.97	\$32.35	\$25.61
9	\$27.41	\$33.73	\$25.30	\$32.77	\$25.95
10	\$27.76	\$34.16	\$25.62	\$33.19	\$26.28
11	\$28.04	\$34.51	\$25.88	\$33.53	\$26.55
12	\$28.51	\$35.09	\$26.31	\$34.09	\$26.99
13	\$28.71	\$35.33	\$26.50	\$34.32	\$27.18
14	\$28.95	\$35.63	\$26.72	\$34.62	\$27.41
15	\$29.28	\$36.04	\$27.03	\$35.02	\$27.73
16	\$29.63	\$36.47	\$27.35	\$35.42	\$28.06
17	\$30.05	\$36.98	\$27.74	\$35.92	\$28.45
18	\$30.45	\$37.48	\$28.11	\$36.40	\$28.83
19	\$30.82	\$37.94	\$28.45	\$36.85	\$29.19
20	\$31.28	\$38.50	\$28.87	\$37.40	\$29.62
21	\$31.64	\$38.94	\$29.21	\$37.83	\$29.96
22	\$31.94	\$39.30	\$29.48	\$38.19	\$30.24
23	\$32.30	\$39.75	\$29.81	\$38.61	\$30.58
24	\$32.62	\$40.15	\$30.11	\$39.00	\$30.89
25	\$32.97	\$40.57	\$30.43	\$39.42	\$31.22
26	\$33.33	\$41.02	\$30.76	\$39.85	\$31.56
27	\$33.66	\$41.43	\$31.07	\$40.24	\$31.88
28	\$34.05	\$41.91	\$31.43	\$40.71	\$32.24
29	\$34.33	\$42.25	\$31.69	\$41.05	\$32.51
30-40	\$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 Transportation 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 PERSONNEL WITH RESPONSIBILITY INDEX 2025-2026

FLSA Non-Exempt Employees

<u>POSITION</u>	<u>CLASSIFIED SALARY SCHEDULE</u>	<u>INDEX</u>
Occupational Therapist	Same as Grade 01 plus index	1.854000
Physical Therapist	Same as Grade 01 plus index	1.854000
21st Century Learning Grant Program Coordinator	Same as Rank II Certified	
Speech Pathologist with Masters plus 30 hours in SLP Program	Same as Rank I Certified	

FLSA Exempt Employees

<u>POSITION</u>	<u>CLASSIFIED SALARY SCHEDULE</u>	<u>INDEX</u>
Director of Finance	Same as Grade 01 plus index	1.059805
Director of Transportation	Same as Grade 01 plus index	1.059805
Director of Maintenance	Same as Grade 01 plus Index	0.736427
Director of Food Service	Same as Grade 01 plus index	0.639000
Health Coordinator	Same as Grade 01 plus index	0.600000
Migrant Recruiter	Same as Rank IV Certified with 215 Days	
Public Information/Communications Officer	Same as Rank II Certified plus Yrs Exp with 220 days	

ADDITIONAL SERVICES 2025-2026

<u>CLASSIFIED</u>	
Position	Hourly Rate
Athletic Extra Duties: Gate Keeper/Secretary/Ticket Takers/Other	\$12.00
Bus Driver - Athletic/Field Trip	Contracted Hourly Rate
Bus Driver - CBI/KSD-KSB/Vocational/Preschool/Training	Contracted Hourly Rate
Bus Monitor - Athletic/Field Trip	Contracted Hourly Rate
Bus Monitor - CBI/KSD-KSB/Vocational/Preschool/ESY/Training	Contracted Hourly Rate
Chief of Police Extra Duty	\$2,200.00
Assistant Chief of Police Extra Duty	\$1,100.00
Classified Tutor	Contracted Hourly Rate
ETC Training	Contracted Hourly Rate
Food Service Trainings	Contracted Hourly Rate
Nurses Training	Contracted Hourly Rate
Office or Instructional staff PD training	\$12.00
PEP Training	Contracted Hourly Rate
Special Ed Extended Days - ESY	Contracted Hourly Rate
Summer School Classified Staff (Instructional Assistants/Cooks/Bus Drivers/Monitors and Subs for these positions)	Contracted Hourly Rate
Technical/Electrical/Mechanical Highly Skilled Labor, part-time	\$20.00
Student Worker	\$10.00
Technology Extra Duty	Contracted Hourly Rate
Energy Manager	\$2,800.00
District School Safety Coordinator	\$2,800.00
Work Based Learning Coach	\$2,200.00
School Technology Coordinator - (6) One per School (Certified or Classified)	\$1,000.00
LAVEC Grant Coordinator (1)	\$1,000.00
Cumberland Family Medical Telehealth Stipend (6 nurses)	\$3,050

CERTIFIED

Position	Annual Pay
Early Childhood Council Grant Coordinator	\$1,500.00
Elementary Content Leaders (12)	\$600.00
Gifted & Talented Stipend - (6) One per School	\$1,200.00
National Board Teaching Certification (NBTC)	\$2,000.00
NBCT Mentor-District Coordinator	\$1,500.00
NBCT Mentor (6)	\$1,000.00
New Teacher Mentor (aka KTIP Mentor)	\$1,500.00
Night School Coordinator/Virtual School	\$10,500.00
SCM Trainers (Safe Crisis Management) (2)	\$3,000.00
Speech/Language Pathologists with Certificate of Clinical Competence	\$2,000.00
School Psychologist (3.5)	\$7,000.00
Exceptional Child Consultant for ARC Chair	\$3,000.00
STLP Coordinator - (6) One per School	\$600.00
STLP Coordinator - District Coordinator	\$1,000.00
Carl Perkins Grant Coordinator	\$3,000.00
TEDS Coordinator - WCHS Perkins Grant Paid	\$1,500.00
Robotics Stipend - (6) One per School	\$1,500.00
WCHS eSports (6)	\$1,000.00
WCHS Junior Class Sponsor	\$600.00
WCHS Senior Class Sponsor	\$600.00
WCMS Dance Team Coach	\$500.00
School Paid Cross Country Coach (Elementary)	\$350.00
School Paid Drama Coordinator (Elementary)	\$500.00
School Paid Club Sponsor	\$300.00

CERTIFIED

Position	Hourly Rate
Tutor/P.D. Stipend*	\$35.00
Summer School Teacher including Subs	\$35.00
Home/Hospital	Contracted Hourly Rate
Special Ed Extended Days - ESY Required Services	Higher of: Contracted Hourly Rate or \$35.00

***RETIRED TEACHERS RETURNING AS TUTORS**

Retired teachers are limited by their Daily Wage Threshold (DWT) set by the Kentucky Retirement System not to exceed maximum sub rate.

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 universities and/or KDE.

	Years of Experience		
	0-5 Years	6-10 Years	11+ Years
**District Wide Cert Additional Positions	6.00%	7.00%	8.00%
District ELL Department Chair	\$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.**

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	HOURLY RATE
0	\$52,303	278.21	37.09	\$47,550	252.93	33.72	\$43,077	229.13	30.55
1	\$52,661	280.11	37.35	\$48,025	255.45	34.06	\$43,729	232.60	31.01
2	\$53,194	282.95	37.73	\$48,499	257.97	34.40	\$44,322	235.75	31.43
3	\$53,849	286.43	38.19	\$48,857	259.88	34.65	\$44,797	238.28	31.77
4	\$56,759	301.91	40.25	\$52,244	277.89	37.05	\$47,933	254.96	34.00
5	\$57,057	303.49	40.47	\$52,957	281.69	37.56	\$48,647	258.76	34.50
6	\$57,653	306.67	40.89	\$53,314	283.58	37.81	\$49,122	261.29	34.84
7	\$61,159	325.32	43.38	\$55,276	294.02	39.20	\$50,647	269.40	35.92
8	\$61,636	327.85	43.71	\$55,869	297.18	39.62	\$51,123	271.93	36.26
9	\$62,111	330.38	44.05	\$56,345	299.71	39.96	\$51,597	274.45	36.59
10	\$65,141	346.50	46.20	\$58,783	312.68	41.69	\$54,077	287.64	38.35
11	\$65,438	348.07	46.41	\$59,316	315.51	42.07	\$54,554	290.18	38.69
12	\$65,742	349.69	46.63	\$59,881	318.52	42.47	\$54,909	292.07	38.94
13	\$66,033	351.24	46.83	\$60,831	323.57	43.14	\$55,264	293.96	39.19
14	\$66,331	352.82	47.04	\$61,218	325.63	43.42	\$55,741	296.49	39.53
15	\$70,583	375.44	50.06	\$62,111	330.38	44.05	\$56,922	302.78	40.37
16	\$70,894	377.10	50.28	\$62,408	331.96	44.26	\$57,219	304.35	40.58
17	\$71,207	378.76	50.50	\$62,705	333.54	44.47	\$57,515	305.93	40.79
18	\$71,518	380.42	50.72	\$63,202	336.18	44.82	\$57,813	307.52	41.00
19	\$71,830	382.08	50.94	\$63,703	338.85	45.18	\$58,242	309.80	41.31
20	\$72,767	387.06	51.61	\$64,717	344.24	45.90	\$59,084	314.28	41.90
21	\$73,080	388.72	51.83	\$65,271	347.19	46.29	\$59,389	315.90	42.12
22	\$73,393	390.39	52.05	\$65,805	350.02	46.67	\$59,465	316.30	42.17
23	\$73,703	392.04	52.27	\$66,334	352.84	47.05	\$59,763	317.89	42.38
24	\$74,016	393.70	52.49	\$66,866	355.67	47.42	\$60,061	319.48	42.60
25	\$74,950	398.67	53.16	\$67,775	360.51	48.07	\$60,357	321.05	42.81
26	\$75,265	400.35	53.38	\$68,338	363.50	48.47	\$60,655	322.63	43.02
27	\$75,574	401.99	53.60	\$68,868	366.32	48.84	\$60,951	324.21	43.23
28	\$75,887	403.66	53.82	\$69,180	367.98	49.06	\$61,248	325.79	43.44
29	\$76,199	405.32	54.04	\$69,493	369.64	49.29	\$61,546	327.37	43.65
30	\$77,135	410.29	54.71	\$70,406	374.50	49.93	\$62,438	332.11	44.28

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

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 will be effective July 1, 2025, for hours worked. The certification must be submitted to the Central Office before September 15, 2025, using the appropriate Certification/Degree Verification Form. No retroactive pay will be paid for prior years. After September 15, 2025, the supplemental pay additives will be noted for the classified staff member's next school year's contract as determined by the **FY27** approved salary schedule. Retroactive pay will not be paid for any certifications or degrees submitted after September 15, 2025, but certifications and degrees be applied to the next school year's contract pending **FY27** approved salary schedule.

Certification must be maintained to remain eligible for certification credit. If the certification expires, no longer applies to the position, or becomes outdated, the certification credit will be removed. Verification of certification renewal must be submitted to 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/department attached to this salary schedule. If classified staff members hold certifications but are not in the mentioned department, the staff 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 both Tier 1 (Degree) additives 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 a combined pay.

Tier 1 Additives

Associate Degree	<u>\$1 per hour</u>
Bachelor Degree	<u>\$2 per hour</u>
Master Degree	<u>\$3 per hour</u>
Doctorate	<u>\$4 per hour</u>

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

Tier 2 Additives

Technology- Certified Wireless Technician, Administrator, Professional, or Expert (CWNP)	\$1 per hour
Technology- Certified Associate in Project Management Certification (CAPM)	\$1 per hour
Secretary/Clerks/Bookkeepers- Certified Associate in Project Management Certification (CAPM)	\$1 per hour
Finance - Certified School Financial Manager/Officer	\$1 per hour
Finance - Certified Payroll Professional (CPP)	\$1 per hour
Finance/HR - SMHR Certified Professional	\$1 per hour
Finance/HR - SMHR Senior Certified Professional	\$1 per hour
Secretary/Clerks/Bookkeepers- Advanced Level III or Higher Professional Standards Program (PSP)	\$1 per hour
ETC- Child Development Associate	\$1 per hour
ETC- Early Childhood Education Director's Credential	\$1 per hour
Instructional Assistant - Teaching Certificate	\$1 per hour
SRO - Department of Criminal Justice Training Career Development Program (DOCJT)	\$1 per hour
Transportation- ASE Certification ASE S1 -S6 Total Certifications 6	\$1 per hour
Transportation- AC Certification Must complete ASE S7	\$1 per hour

Tier 3 Additives

Transportation- Driver Trainer Certificate	\$0.50 per hour
Transportation- Mechanic State Inspector	\$0.50 per hour
Technology- Any CompTIA Certifications excluding IT Fundamentals	\$0.50 per hour
Technology- Fortinet Network Certified Professional Certification (up to 3 different certifications)	\$0.50 per hour
Technology- Fortinet Network Certified Engineer	\$0.50 per hour
Technology- Infinite Campus Certified System Administrator	\$0.50 per hour
Technology- Professional Google Workspace Administrator	\$0.50 per hour
Finance - Fundamental Payroll Professional Certification	\$0.50 per hour
Instructional Assistant- Bluegrass Career and Technical College Para Educator Certification Program	\$0.50 per hour
Instructional Assistant- ParaPro Assessment (ETS)	\$0.50 per hour
Instructional Assistant- PBS Media Literacy Educator Certification	\$0.50 per hour
Instructional Assistant - Certified Autism Spectrum Disorder Clinical Specialist Intensive Training (ASDCS)	\$0.50 per hour
Instructional Assistant - ASL/Communication Training (Max 1 Certificate Type)	\$0.50 per hour
Nursing - National Board Certification in School Nursing	\$0.50 per hour
Nursing - CBDCE Diabetic Care Certification	\$0.50 per hour
Nursing - School Health for Children & Adolescents Specialization	\$0.50 per hour

Tier 4 Additives

Food Service- SNA Level 1	\$0.25 per hour
Food Service- SNA Level 2	\$0.25 per hour
Food Service- SNA Level 3	\$0.25 per hour
Food Service- SNA Level 4	\$0.25 per hour
All Classified Staff- Microsoft Office Specialist, any program, each program certification is considered a \$.25 additive	\$0.25 per hour
All Classified Staff- Microsoft Certified Application Specialist	\$0.25 per hour
All Classified Staff- WCPS Proctored Technology Training Courses (Not Safe Schools or Para Exams)	\$0.25 per hour
Technology- Fortinet Certified Associate (Must Complete All 3 Levels)	\$0.25 per hour
Technology - Fortinet Certified Fundamentals	\$0.25 per hour
Technology - Fortinet Certified Professional (Any Product)	\$0.25 per hour
Technology- Certification in Cybersecurity (ISC)	\$0.25 per hour
Finance/HR - Frontline Absence Management Certification Course	\$0.25 per hour
Instructional Assistant - Autism Certification through KATC or IRIS Center (Max 1 Certificate Type)	\$0.25 per hour
Instructional Assistant - Master Teacher Para Educator Certification - for every 15 hrs reflected on transcript	\$0.25 per hour
Maintenance/Custodial - Forklift and/or Aerial Lift Certifications	\$0.25 per hour
Maintenance/Custodian - (NCCER) /OSHA Certifications	\$0.25 per hour
Maintenance/Custodian - KSPMA General Maintenance Certification	\$0.25 per hour
Maintenance/Custodian - Backflow Certification	\$0.25 per hour
Maintenance/Custodian - Certified Manager of Maintenance	\$0.25 per hour
Maintenance/Custodian - Facilities Management Administrator	\$0.25 per hour
Maintenance/Custodian - Concrete Certification	\$0.25 per hour
Maintenance/Custodian - Herbicide Spray Certification	\$0.25 per hour