

KENTUCKY DEPARTMENT OF EDUCATION
Office of Career and Technical Education

MINIMUM SALARY SCHEDULE FOR CERTIFIED STAFF
For Instructors Requiring Minimum of a Baccalaureate Degree
(Pre-Service)
(Salary Rate Based on 12 Months)
Effective July 1, 2025

Experience (in Years)	Rank IV Ed. Level Below Bacc.	Rank III Baccalaureate	Rank II Master	Rank I Master + 30 Hours	Doctorate
0-4	\$ 49,338	\$ 58,114	\$ 62,414	\$ 66,533	\$ 72,921
5-9	\$ 51,360	\$ 60,497	\$ 66,546	\$ 73,200	\$ 80,520
10-14	\$ 52,082	\$ 62,553	\$ 68,809	\$ 75,689	\$ 83,257
15-19	\$ 52,810	\$ 63,178	\$ 69,496	\$ 76,446	\$ 84,091
20-up	\$ 53,604	\$ 65,579	\$ 72,138	\$ 79,351	\$ 87,286

Years of Experience:

For Instructional positions, teaching and educational administration experience shall be calculated on the basis of Kentucky Teachers' Retirement System and Kentucky Employees' Retirement System credit and documented, full-time assignments in teaching and educational administration in private, public or military institutions.

For non-instructional positions, teaching and administration experience shall be calculated on the basis of Kentucky Teachers' Retirement System and Kentucky Employees' Retirement system credit and documented, full-time assignments in teaching and administration.

KENTUCKY DEPARTMENT OF EDUCATION

Office of Career and Technical Education

MINIMUM SALARY SCHEDULE FOR CERTIFIED OCCUPATION BASED STAFF
For Instructors Requiring Statement of Eligibility and Provisional Certificate
(In-Service)
(Salary Rate Based on 12 Months)
Effective July 1, 2025

Experience	Rank IV				
(in Years)	Ed. Level Emergency Certificate.	Rank III SOE	Rank II Associates	Rank I Baccalaureate	Doctorate
0-4	\$ 49,338	\$ 58,114	\$ 62,414	\$ 66,533	\$ 72,921
5-9	\$ 51,360	\$ 60,497	\$ 66,546	\$ 73,200	\$ 80,520
10-14	\$ 52,082	\$ 62,553	\$ 68,809	\$ 75,689	\$ 83,257
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MINIMUM SALARY SCHEDULE FOR CERTIFIED STAFF
For Instructors Requiring Minimum of a Baccalaureate Degree
(Pre-Service)

(Salary Rate Based on 10.5 Months*)
Effective July 1, 2025

* The 10.5 month salary schedule does not include any extended employment compensation.

Experience (in Years)	Rank IV Ed. Level Below Bacc.	Rank III Baccalaureate	Rank II Master	Rank I Master + 30 Hours	Doctorate
0-4	\$ 43,050	\$ 50,706	\$ 54,459	\$ 58,053	\$ 63,626
5-9	\$ 44,814	\$ 52,785	\$ 58,064	\$ 63,870	\$ 70,257
10-14	\$ 45,444	\$ 54,579	\$ 60,038	\$ 66,043	\$ 72,645
15-19	\$ 46,080	\$ 55,126	\$ 60,639	\$ 66,703	\$ 73,373
20-up	\$ 46,772	\$ 57,221	\$ 62,942	\$ 69,237	\$ 76,160

Years of Experience:

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Office of Career and Technical Education

MINIMUM SALARY SCHEDULE FOR CERTIFIED OCCUPATION BASED STAFF *For Instructors Requiring Statement of Eligibility and Provisional Certificate* (In-Service)

(Salary Rate Based on 10.5 Months*)

Effective July 1, 2025

* The 10.5 month salary schedule does not include any extended employment compensation.

Experience	Rank IV Ed. Level Emergency Certificate.	Rank III SOE	Rank II Associates	Rank I Baccalaureate	Doctorate
(in Years)					
0-4	\$ 43,050	\$ 50,706	\$ 54,459	\$ 58,053	\$ 63,626
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Indexes for Supervisory and Administrative Positions:

An index shall be applied to positions with supervisory responsibilities or a broad scope of responsibilities requiring administrative discretionary decision-making. This index provides a salary addition for all positions within the group. The index is calculated on the base salary for the minimum educational experience required for the position. The indexed amount is added to the salary for those personnel whose current salary is below the appropriate educational and experience level including the index on the salary schedule, and for new appointments. Personnel serving in an Acting duty capacity shall receive the indexed amount for the position that would be awarded if the position is filled on a permanent basis. When the personnel are no longer serving in an Active Duty capacity, the indexed amount shall be withdrawn.

Index for School Personnel:

Group 1:	20 percent times base salary (Rank I, 0 experience) (\$13,307) KY TECH Center Principal
Group 2:	10 percent times base salary (Rank II, 0 experience) (\$6,241) KY TECH Assistant Principal KY TECH Guidance Counselor
Group 3:	3 percent times base salary (Rank III, 0 experience) (\$1,743) KY TECH Cooperative Education Coordinator KY TECH Training and Development Specialist

Index for Frankfort-Based Central Office Personnel:

Group 1:	10-30	percent times base salary (Rank II, 0 exp) (\$6,241-\$18,724) KY TECH Area Supervisor Technical Education Team Leader
Group 2:	5-25	percent times base salary (Rank II, 0 exp.) (\$3,121-\$15,604) Technical Education Branch Supervisor Technical Education Administrative Branch Supervisor Technical Education Services Coordinator I
Group 3:	5-20	percent times base salary (Rank II, 0 exp.) (\$3,121-\$12,483) Technical Education Academic Consultant I Technical Education Administrative Consultant I Technical Education Services Coordinator II KY TECH Administrative Business Manager
Group 4:	5-10	percent times base salary (Rank II, 0 exp.) (\$3,121-\$6,241) Technical Education Academic Consultant II Technical Education Administrative Consultant II
Group 5:	5	percent times base salary (Rank III, 0 exp.) (\$2,906) Technical Education Academic Consultant III Technical Education Administrative Consultant III

Dual Appointment Rates

A full-time permanent employee working as a dual appointment in the certified or equivalent position may be paid equal to the hourly rate of his/her full-time position salary, up to 1.5 times that hourly rate.

Hourly Compensation Rates

The hourly rate of all part-time certified or equivalent employees shall be based on the certified and equivalent salary schedule converted to an hourly rate. The hourly rate may range from the hourly rate derived from using the salary schedule up to 1.5 times that hourly rate.

Rank Changes

Pursuant to KRS 156B.035 relating to salary adjustments for rank changes, a certified or equivalent employee shall have a salary adjustment retroactive to July 1 for educational rank changes which are confirmed by September 1 of each year. The salary adjustment shall be based upon the appropriate cell in the salary schedule (plus index where applicable) or a five percent increase, whichever is greater.