



Kenton County School District | *It's about ALL kids.*

Issue Paper

DATE:

April 24, 2026

AGENDA ITEM (ACTION ITEM):

Consider/Approve 2027 Supplemental and Miscellaneous Salary Schedules

APPLICABLE BOARD POLICY:

03.121 and 03.221 Salaries

HISTORY/BACKGROUND:

Annual review of the 2026 Supplemental Salary Schedules reveals that KCS D leads in the region and Kentucky. The district is fortunate to be able to offer compensation that ranks among the very best in the region and state.

Recognizing the accomplishments and hours of dedication to KCS D student extra and co-curricular activities as well as the continued inflationary impacts, the proposed 2027 Supplemental and Miscellaneous Salary Schedules reflect a 3.4% increase over last year.

FISCAL/BUDGETARY IMPACT:

\$75,000 from General Fund

RECOMMENDATION:

Approval of 2027 Supplemental and Miscellaneous Salary Schedules

CONTACT PERSON:

Malina Owens, Asst. Superintendent Human Resources

Susan Bentle, Exec. Director Finance

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Principal

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District Administrator

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Superintendent

KENTON COUNTY BOARD OF EDUCATION
2027 SUPPLEMENTARY SALARY SCHEDULE

SUPP Certified
SPCL Classified/Para

1 High School Athletic Director	\$11,882
2 Middle School Athletics	\$6,032
3 Weight/Conditioning Coach HS	\$1,769

Football

4 Head	\$10,556
5 Assistant	\$6,996
6 Level I (5)	\$4,982
7 Level II (2)	\$3,183
8 Level III (2)	\$2,039
9 Middle School Head	\$2,832
10 Assistant Middle School	\$2,039

Volleyball - Boys and Girls

11 High School Head	\$4,224
12 Assistant High School	\$1,769
13 Level I	\$1,322
14 Middle School Girls-6th	\$1,142
15 Middle School Girls-7th	\$1,142
16 Middle School Girls-8th	\$1,142

Cross Country - Boys and Girls

17 Head	\$2,832
18 Assistant	\$1,769
19 Middle School (1 Total)	\$1,142
20 Assistant Middle School (1 Total)	\$1,039

Basketball - Boys and Girls

21 High School Head	\$10,556
22 Assistant High School	\$6,996
23 Level I (2)	\$5,032
24 Level II	\$3,028
25 Middle School Boys-6th	\$2,832
26 Middle School Girls-6th	\$2,832
27 Middle School Boys-7th	\$2,832
28 Middle School Girls-7th	\$2,832
29 Middle School Boys-8th	\$2,832
30 Middle School Girls-8th	\$2,832

Track - Boys and Girls

31 Head	\$4,226
32 Assistant	\$2,997
33 Level I	\$1,769
34 Middle School (1 Total)	\$1,142
35 Assistant Middle School (1 Total)	\$1,039

Soccer - Boys and Girls

36 Head Coach	\$4,226
37 Assistant	\$1,769
38 Level I (2)	\$1,322

Softball - Fast Pitch

39 Head	\$6,335
40 Assistant High School	\$4,198
41 Level I (2)	\$3,023

Tennis - Boys and Girls

42 Head	\$2,832
43 Assistant	\$1,769

Golf

44 Head Boys	\$2,088
45 Head Girls	\$2,088

Archery

46 Head	\$2,832
47 Assistant (2)	\$1,322
48 Middle School Head	\$1,142
49 Assistant Middle School	\$1,039

Athletic Program Support

50 Athletic/Activity Camp Director	\$2,419
51 Athletic Team Instructor (1-20)	\$726
52 Athletic Support Level I	\$3,628
53 Athletic Support Level II (1-3)	\$2,419
54 Athletic Support Level III (1-3)	\$1,210
55 Non-KHSAA Official	\$35

ITEM NOTES:

- (7) Additional assistant if Varsity & JV team participation exceeds 60. Count taken 2 weeks after start of the season.
- (8) Additional assistant if Freshman team participation exceeds 50. Count taken 2 weeks after start of the season.
- (10, 20, 35, 49) Additional assistant if team participation exceeds 60. Count taken 2 weeks after start of the season
- (10) 2 Additional assistants if school is fielding 2 teams.
- (14) Requires comparable number of games as the 7th and 8th grade teams.
- (50-55) Athletic Program Support will be funded by the school or boosters

Athletic Directors: 26 checks

Other Athletic Stipends: 2 checks per year (1 @ Middle of Season and 1 @ End of Season)

5/4/2026

KENTON COUNTY BOARD OF EDUCATION
2027 SUPPLEMENTARY SALARY SCHEDULE

SUP1 Certified
SUCI. Classified/Para

<u>Cheerleaders</u>			<u>Elementary</u>	
1	Varsity	\$6,996	29 Literacy Leader (2)	\$1,649
2	Assistant	\$4,225	30 Academic Competition	\$2,701
3	Level I	\$3,183	31 Department Curriculum Leader (7 Positions)	\$1,382
4	Middle School-6th, 7th & 8th - Basketball	\$1,451	32 Sponsors (5 positions)	\$1,382
5	Middle School Football	\$1,176	33 E-WISE Sponsor (1 position)	\$1,382
			34 Athletics Activities Director	\$2,268
<u>Dance</u>			<u>Middle School</u>	
6	Head Coach (High School)	\$1,270	35 Academic Competition	\$4,225
			36 Literacy Leader	\$1,845
<u>Marching Band</u>			37 Department Curriculum Leader (6 Positions)	\$1,544
7	Director	\$10,556	38 Sponsors (8 positions)	\$1,544
8	Assistant	\$6,996	39 E-WISE Sponsor (1 position)	\$1,544
9	Level I	\$6,138	40 Construction Trades Club Sponsor	\$1,544
			41 Future Educators Sponsor	\$1,544
			42 Intramural/Activities Director	\$2,694
<u>Bowling</u>			<u>High School</u>	
10	Head Coach	\$1,270	43 Academic Competition	\$6,996
11	Assistant Coach	\$635	44 Department Curriculum Leader (7 Positions)	\$1,863
			45 Literacy Leader	\$2,088
<u>Wrestling</u>			46 Sponsors (8 positions)	\$1,983
12	Head - Boys	\$4,225	47 Future Educators Sponsor	\$1,983
13	Head - Girls	\$4,225	48 TEDS Coordinator	\$957
14	Assistant	\$1,769	49 High School JROTC Sponsor (2)	\$1,983
15	Middle School	\$1,142		
16	Assistant Middle School	\$1,039		
			<u>District Wide</u>	
<u>Swimming/Diving</u>			50 Elementary Activities Coordinator- 2 positions	\$9,121
17	Swim Coach	\$4,184	51 Secondary School Activities Coordinator	\$9,121
18	Assistant	\$1,769	52 NKYDC Lead Teacher	\$3,724
19	Diving Coach - District Position	\$1,770		
<u>Baseball</u>			<u>Music Program Support</u>	
20	Head	\$6,335	53 Marching Band Caption Head	\$4,886
21	Assistant High School	\$4,199	54 Marching Band Support Level I	\$3,663
22	Level I (2)	\$3,023	55 Marching Band Support Level II	\$2,443
			56 Marching Band Support Level III (1-3)	\$1,221
<u>Bass Fishing</u>			57 Marching Band Camp Level IV (1-4)	\$732
23	Head Coach	\$636	58 Winter Season Caption Head (1-2)	\$4,886
			59 Winter Season Support Level I	\$3,663
<u>E-Sports</u>			<u>Gifted and Talented Program</u>	
24	Head Coach	\$992	60 Enrollment <1000 Students (2 HS)	\$1,374
			61 Enrollment >1000 Students (2 HS)	\$1,832
<u>Unified and Adaptive Sports</u>			<u>Exceptional Children Lead Teacher</u>	
25	- Bowling (1 per HS)	\$1,270	62 Exception Children Lead Teacher	\$3,557
26	- Track (1 per HS)	\$1,270	63 Speech Pathologist Leader	\$2,087
<u>Lacrosse Boys and Girls</u>			<u>Technology Support</u>	
27	Head Coach	\$4,226	64 Instructional Technology Coach	\$2,371
28	Assistant Coach	\$1,769	Enrollment < 1,000 (1 position); >1,000 (2 positions)	
			65 STLP Coordinator (1)	\$2,371
			66 School Asset Coordinator (1)	\$1,778

ITEM NOTES:

- (7) Includes responsibility for Flags, Rifles, Pep Band and Summer Camp.
- (34) \$100 per team for teams in excess of 4
- (53-59) Music Program Support will be funded by the school or boosters
- (62) 0-120 Spec Ed students = 1 lead; over 120 Spec Ed students = 2 leads

All Stipend Positions are for performance before/after the contracted day.

KENTON COUNTY BOARD OF EDUCATION
 MISCELLANEOUS POSITIONS 2027

SECRETARY TO THE BOARD	\$16,575	ANNUAL
TREASURER	\$13,736	ANNUAL
TRANSPORTATION-SUB CALLING	\$3,557	ANNUAL
PRINCIPAL and DIRECTOR OF DISTRICTWIDE PROGRAM	\$12,463	ANNUAL
FOOD SERVICE MANAGER - BREAKFAST SUPPLEMENT	\$1,423	ANNUAL
SIGN LANGUAGE CERTIFICATION SUPPLEMENT	\$2,000	ANNUAL
NATIONAL BOARD CERTIFICATION SUPPLEMENT	\$2,000	ANNUAL
SPEECH LANGUAGE PATHOLOGIST STIPEND (As defined in KRS 157.397)	\$2,000	ANNUAL As funded in State Budget
CLASSIFIED DOCTORATE SUPPLEMENT	\$3,000	ANNUAL
BUS DRIVER TRAINER SUPPLEMENT	\$1.55	PER HOUR
HEALTH ASSISTANT SUPPLEMENT	\$1.65	PER HOUR
SUMMER BUS MAINTENANCE	\$15.80	PER HOUR
STUDENT INTERN	G1 0 EXP FROM CLASSIFIED PAY SCALE	
SWIM INSTRUCTOR/LIFEGUARD	\$15.70	PER HOUR
POOL/AQUATICS ASSSTANT	\$17.75	PER HOUR
SUBSTITUTE INTERPRETER	PER CONTRACTED RATE	
DISTRICT BUILDING OPERATIONS SUPERVISOR	HOURLY RATE: HCME/HCMS/G8/HCLE/HCMC/HCHJ/HCLI	
CHILD CARE EMPLOYEE	\$18.90	PER HOUR
SBDM SECRETARY	UP TO \$29.60	PER HOUR
REGISTERED NURSE ADDN'L HOURS	\$35.60	PER HOUR
ADDN'L NON INSTRUCTION HOURS**	\$39.15	PER HOUR
ADDN'L INSTRUCTION HOURS**	\$59.35	PER HOUR
ADMINISTRATOR EVENT SUPERVISOR ***	\$41.50	PER HOUR
CLASSIFIED POSITION SUBSTITUTE	0 EXP LEVEL I FROM CLASSIFIED PAY SCALE	
AP SCIENCE LAB STIPEND	\$2,963	ANNUAL
ADULT EVENT WORKER	\$17.80	PER HOUR
STUDENT EVENT WORKER	\$11.90	PER HOUR
COOPERATING TEACHER	KDE REIMBURSEMENT OR UNIV. CONTRACT RATE	

** Applicable Only to Exempt Positions (Excludes Administrators)

*** Applicable Only to Prinicpal, Asst. Principal, Guidance Counselor, Athletic Directors