

# COVINGTON INDEPENDENT PUBLIC SCHOOLS SALARY SCHEDULE 2026-2027



*Steps added for all employees with less than 27 total steps. Pages 1, 3, and 7.*

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SALARY SCHEDULE

ADMINISTRATORS

Years Exp.	Assistant Supt.	Executive Director	Director I	Director I	Director II	Director II	Director III	HS/MS Principal	HS AP (prior 7-1-22)	HS (after 7-1-22)	HS/MS AP	ELE/JEB/TLC Principal	Elementary AP
	Certified	Certified	Certified	Classified	Certified	Classified	Classified	Certified	Certified	Certified	Certified	Certified	Certified
	240 days	235 days	1-235 days	1-235 days	1-235 days	1-235 days	1-235 days	235 days	235 days	220 days	220 days	235 days	205 days
0	\$115,167	\$108,489	\$101,811	\$101,218	\$90,823	\$90,225	\$67,588	\$107,918	\$99,437	\$93,205	\$93,205	\$102,071	\$87,107
1	\$116,802	\$110,025	\$103,247	\$102,654	\$92,092	\$91,495	\$68,539	\$109,450	\$100,829	\$94,509	\$94,509	\$103,516	\$88,318
2	\$118,442	\$111,566	\$104,689	\$104,095	\$93,364	\$92,766	\$69,493	\$110,979	\$102,224	\$95,814	\$95,814	\$104,946	\$89,532
3	\$120,082	\$113,105	\$106,127	\$105,534	\$94,637	\$94,039	\$70,441	\$112,513	\$103,623	\$97,124	\$97,124	\$106,390	\$90,744
4	\$121,721	\$114,645	\$107,568	\$106,973	\$95,909	\$95,314	\$71,396	\$114,042	\$105,015	\$98,427	\$98,427	\$107,829	\$91,955
5	\$123,363	\$116,185	\$109,006	\$108,414	\$97,181	\$96,584	\$72,345	\$115,572	\$106,414	\$99,736	\$99,736	\$109,268	\$93,171
6	\$125,001	\$117,725	\$110,445	\$109,853	\$98,450	\$97,856	\$73,295	\$117,106	\$107,809	\$101,043	\$101,043	\$110,706	\$94,382
7	\$126,639	\$119,261	\$111,884	\$111,292	\$99,725	\$99,129	\$74,247	\$118,620	\$109,202	\$102,346	\$102,346	\$112,142	\$95,596
8	\$128,278	\$120,800	\$113,322	\$112,730	\$100,997	\$100,404	\$75,201	\$120,459	\$110,600	\$103,655	\$103,655	\$113,578	\$96,806
9	\$131,131	\$123,480	\$115,829	\$115,237	\$103,215	\$102,622	\$76,835	\$122,831	\$113,031	\$105,931	\$105,931	\$116,088	\$98,922
10	\$132,766	\$125,018	\$117,269	\$116,678	\$104,483	\$103,891	\$77,787	\$124,360	\$114,426	\$107,237	\$107,237	\$117,526	\$100,136
11	\$134,730	\$126,866	\$119,001	\$118,401	\$106,024	\$105,422	\$78,926	\$126,198	\$116,116	\$108,819	\$108,819	\$119,262	\$101,612
12	\$136,694	\$128,713	\$120,732	\$120,125	\$107,564	\$106,954	\$80,066	\$128,037	\$117,806	\$110,400	\$110,400	\$120,998	\$103,087
13	\$139,055	\$130,935	\$122,813	\$122,195	\$109,415	\$108,794	\$81,435	\$130,246	\$119,836	\$112,301	\$112,301	\$123,084	\$104,859
14	\$141,663	\$133,390	\$125,112	\$124,483	\$111,461	\$110,827	\$82,948	\$132,687	\$122,079	\$114,401	\$114,401	\$125,388	\$106,816
15	\$144,461	\$136,022	\$127,578	\$126,936	\$113,654	\$113,008	\$84,572	\$135,305	\$124,485	\$116,652	\$116,652	\$127,224	\$108,917
16	\$147,090	\$138,498	\$129,900	\$129,246	\$115,723	\$115,065	\$86,111	\$137,767	\$126,750	\$118,775	\$118,775	\$129,539	\$110,899
17+	\$149,767	\$141,019	\$132,264	\$131,598	\$117,829	\$117,159	\$87,678	\$140,274	\$129,057	\$120,937	\$120,937	\$131,897	\$112,917

**SALARY SCHEDULE**

**CERTIFIED TEACHERS AND SUBSTITUTES**

**CERTIFIED TEACHERS**

Years Exp.	RANK I	RANK II	RANK III	RANK IV
	185 days	185 days	185 days	185 days
0	\$55,517	\$50,436	\$47,285	\$43,820
1	\$56,212	\$51,247	\$47,634	\$43,820
2	\$57,168	\$52,172	\$48,227	\$43,820
3	\$58,202	\$53,066	\$49,031	\$43,820
4	\$59,132	\$53,966	\$49,777	\$43,820
5	\$60,052	\$54,858	\$50,509	\$43,820
6	\$60,960	\$55,748	\$51,359	\$43,820
7	\$61,881	\$56,634	\$52,202	\$43,820
8	\$62,904	\$57,725	\$52,976	\$43,820
9	\$64,110	\$58,888	\$53,790	\$43,820
10	\$65,244	\$59,996	\$54,773	\$43,820
11	\$66,385	\$61,098	\$55,802	\$43,820
12	\$67,351	\$62,061	\$56,741	\$43,820
13	\$68,345	\$63,083	\$57,709	\$43,820
14	\$69,301	\$64,123	\$58,768	\$43,820
15	\$70,394	\$65,355	\$59,923	\$43,820
16	\$71,642	\$66,572	\$61,054	\$43,820
17	\$72,843	\$67,737	\$62,138	\$43,820
18	\$73,907	\$68,703	\$63,080	\$43,820
19	\$74,943	\$69,689	\$64,021	\$43,820
20	\$75,936	\$70,666	\$64,963	\$43,820
21	\$76,908	\$71,687	\$66,053	\$43,820
22	\$78,232	\$73,004	\$67,279	\$43,820
23	\$79,499	\$74,228	\$68,431	\$43,820
24	\$80,626	\$75,303	\$69,393	\$43,820
25	\$81,653	\$76,309	\$70,345	\$43,820
26	\$82,642	\$77,264	\$71,241	\$43,820
27+	\$83,566	\$78,184	\$72,125	\$43,820

**SUBSTITUTE TEACHERS**

RANK I - III Certified Teacher	
Full day	\$174
.5 day	\$87

RANK IV 96 or More College Hours or College Graduate	
Full day	\$167
.5 day	\$84

RANK V 64-95 College Semester Hours	
Full day	\$162
.5 day	\$81

**SUBSTITUTE TEACHER ASSIGNMENTS**

**SHORT TERM:** A person employed to substitute for a single teacher from one (1) to twenty (20) consecutive days inclusive, or a person who substitutes for several teachers for 20 or more consecutive days paid on a per diem basis from the schedule shown above. There are no other benefits.

**LONG TERM:** A person employed to substitute for a single teacher and/or school for twenty-one (21) consecutive days or longer on a per diem basis from the schedule shown above for the first 20 days. On the 21st day when subbing for a single teacher and/or school and continuing, the person shall be paid 1/185 of the salary of a contracted teacher with the appropriate rank and experience. Any break in service (except for catastrophic circumstances, sick leave as defined by Covington Independent Public School policy, death of a family member, or absences prearranged and approved by the school principal and the personnel office prior to taking a long-term assignment) will result in pay reverting to day-one status. The pay increase process must then be repeated as future days are served in the same assignment.

**PERMANENT:** A teacher employed to replace a contract teacher for the balance of the year. The salary shall be 1/185 of the salary shown on the teacher's schedule with his/her rank and experience for each of the days actually in the remainder of the school year. The teacher shall receive one day of sick leave for each month, or major portion thereof, thought.

**CONTRACT:** A teacher employed under contract for the purpose of substituting throughout the school year. The teacher shall receive all the benefits of other regular contract teachers.

**CERTIFIED SUPPORT PERSONNEL INDEX SALARY SCHEDULE**

	Psychologist, Psychometrist	Int. Specialist (before 6-30-02)	Int. Specialist (after 6-30-02)	Sped Coach (admin cert req)	High School Counselor	Middle School Counselor	Elementary Counselor
	204 days	204 days	195 days	210 days	210 days	210 days	195 days
Asmt. Index*	1.21	1.21	1.15	1.31	1.24	1.24	1.15

SALARY SCHEDULE

CLASSIFIED SUPPORT PERSONNEL, FRYSC, COMMUNITY AND FAMILY ENGAGEMENT, AND CHILD CARE

Years Exp.	School Security	Mentoring, Resource Dev., Outreach	Community School Specialist	MS & HS YSC Coordinator	Elementary FRC Coordinator	MS & HS Advocate	Certified Child Care	Child Care Cook, Housekeeping	Occupational Therapist	CLC Operations Coordinator	CLC Site Coordinator
	8 hour days	7 hour days	7 hour days	7 hour days	7 hour days	7 hour days	8 hour days	8 hour days	8 hour days	8 hour days	8 hour days
	187 days	205-235 days	235 days	240 days	240 days	168-240 days	190 days	190 days	204 days	235 days	220 days
0	\$139.30	\$211.03	\$151.01	\$210.84	\$196.80	\$175.73	\$140.31	\$15.94	\$281.52	\$241.98	\$241.98
1	\$143.27	\$217.02	\$155.12	\$216.91	\$202.52	\$180.79	\$144.07	\$16.34	\$285.62	\$247.98	\$247.98
2	\$147.25	\$223.34	\$159.55	\$223.17	\$208.36	\$187.22	\$147.81	\$16.74	\$292.52	\$254.13	\$254.13
3	\$151.35	\$229.75	\$164.07	\$229.65	\$214.42	\$191.40	\$151.43	\$17.14	\$296.81	\$260.44	\$260.44
4	\$155.04	\$236.50	\$168.81	\$236.37	\$220.59	\$196.90	\$155.19	\$17.53	\$301.14	\$266.74	\$266.74
5	\$158.21	\$243.45	\$173.33	\$243.28	\$226.96	\$202.34	\$159.18	\$17.93	\$305.82	\$273.20	\$273.20
6	\$162.30	\$250.50	\$177.65	\$250.31	\$233.55	\$208.47	\$163.29	\$18.33	\$313.28	\$279.83	\$279.83
7	\$165.97	\$257.76	\$182.70	\$257.54	\$240.36	\$214.52	\$167.12	\$18.73	\$320.94	\$286.62	\$286.62
8	\$169.12	\$265.14	\$187.62	\$264.22	\$246.58	\$220.66	\$170.96	\$19.12	\$328.80	\$293.58	\$293.58
9	\$172.93	\$272.71	\$192.30	\$270.66	\$253.09	\$222.76	\$174.48	\$19.41	\$336.92	\$300.72	\$300.72
10	\$176.61	\$279.55	\$196.89	\$277.32	\$259.42	\$232.45	\$178.29	\$19.69	\$345.22	\$308.03	\$308.03
11	\$180.30	\$286.40	\$201.49	\$284.33	\$265.75	\$238.15	\$182.09	\$19.98	\$353.74	\$315.53	\$315.53
12	\$183.72	\$291.98	\$205.37	\$289.88	\$270.92	\$242.77	\$185.55	\$20.26	\$356.97	\$323.21	\$323.21
13	\$187.03	\$297.38	\$209.13	\$295.24	\$275.93	\$247.24	\$188.89	\$20.54	\$360.26	\$331.09	\$331.09
14	\$190.57	\$303.18	\$213.15	\$300.99	\$281.29	\$252.04	\$192.48	\$20.83	\$363.56	\$337.22	\$337.22
15	\$194.04	\$308.69	\$217.03	\$306.47	\$286.41	\$256.63	\$195.98	\$21.11	\$366.91	\$343.80	\$343.80
16	\$197.57	\$314.41	\$220.98	\$312.05	\$291.62		\$199.55	\$21.40	\$370.28	\$350.06	\$350.06
17								\$21.68	\$373.69		
18								\$21.96	\$378.50		
19								\$22.25	\$383.40		
20								\$22.53	\$388.39		
21								\$22.81	\$393.39		
22								\$23.10	\$398.49		
23								\$23.38	\$403.66		
24								\$23.67	\$407.78		
25								\$23.95	\$411.92		
26								\$24.23	\$416.14		
27+								\$24.52	\$420.39		

**SALARY SCHEDULE**

**CLASSIFIED INSTRUCTIONAL, ADMIN, AND CLERICAL ASSISTANTS**

Years Exp.	Instr. Asst. I, Multi Media	Instr. Asst. II, Health Asst.	Admin. Asst. Supt.	Admin. Asst. I Director	Admin. Asst. Director	Admin. Asst. I & II	Clerical Assistant
	7 hour day	7 hour day	7 hour day	7 hour day	7 hour day	7 hour day	7 hour day
	185-205 days	185 days	235 days	235 days	235 days	210-235 days	210 days
0	\$18.05	\$16.15	\$183.66	\$180.63	\$152.54	\$137.38	\$15.98
1	\$18.44	\$16.55	\$188.94	\$185.82	\$156.88	\$141.28	\$16.38
2	\$18.85	\$16.95	\$194.38	\$191.12	\$161.34	\$145.25	\$16.78
3	\$19.24	\$17.35	\$199.98	\$196.63	\$165.95	\$149.38	\$17.18
4	\$19.66	\$17.74	\$205.74	\$202.26	\$170.70	\$153.69	\$17.57
5	\$20.09	\$18.14	\$211.70	\$208.09	\$175.60	\$158.02	\$17.97
6	\$20.45	\$18.54	\$217.82	\$214.14	\$180.63	\$162.56	\$18.37
7	\$20.98	\$18.94	\$224.12	\$220.31	\$185.83	\$167.22	\$18.77
8	\$21.45	\$19.33	\$230.61	\$226.69	\$191.17	\$171.97	\$19.16
9	\$21.91	\$19.62	\$237.30	\$233.29	\$196.66	\$176.96	\$19.45
10	\$22.39	\$19.90	\$244.19	\$240.09	\$202.36	\$182.02	\$19.73
11	\$22.87	\$20.19	\$244.19	\$240.09	\$202.36	\$182.02	\$20.02
12	\$23.07	\$20.47	\$252.52	\$247.11	\$208.20	\$187.21	\$20.30
13	\$23.51	\$20.75	\$255.67	\$248.07	\$208.20	\$187.21	\$20.58
14	\$23.73	\$21.04	\$258.81	\$255.09	\$214.25	\$192.61	\$20.87
15	\$23.96	\$21.32	\$261.94	\$255.09	\$214.25	\$192.61	\$21.15
16	\$24.18	\$21.61	\$265.91	\$262.11	\$214.25	\$192.61	\$21.44
17	\$24.41	\$21.89	\$265.91	\$262.11	\$214.25	\$192.61	\$21.72
18	\$24.64	\$22.17	\$273.22	\$269.13	\$214.25	\$192.61	\$22.00
19	\$24.86	\$22.46	\$273.22	\$269.13	\$220.42	\$198.17	\$22.29
20	\$25.10	\$22.74	\$280.75	\$276.15	\$220.42	\$198.17	\$22.57
21	\$25.34	\$23.02	\$280.75	\$276.15	\$220.42	\$198.17	\$22.85
22	\$25.58	\$23.31	\$288.28	\$283.17	\$220.42	\$198.17	\$23.14
23	\$25.83	\$23.59	\$288.28	\$283.17	\$220.42	\$198.17	\$23.42
24	\$26.07	\$23.88	\$299.20	\$291.68	\$226.79	\$203.87	\$23.71
25	\$26.32	\$24.16	\$305.04	\$297.37	\$231.17	\$207.80	\$23.99
26	\$26.57	\$24.44	\$310.68	\$302.88	\$235.41	\$211.61	\$24.27
27+	\$26.82	\$24.73	\$316.75	\$308.79	\$239.96	\$215.68	\$24.56

AA or 60+ Hrs

SALARY SCHEDULE

CLASSIFIED MAINTENANCE, CUSTODIAL, TECHNOLOGY, AND ACCOUNTING

	Custodial Supervisor	Custodian	Computer Maintenance	DW Maint./Cust. Supervisor	HVAC Lead Technician	HVAC Technician	Lead Maint. Worker	Maint. Worker II	Maint. Wkr. I Food Service	Accounting Supervisor
Years	8 hour days	8 hour days	8 hour days	8 hour days	8 hour days	8 hour days	8 hour days	8 hour days	8 hour days	7 hour days
Exp.	235 days	235 days	235 days	235 days	235 days	235 days	235 days	235 days	235 days	235 days
0	\$19.13	\$16.29	\$25.87	\$30.05	\$27.65	\$26.37	\$25.03	\$23.04	\$18.28	\$29.33
1	\$19.53	\$16.46	\$26.62	\$30.82	\$28.21	\$26.92	\$25.75	\$23.70	\$18.56	\$30.18
2	\$19.70	\$16.86	\$27.39	\$31.61	\$28.78	\$27.46	\$26.50	\$24.38	\$19.13	\$31.04
3	\$19.98	\$17.14	\$28.18	\$32.43	\$29.35	\$28.00	\$27.26	\$25.08	\$19.41	\$31.94
4	\$20.26	\$17.31	\$29.00	\$33.27	\$29.92	\$28.54	\$28.04	\$25.81	\$19.70	\$32.86
5	\$20.55	\$17.71	\$29.84	\$34.14	\$30.48	\$29.08	\$28.87	\$26.56	\$19.98	\$33.81
6	\$20.72	\$18.11	\$30.71	\$35.03	\$31.05	\$29.62	\$29.70	\$27.32	\$20.26	\$34.80
7	\$20.83	\$18.50	\$31.60	\$35.95	\$31.62	\$30.16	\$30.56	\$28.12	\$20.55	\$36.03
8	\$21.40	\$18.90	\$32.52	\$36.90	\$32.19	\$30.70	\$31.45	\$28.93	\$21.40	\$36.84
9	\$21.97	\$19.36	\$33.47	\$37.88	\$32.76	\$31.24	\$32.39	\$29.77	\$21.68	\$37.93
10	\$22.59	\$19.92	\$34.44	\$38.88	\$33.32	\$31.78	\$33.36	\$30.63	\$22.53	\$39.03
11	\$22.71	\$20.04	\$34.44	\$39.00	\$33.89	\$32.32	\$33.59	\$30.77	\$24.24	\$39.03
12	\$22.93	\$20.21	\$35.21	\$39.29	\$34.46	\$32.86	\$33.80	\$31.07	\$24.52	\$41.36
13	\$23.10	\$20.38	\$35.21	\$40.14	\$35.03	\$33.41	\$34.23	\$31.17	\$24.64	\$41.36
14	\$23.67	\$20.60	\$35.96	\$40.42	\$35.60	\$33.95	\$34.29	\$31.52	\$24.92	\$44.06
15	\$24.52	\$20.89	\$35.96	\$40.54	\$36.16	\$34.49	\$34.35	\$31.62	\$24.98	\$44.06
16	\$24.81	\$21.40	\$35.96	\$40.71	\$36.73	\$35.03	\$34.40	\$31.90	\$25.09	\$44.06
17	\$25.37	\$21.97	\$35.96	\$40.99	\$37.30	\$35.57	\$34.46	\$32.19	\$25.20	\$44.06
18	\$25.94	\$22.53	\$35.96	\$41.27	\$37.87	\$36.11	\$34.74	\$32.76	\$25.32	\$44.06
19	\$26.51	\$23.10	\$36.74	\$41.56	\$38.15	\$36.38	\$35.31	\$33.32	\$25.66	\$45.34
20	\$27.08	\$23.67	\$36.74	\$41.84	\$38.43	\$36.65	\$35.60	\$33.89	\$25.77	\$45.34
21	\$27.65	\$24.24	\$36.74	\$42.13	\$38.72	\$36.92	\$36.16	\$34.46	\$25.94	\$45.34
22	\$28.21	\$24.81	\$36.74	\$42.41	\$39.00	\$37.19	\$36.73	\$35.03	\$26.51	\$45.34
23	\$28.78	\$25.09	\$36.74	\$42.98	\$39.29	\$37.46	\$37.01	\$35.60	\$27.08	\$45.34
24	\$29.00	\$25.20	\$37.51	\$44.68	\$39.40	\$37.73	\$37.30	\$35.71	\$27.65	\$46.63
25	\$29.22	\$25.30	\$38.25	\$45.25	\$39.51	\$38.00	\$37.87	\$35.82	\$28.21	\$47.54
26	\$29.44	\$25.41	\$38.96	\$45.82	\$39.61	\$38.27	\$38.15	\$35.93	\$28.78	\$48.42
27+	\$29.62	\$25.56	\$39.73	\$46.38	\$39.89	\$38.81	\$38.43	\$36.02	\$29.35	\$49.37

**SALARY SCHEDULE**

**CLASSIFIED FOOD SERVICES**

Years Exp.	Campus FS Manager III	Elementary FS Manager II	Elementary FS Manager I	Cook	Food Service Assistant I	Food Service Asst. I Sub
	8 hour days	6.5 hour days	6.5 hour days	6 hour days	2-6 hour days	Hourly
	One 4-Hour Professional Development Day Required Annually					
	235 days	185 days	185 days	183 days	183 days	As needed
0	\$25.37	\$21.37	\$19.67	\$18.11	\$16.40	\$12.46
1	\$25.77	\$21.77	\$20.07	\$18.50	\$16.80	\$12.78
2	\$26.17	\$22.17	\$20.47	\$18.90	\$17.20	\$13.07
3	\$26.57	\$22.57	\$20.86	\$19.30	\$17.60	\$13.31
4	\$26.96	\$22.96	\$21.26	\$19.70	\$17.99	\$13.69
5	\$27.36	\$23.36	\$21.66	\$20.09	\$18.39	\$13.98
6	\$27.76	\$23.76	\$22.06	\$20.49	\$18.79	\$14.22
7	\$28.16	\$24.16	\$22.45	\$20.89	\$19.19	\$14.47
8	\$28.55	\$24.55	\$22.85	\$21.29	\$19.58	\$14.75
9	\$28.84	\$24.84	\$23.13	\$21.57	\$19.87	\$15.02
10	\$29.12	\$25.12	\$23.42	\$21.86	\$20.15	
11	\$29.41	\$25.41	\$23.70	\$22.14	\$20.44	
12	\$29.69	\$25.69	\$23.99	\$22.42	\$20.72	
13	\$29.97	\$25.97	\$24.27	\$22.71	\$21.00	
14	\$30.26	\$26.26	\$24.55	\$22.99	\$21.29	
15	\$30.54	\$26.54	\$24.84	\$23.27	\$21.57	
16	\$30.83	\$26.83	\$25.12	\$23.56	\$21.86	
17	\$31.11	\$27.11	\$25.41	\$23.84	\$22.14	
18	\$31.39	\$27.39	\$25.69	\$24.13	\$22.42	
19	\$31.68	\$27.68	\$25.97	\$24.41	\$22.71	
20	\$31.96	\$27.96	\$26.26	\$24.69	\$22.99	
21	\$32.24	\$28.25	\$26.54	\$24.98	\$23.27	
22	\$32.53	\$28.53	\$26.83	\$25.26	\$23.56	
23	\$32.81	\$28.81	\$27.11	\$25.55	\$23.84	
24	\$33.10	\$29.10	\$27.39	\$25.83	\$24.13	
25	\$33.38	\$29.38	\$27.68	\$26.11	\$24.41	
26	\$33.66	\$29.66	\$27.96	\$26.40	\$24.69	
27+	\$33.95	\$29.95	\$28.25	\$26.68	\$24.98	

SALARY SCHEDULE

CLASSIFIED TRANSPORTATION **AND**, HEALTH SERVICES, **AND DW MAIN CUST SUPV**

Years Exp.	Mechanic	Driver*	Bus Monitor	Lead Mechanic DW Main/Cust Supv.	RN-BSN Exempt (KTRS after 7/1/22)	RN	LPN	Health Services Assistant
	8 hour days	Hourly	Hourly	8 hour days	7 hour days	7 hour days	7 hour days	7 hour days
	235 days	182 days	182 days	235 days	185 Days	185 days	185 days	185 days
<b>0</b>	\$28.21	\$22.63	\$17.23	\$30.05	\$47,285	\$30.59	\$23.02	\$16.15
<b>1</b>	\$28.78	\$22.82	\$17.63	\$30.82	\$47,634	\$31.13	\$23.56	\$16.55
<b>2</b>	\$29.35	\$23.03	\$18.03	\$31.61	\$48,227	\$31.67	\$24.10	\$16.95
<b>3</b>	\$29.92	\$23.20	\$18.43	\$32.43	\$49,031	\$31.95	\$24.64	\$17.35
<b>4</b>	\$30.20	\$23.48	\$18.82	\$33.27	\$49,777	\$32.22	\$25.19	\$17.74
<b>5</b>	\$30.48	\$23.76	\$19.22	\$34.14	\$50,509	\$32.76	\$25.46	\$18.14
<b>6</b>	\$31.05	\$23.88	\$19.62	\$35.03	\$51,359	\$33.03	\$25.73	\$18.54
<b>7</b>	\$31.34	\$24.05	\$20.02	\$35.95	\$52,202	\$33.30	\$26.27	\$18.94
<b>8</b>	\$32.19	\$24.33	\$20.41	\$36.90	\$52,976	\$33.84	\$26.54	\$19.33
<b>9</b>	\$32.47	\$24.62	\$20.70	\$37.88	\$53,790	\$34.92	\$27.35	\$19.62
<b>10</b>	\$32.76	\$25.18	\$20.98	\$38.88	\$54,773	\$36.00	\$27.89	\$19.90
<b>11</b>	\$33.32	\$25.75	\$21.27	\$39.00	\$55,802	\$36.54	\$28.97	\$20.19
<b>12</b>	\$33.89	\$26.32	\$21.55	\$39.29	\$56,741	\$37.08	\$29.51	\$20.47
<b>13</b>	\$35.03	\$26.89	\$21.83	\$40.14	\$57,709	\$37.62	\$30.05	\$20.75
<b>14</b>	\$35.60	\$27.45	\$22.12	\$40.42	\$58,768	\$38.16	\$30.59	\$21.04
<b>15</b>	\$36.16	\$28.02	\$22.40	\$40.54	\$59,923	\$39.25	\$31.67	\$21.32
<b>16</b>	\$36.73	\$28.59	\$22.69	\$40.71	\$61,054	\$39.79	\$32.22	\$21.61
<b>17</b>	\$37.30	\$28.87	\$22.97	\$40.99	\$62,138	\$40.33	\$32.76	\$21.89
<b>18</b>	\$37.87	\$29.16	\$23.25	\$41.27	\$63,080	\$40.87	\$33.30	\$22.17
<b>19</b>	\$38.15	\$29.73	\$23.54	\$41.56	\$64,021	\$41.41	\$33.57	\$22.46
<b>20</b>	\$38.43	\$30.29	\$23.82	\$41.84	\$64,963	\$41.95	\$33.84	\$22.74
<b>21</b>	\$39.00	\$30.86	\$24.10	\$42.13	\$66,053	\$42.49	\$34.92	\$23.02
<b>22</b>	\$39.29	\$31.71	\$24.39	\$42.41	\$67,279	\$43.57	\$36.00	\$23.31
<b>23</b>	\$39.57	\$32.00	\$24.67	\$42.98	\$68,431	\$44.11	\$36.54	\$23.59
<b>24</b>	\$40.14	\$32.57	\$24.96	\$44.68	\$69,393	\$44.65	\$37.08	\$23.88
<b>25</b>	\$40.71	\$33.13	\$25.24	\$45.25	\$70,345	\$45.19	\$37.62	\$24.16
<b>26</b>	\$41.27	\$33.42	\$25.52	\$45.82	\$71,241	\$45.74	\$37.89	\$24.44
<b>27+</b>	\$41.84	\$33.70	\$25.81	\$46.38	\$72,125	\$46.82	\$38.16	\$24.73

\*Driver trainers will receive \$2.10 more per hour.

**SALARY SCHEDULE**

**SUMMER SCHOOL, EXTENDED SCHOOL SERVICES, AND HOURLY SUPPLEMENTS**

**DIRECTORS, ASSISTANT DIRECTORS, CERTIFIED TEACHERS, AND INSTRUCTIONAL ASSISTANTS**

Years Exp.	Summer School / ESS / After School Out-of-School Time Program / Summer Program / SIF					
	RANK I	RANK II	RANK III	RANK IV	Inst. Asst.	
0-3	\$40.00	\$40.00	\$40.00	\$40.00	\$20.00	Summer School Director - \$4,950.00 Substitute Teachers - \$40.00 / hour
4-9	\$40.00	\$40.00	\$40.00	\$40.00	\$20.00	
10+	\$40.00	\$40.00	\$40.00	N/A	\$20.00	

**HOURLY SUPPLEMENTS**

Requires District Hourly Supplemental Authorization Form

<b>\$15.00</b>	<b>\$16.50</b>	<b>\$24.00</b>	<b>\$32.00</b>
Student Worker	Planning Supervisor	Teacher/Instructional Activity Support	Speech Therapist Part-Time
Classified Summer Maintenance Worker Non-Student	<b>\$18.50</b>	Fitness Club Coach (Cert.)	<b>\$33.00</b>
Concessions Worker	Hourly Music Instr.	<b>\$25.00</b>	BSN/RN Sub Nurse (RN/LPN sub based on page 7 hourly rate/exp.)
Game/Event Worker	<b>\$19.50</b>	Language Tutor	<b>\$63.00</b>
Campus Monitor	CAHS Summer Teacher Part-Time	Elementary Athletic Official	Architect
Community Schools Supervision	<b>\$20.00</b>	<b>\$28.00</b>	
Homework Room	Classified CLC/OST Activity Leader	Summer Program Lead Coordinator	
Clerical Support	Bus Chaperone	<b>\$29.00</b>	
Friday DT	Classified Fitness Club Coach	CIPS Board Admin. Asst. Per Hour	
Computer Maint. Non-Student	Asst. CLC/OST Coord.	SBDM Admin. Asst. Per Meeting	
Tank Monitor			
Certified Teacher Maintenance Worker			
Detention			
Classified/Instructional Activity Support			

**SALARY SCHEDULE**

**INSTRUCTIONAL SUPPLEMENTS**

Requires Contract with Recommendation from Building/Department Administrator

\$550.00		\$600.00		\$700.00		\$750.00		\$800.00		\$950.00		\$1,000.00		\$1,200.00		\$1,300.00	
National Honor Society	Student Council	Debate/Speech	Title I Parent School Coordinator	AP Start Up Grant	Odyssey of the Mind Coach	HHS Co-op	Student Council	Lead Teacher	HHS/HMS Academic Asst. Coach	Speech Path	HHS Sponsor	Exceptional Children	Elementary Lead	Annual Sponsor			
Safety Trainers	HMS Sponsor	Holmespun		Robotics		Program Coordinator		Asst. Supervisor		Elementary							
	Horizons	Senior Class Sponsor				Dramatics		Academic Coach				Program Review Lead					
	Junior Class Sponsor	FBLA						DW Translator/Adv.				FIRST LEGO League					

\$1,500.00		\$1,575.00		\$1,850.00		\$1,875.00		\$2,000.00		\$2,100.00		\$2,200.00		\$2,375.00		\$2,625.00	
School WebMaster	SPED	Academic Chair	HMS Academic	National Board	Academic Chair	TLC	Academic Chair	Fixed Assets									
	Alt. Certification	6-10 Members	Head Coach	Certified	11-15 Members	Supplement	16+ Members	Register									
	CAHS/TLC				Social Media	Coord. FS Manager	SPED Staff	Lead PE Teacher									
	Head Teacher				Specialist		EBD/FMD/MMD	Title I Parent									
	Academic Chair				EDD and PHD			District Coordinator									
	1-5 Members				Title IX Co. / Inv.			Math Mentor									
	Program Review																
	Coordinator																

\$3,000.00		\$3,150.00		\$3,400.00		\$50.00		\$3,675.00		\$5,000.00		\$6,000.00		\$1.00-\$8,500.00		\$1,000-\$9,000*	
HHS Academic	Bulldog	ESS District	Classified Daily	Special Ed	CEF Liaison	Webmaster	Transitional	CLC Asst. Coord.									
Head Coach	Leadership	Program Leader	Supplement	Coordinator	Strategic Planning	District Safety Coord.	Supplement										
	Transition Coordinator		(2 or more classes)	JEB, TLC, HHS	Equity												
	Team Leader Small																
	Learning Communities																

**SALARY SCHEDULE**

**CO/EXTRACURRICULAR SUPPLEMENTS**

Band, Basketball, Baseball, Cheerleading, Football, Soccer, Swim/Diving, Track, ROTC, Cross-Country, Choir/Play Production, Tennis, Volleyball, Special Olympics, Athletic Training, & Wrestling

Requires Contract with Recommendation from Building/Department Administrator

<b>\$375.00</b>		<b>\$400.00</b>	<b>\$500.00</b>	<b>\$525.00</b>	<b>\$550.00</b>	<b>\$600.00</b>	<b>\$625.00</b>	<b>\$650.00</b>	<b>\$700.00</b>
Band: Music & March. Camp (per week)	Band: Percussion Rehearsal/Comp	Band: Color Guard Design Football/Basketball Announcer/Timekeeper eSports Asst. Coach	Intramurals Coach	Cheerleading Elementary	ROTC Drill Team Coach	Band: Color Guard Camp	Cheerleading MS Band: Marching Design	Band: Marching Camp & Season	
<b>\$750.00</b>		<b>\$850.00</b>	<b>\$900.00</b>	<b>\$1,000.00</b>	<b>\$1,100.00</b>	<b>\$1,200.00</b>	<b>\$1,250.00</b>	<b>\$1,425.00</b>	<b>\$1,450.00</b>
Football/Basketball Statistician Cheerleading Freshman	ELE/MS Soccer & Volleyball Head Coach	Intramurals Director Special Olympics Head Coach MS Football Asst. Coach	eSports Head Coach	Basketball Elementary Coach Band: Color Guard Rehearsal/Comp	Band: Percussion Camp	Cross Country Asst. Coach Cheerleading Jr. Varsity Asst. Archery Coach	Tennis Head Coach Bowling Coach Golf Coach	MS Football Head Coach	
<b>\$1,500.00</b>		<b>\$1,550.00</b>	<b>\$1,650.00</b>	<b>\$1,800.00</b>	<b>\$1,950.00</b>	<b>\$2,000.00</b>	<b>\$2,100.00</b>	<b>\$2,150.00</b>	<b>\$2,400.00</b>
Soccer/Track Swim/Dive/Volleyball Baseball/Softball Wrestling Asst. Coach	Football MS Coord. Weightlifting Coord. Girls Weightlifting Coord. Boys	ROTC Rifle Team Asst. Coach	Cross Country Head Coach Archery Head Coach	Football Freshman Asst. Coach	Basketball MS Coach Cheerleading Varsity	Intramurals All Sports Coord.	Basketball Freshman Coach	ROTC Rifle Team Head Coach	
<b>\$2,575.00</b>		<b>\$2,750.00</b>	<b>\$3,000.00</b>	<b>\$3,200.00</b>	<b>\$3,625.00</b>	<b>\$4,350.00</b>	<b>\$4,500.00</b>	<b>\$4,650.00</b>	<b>\$4,950.00</b>
Football Freshman Head Coach	Girls Varsity Basketball Coordinator	Band: HS/MS Asst. Director Concession Manager	Band: Marching Asst. Director	Choir/Arts Alignment Play/Musical Production Director	Football Asst. Varsity Coach	Baseball/Softball Soccer/Track/Wrestling Swim/Dive/Volleyball Head Coach	Band Director	Basketball Asst. Varsity Coach	
<b>\$5,100.00</b>		<b>\$5,175.00</b>	<b>\$5,350.00</b>	<b>\$6,950.00</b>	<b>\$7,150.00</b>	<b>\$11,000.00</b>			
Asst. Student Activities Coord.	Basketball/Football Asst. Head Coach	Band: Marching Director	Intramurals Sports Facilitator	Athletic Trainer	Basketball/Football Head Coach				

**SALARY SCHEDULE**

**COMMUNITY AND FAMILY ENGAGEMENT/COVINGTON PARTNERS**

**SALARIED POSITIONS (GRANT FUNDED)**

	CLC Operations Coordinator	CLC Site Coordinator	CLC Site Coordinator
<b>Years</b>	8 hour days	8 hour days	8 hour days
<b>Exp.</b>	235 days	220 days	Daily rate
<b>0</b>	\$56,743	\$53,236	\$241.98
<b>1</b>	\$58,153	\$54,556	\$247.98
<b>2</b>	\$59,598	\$55,909	\$254.13
<b>3</b>	\$61,080	\$57,296	\$260.44
<b>4</b>	\$62,562	\$58,684	\$266.74
<b>5</b>	\$64,080	\$60,106	\$273.20
<b>6</b>	\$65,638	\$61,564	\$279.83
<b>7</b>	\$67,234	\$63,057	\$286.62
<b>8</b>	\$68,870	\$64,589	\$293.58
<b>9</b>	\$70,547	\$66,159	\$300.72
<b>10</b>	\$72,265	\$67,767	\$308.03
<b>11</b>	\$74,027	\$69,417	\$315.53
<b>12</b>	\$75,832	\$71,107	\$323.21
<b>13</b>	\$77,684	\$72,840	\$331.09
<b>14</b>	\$79,125	\$74,190	\$337.22
<b>15</b>	\$80,672	\$75,638	\$343.80
<b>16</b>	\$82,140	\$77,015	

**OUT-OF-SCHOOL TIME HOURLY RATES**

OST Teacher	OST Activity Leader	Classified Fitness Coach	Student Worker
\$40/hr	\$20/hr	\$20/hr	\$15/hr