

**HOPKINS COUNTY SCHOOLS  
CERTIFIED SALARY SCHEDULE  
2026-2027  
185 DAYS**

**DRAFT FOR BOARD APPROVAL 5/18/2026 - 3% INCREASE**

		<b>MASTERS +</b>				
<b>YRS</b>	<b>DOCTORATE</b>	<b>*30 HOURS</b>	<b>MASTERS</b>	<b>DEGREE</b>		
<b>EXP</b>	<b>RANK IA</b>	<b>RANK I</b>	<b>RANK II</b>	<b>RANK III</b>	<b>RANK IV</b>	<b>RANK V</b>
0	51,979	51,608	46,670	44,821	36,235	34,078
DR	280.97	278.96	252.27	242.28	195.87	184.20
1	52,291	51,923	47,605	45,224		
DR	282.65	280.66	257.32	244.46		
2	52,606	52,234	47,919	45,630		
DR	284.36	282.35	259.02	246.65		
3	52,850	52,516	48,232	46,033		
DR	285.68	283.87	260.71	248.83		
4	56,129	55,798	51,439	47,109		
DR	303.40	301.61	278.05	254.64		
5	56,453	55,958	51,678	47,422		
DR	305.15	302.48	279.34	256.34		
6	56,526	55,999	51,728	47,525		
DR	305.55	302.70	279.61	256.89		
7	56,595	56,058	51,791	47,623		
DR	305.92	303.02	279.95	257.42		
8	56,921	56,267	51,954	48,396		
DR	307.68	304.15	280.83	261.60		
9	57,407	56,928	52,646	49,557		
DR	310.31	307.72	284.58	267.88		
10	62,661	61,670	57,357	53,066		
DR	338.71	333.35	310.04	286.84		
11	64,553	62,265	58,030	53,675		
DR	348.94	336.57	313.68	290.14		
12	66,494	63,006	58,773	54,422		
DR	359.43	340.57	317.69	294.17		
15	68,531	64,205	59,899	55,610		
DR	370.44	347.05	323.78	300.59		
18	69,179	64,648	60,561	56,209		
DR	373.94	349.45	327.36	303.83		
20	69,974	65,657	61,352	57,055		
DR	378.24	354.90	331.63	308.40		
23	70,817	66,439	62,055	57,999		
DR	382.79	359.13	335.43	313.51		
25	71,828	67,513	63,196	58,909		
DR	388.26	364.94	341.60	318.43		
26	72,791	68,474	64,162	59,821		
DR	393.46	370.13	346.82	323.36		
27	73,757	69,431	65,129	60,706		
DR	398.69	375.30	352.05	328.14		
28	77,614	73,293	68,988	65,226		
DR	419.53	396.18	372.91	352.57		

Salary Schedules are subject to change if the Commonwealth of Kentucky does not fully fund the SEEK formula \$2,000.00 increment and rank change for National Board Certification see Board Policy 03.121

\* 30 Hours must be in an approved program determined by EPSB

DR-Daily Rate

**HOPKINS COUNTY SCHOOLS  
CLASSIFIED SALARY SCHEDULE  
2026-2027**

**DRAFT FOR BOARD APPROVAL 5/18/2026 - \$0.75 INCREASE**

<b>EXP</b>	<b>1</b>	<b>2</b>	<b>3A</b>	<b>3</b>	<b>4</b>	<b>5A</b>	<b>5</b>
0	19.90	19.33	17.51	17.22	16.34	15.79	15.25
1	21.03	19.81	17.98	17.65	16.70	16.17	15.97
2	21.26	20.07	18.20	17.89	16.98	16.44	16.24
3	21.55	20.31	18.47	18.13	17.22	16.69	16.49
4	21.81	20.59	18.73	18.40	17.50	16.95	16.74
5	22.05	20.82	18.97	18.64	17.76	17.18	17.02
6	22.30	21.08	19.23	18.92	17.96	17.47	17.25
7	22.55	21.34	19.49	19.17	18.26	17.71	17.52
8	22.83	21.60	19.76	19.44	18.51	17.95	17.78
9	23.08	21.87	20.00	19.67	18.79	18.21	18.02
10	23.33	22.10	20.25	19.93	19.03	18.48	18.29
11	23.59	22.35	20.51	20.18	19.29	18.73	18.54
12	23.84	22.63	20.79	20.45	19.54	18.99	18.82
15	24.11	22.88	21.01	20.72	19.78	19.23	19.04
18	24.37	23.13	21.31	20.96	20.05	19.52	19.29
20	24.59	23.38	21.53	21.20	20.30	19.75	19.57
23	24.89	23.64	21.77	21.45	20.56	20.00	19.81
25	25.12	23.90	22.03	21.73	20.83	20.27	20.09
26	25.39	24.14	22.30	21.99	21.04	20.52	20.32
27	25.63	24.39	22.56	22.23	21.31	20.79	20.58
28	26.16	24.91	23.06	22.75	21.84	21.28	21.07

Salary Schedules are subject to change if the Commonwealth of Kentucky does not fully fund the SEEK formula

**HOPKINS COUNTY SCHOOLS  
CLASSIFIED SALARY SCHEDULE  
2026-2027  
DRAFT FOR BOARD APPROVAL 5/18/2026**

Category	Job Class	Position Classification	Additional Increment
1	1. 7163	Account Clerk III	\$1.00/hr.
	2. 7191	Payroll Clerk II-Finance	\$1.00/hr.
	3. 7447	Maintenance Worker II	\$1,200 annually for masters electrical, plumbing or hvac license; \$600 annually for journeyman electrical, plumbing, hvac, pesticide, or locksmith license
	4. 7605	Custodial Supervisor (High School)	
	5. 7665	Employee Benefit Specialist	\$1.00/hr.
	6. 7761	Secretary to Superintendent	\$8,000 Annually
	7. 8766	Secretary to Assistant Superintendent	\$4,000 Annually
	8. 7765	Administrative Secretary II	
	9. 7916	Vehicle Mechanic I	\$.50/hr. \$1,200 annually for ASE school bus masters certification; \$600 annually for KDE school bus certification
	10. 7931	Bus Driver Training Coordinator	
2	1. 7164	Account Clerk II	
	2. 7205	Food Service Account Clerk	
	3. 7448	Maintenance Worker I	
	4. 7527	Computer Training Specialist	
	5. 7627	Grounds Worker II	
	6. 7661	Personnel Assistant	
	7. 7762	Administrative Secretary I	
	8. 7771	Secretary II	
	9. 7772	Secretary I (Early Childhood)	
	10. 7863	Attendance Data Technician	
	11. 7906	Transportation Data Assistant	
	12. 8908	Dispatcher/Driver Trainer	
3A	1. 7531	Microcomputer Software Technician	
	2. 7605	Custodial Supervisor (Elementary & Middle School )	
	3. 7634	Utility Worker I	
	4. 7773	School Secretary I - High School	
	5. 7933	Bus Driver Trainer	
	6. 7941	Bus Driver/Backup Bus Driver	
	7. 7941	Bus Driver Trainer	\$.20/hr. while training driver
	8. 8946	Substitute Bus Driver	
3	1. 7321	Instructional Assistant-High School (Learning Management System)	
	2. 7777	School Secretary II (Elementary)	
	3. 7778	School Secretary II (High School)	
	4. 7779	School Secretary II (Middle)	
	5. 7607	Lead Custodian	
4	1. 7212	Food Service Manager I	Elem. & Middle: \$1.50 hr., High \$2.00 hr.
	2. 7273	Health Services Assistant	
	3. 7324	Child Development Center Supervisor	
	4. 7781	Clerical Assistant III	
	5. 7791	Receptionist-Central Office	
	6. 7609	Custodian (Permanent Substitute)	
	7. 7628	Grounds Worker I	
5A	1. 7316	Instructional Assistant-Bilingual	
	2. 7318	Instructional Assistant II (Special Ed-Medically Fragile)*	
	3. 7767	Community Liaison/Administrative Assistant	
	4. 7782	Clerical Assistant II	
	5. 7943	Bus Monitor-Exceptional Children (Medically Fragile)* * Medically Fragile: student tracheotomy, feeding tube, catheter, or EBD in self contained unit, toileting, and other documented intense needs as approved by appropriate director.	
5	1. 7241	Cook/Baker	
	2. 7319	Instructional Monitor II	
	3. 7320	Instructional Assistant I	
	4. 7326	Child Development Center Assistant Supervisor	
	5. 7526	Computer Lab Technician	
	6. 7942	Bus Monitor / Backup Bus Monitor	
	7. 8947	Substitute Bus Monitor * Medically Fragile: student tracheotomy, feeding tube, catheter, or EBD in self contained unit, toileting, and other documented intense needs as approved by appropriate director.	
Seasonal Workers Hourly Wage			
	CO-OP Students	\$12.75	Substitute Instructional Assistant (8318) \$12.75
	Substitute Custodian (8609)	\$12.75	Child Care Assist. Substitute/Seasonal Worker \$12.75
	Substitute Food Service (8241)	\$12.75	Bus Driver Trainees (8948) \$17.51
	Lunchroom Monitor (7213)	\$12.75	Substitute Secretary (8771) \$12.75
	ESL Translator	\$25.00	
Others as determined by contract & approved by the board			

**HOPKINS COUNTY SCHOOLS  
CLASSIFIED SALARY SCHEDULE**

**2026-2027**

**DRAFT FOR BOARD APPROVAL 5/18/2026 - 3% INCREASE**

<u>JOB CLASS</u>	<b>FAMILY RESOURCE/YOUTH SERVICE CENTER COORDINATOR &amp; SOCIAL WORKER ASSISTANT 240 DAY SALARY</b>					
	<u>YRS EXP</u>	<u>SALARY</u>	<u>YRS EXP</u>	<u>SALARY</u>	<u>YRS EXP</u>	<u>SALARY</u>
7493	0	39,663	4	44,040	8	48,787
	1	40,757	5	45,188	9	50,157
	2	41,851	6	46,232	10	51,567
	3	42,947	7	47,327		
7293	<b>SPEECH LANGUAGE PATHOLOGY ASSISTANT-Rank III per KRS 334A.030 (Bachelors Degree-Speech License) 185 DAY SALARY</b>					
	<b><sup>1</sup>OCCUPATIONAL THERAPIST, SPEECH LANGUAGE PATHOLOGIST, PHYSICAL THERAPIST &amp; CLINICAL PSYCHOLOGIST 195 DAY SALARY</b>					
	<u>YRS EXP</u>	<u>SALARY</u>	<u>YRS EXP</u>	<u>SALARY</u>	<u>YRS EXP</u>	<u>SALARY</u>
7291	0	70,930	5	74,389	9	77,280
7294	1	71,609	6	75,101	10	79,453
7289	2	72,292	7	75,819	11	79,834
	3	72,984	8	76,547	12	80,217
	4	73,683				
	<sup>1</sup> Additional \$6,000 for Doctorate Degree					
	<b>SPECIALIZED LICENSE PERSONNEL</b>					
7292	Therapy Assistant (Occupational)				Daily Rate of \$188.00	
7338	Educational Interpreter (Licensed)				Daily Rate of \$210.96	
7301	<b>Community Relations Specialist-(4 Yr. Degree) - up to 225 days- Paid from Certified Salary Schedule</b>					
7882	<b>Social Worker/Counselor (4 Yr. Degree) - 210 days-Paid from the Certified Salary Schedule</b>					
8883	<b>Mental Health Professional I - up to 195 days - Paid from the Certified Salary Schedule</b>					
8882	<b>Mental Health Professional II - up to 195 days - Paid from the Certified Salary Schedule</b>					
8320	<b>Behavior Support Interventionist - 180 days (up to 195 days)</b>					44,230
	<b>SPECIALIZED CLASSIFIED POSITIONS</b>					
0040	<b><sup>4</sup>Chief Financial Officer (4 Yr Degree Required)</b>				(260 day Salary)	87,367
0290	<b>Director of Facilities</b>				(260 day Salary)	87,367
7501	<b>Chief Information Officer (4 Yr Degree Required)</b>				(260 day Salary)	87,367
7463	<b>Director of School Safety (4 Yr Degree Required)</b>				(260 day Salary)	87,367
7467	<b>Director of Child Nutrition (4 Yr Degree Required)</b>				(260 day Salary)	72,029
7911	<b>Vehicle Maintenance Manager</b>				(260 day Salary)	72,114
7913	<b>Vehicle Maintenance Assistant</b>				(260 day Salary)	62,982
7914	<b>Master Vehicle Mechanic</b>				(260 day Salary)	55,450
7915	<b>Vehicle Mechanic II</b>				(260 day Salary)	50,197
7432	<b>Maintenance Manager General</b>				(260 day Salary)	72,114
7435	<b>Maintenance Supervisor (Assistant Maintenance Manager)</b>				(260 day Salary)	62,982
7503	<b>Assistant Director of Information Technology</b>				(260 day Salary)	72,114
7533	<b>Microcomputer Technology Specialist (4 Year Degree Required)</b>				(260 day Salary)	50,692
7525	<b>Computer Maintenance Technician</b>				(260 day Salary)	41,013
7421	<b>Energy Systems Supervisor (4 Yr Degree Required)</b>				(260 day Salary)	61,143
7504	<b>Technical Support Manager (4 Yr Degree Required)</b>				(260 day Salary)	57,193
7505	<b>User Support Manager (4 Yr Degree Required)</b>				(260 day Salary)	56,211
7506	<b>Computer Operations Manager (4 Yr Degree Required)</b>				(260 day Salary)	62,982
7161	<b><sup>5</sup>Accounting Manager (4 Yr Degree Required)</b>				(260 day Salary)	72,114
	<u><sup>3</sup>YRS EXP</u>	<u>SALARY</u>	<u>YRS EXP</u>	<u>SALARY</u>	<u>YRS EXP</u>	<u>SALARY</u>
	4	1,500	8	3,250	12	5,000
	16	6,750	20	8,500	24	10,000

<sup>3</sup>Additional Incentive for years of service to the District applicable to Specialized Classified Positions Category determined on September 15 for full credit. See Board policy 03.221. Amounts are cumulative.

<sup>4</sup>\$16,807 (CFO/CPA/Gatton Financial Management Institute)

<sup>5</sup>\$3,000 with CPA

**HOPKINS COUNTY SCHOOLS  
EXTRA SERVICE SALARY SCHEDULE  
2026-2027  
DRAFT FOR BOARD APPROVAL 5/18/2026**

Salaries will be determined by use of the following formula:  
Basal Salary + Extended Day Employment + Extra Service/Stipend = Total Salary

Title	Contract Days	Contract Days					
		0-4	5-9	10-14	15-19	20-24	25+
Assistant Superintendent	240	30,000.00	31,500.00	33,000.00	34,500.00	36,000.00	37,500.00
Director	240	17,000.00	18,500.00	20,000.00	21,500.00	23,000.00	24,500.00
Elementary School Principals	240	13,000.00	14,000.00	15,000.00	16,000.00	17,000.00	18,000.00
Pre K-8 School Principals (750 Or More)	240	19,000.00	20,000.00	21,000.00	22,000.00	23,000.00	24,000.00
Pre K-8 School Principals (Less Than 750)	240	15,000.00	16,000.00	17,000.00	18,000.00	19,000.00	20,000.00
Middle School Principals	240	15,000.00	16,000.00	17,000.00	18,000.00	19,000.00	20,000.00
High School Principals	240	23,000.00	24,000.00	25,000.00	26,000.00	27,000.00	28,000.00
Career & Technical School Principal	240	15,000.00	16,000.00	17,000.00	18,000.00	19,000.00	20,000.00
Alternate School & Academy Principal	240	11,000.00	12,000.00	13,000.00	14,000.00	15,000.00	16,000.00
Elementary School Assistant Principals	210	6,000.00	6,500.00	7,000.00	7,500.00	8,000.00	8,500.00
Middle School Assistant Principals	215	8,000.00	8,500.00	9,000.00	9,500.00	10,000.00	10,500.00
High School Assistant Principals	220	14,700.00	15,200.00	15,700.00	16,200.00	16,700.00	17,200.00
Itinerant Assistant Principals	210	6,000.00	6,500.00	7,000.00	7,500.00	8,000.00	8,500.00
Guidance Counselor, Mental Health Counselor, Social Worker	195-230	3,000.00	3,500.00	4,000.00	4,500.00	5,000.00	5,500.00
High School Athletic Director*	210	10,500.00	11,000.00	11,500.00	12,000.00	12,500.00	13,000.00

New hires will be credited outside administrative experience

\*High School and Middle School A.D. receives an additional \$2,500 for CMAA (Certified Master Athletic Administrator)

**Safe Schools Coordinator** - \$10,000.00

**District Teacher Consultant**

Basal Salary + Extended Days (TBD) = Total Salary

**Head Teacher**

Basal Salary (210 days) + 3,000 Extra Service = Total Salary

**Lead Teacher**

Basal Salary (200 days)

**Digital Learning Coach**

Basal Salary (up to 220 days)

**Early Childhood Coordinator**

Basal Salary (240 days)

**Special Projects Manager** - \$2,500.00

**Certified School Psychologists** (no interns) Basal Salary + \$10,000 = Total Salary

**Homebound Instructors/Counselors** - \$32.00 per hour

**Gifted & Talented School Coordinator** (13) - \$1,300.00

**JROTC Instructors** - MIP Supplement determined by the military + \$1,000 per additional duties up to \$4,000

(color guard, orienteering, marksmanship, air rifle, drill team)

**Speech Language Pathologist** - \$2,000.00 per year for those with Certificate of Clinical Competence (CCC)

**School Assessment Coordinator** - \$2,000.00

**ESS Coordinators** – Elementary/Middle School \$1,300.00; High School - \$3,250.00

**Summer School Coordinators** – Paid by ESS Schedule

**Staff members employed over 185 days must file a calendar with the HR department each year.**

**HOPKINS COUNTY SCHOOLS  
EXTRA SERVICE SALARY SCHEDULE  
2026-2027**

**DRAFT FOR BOARD APPROVAL 5/18/2026**

**High School Athletics**

Position	Extra Service Pay
Archery, Head (2)	2,500.00
Archery, Assistant (2)	1,250.00
Archery, Assistant Booster (4) **	500.00
Archery Volunteers (12)	-
Baseball, Head (2)	5,500.00
Baseball, Assistant (2)	2,500.00
Baseball, Assistant (2)	2,250.00
Baseball, Assistant (2)	1,750.00
Baseball, Assistant (MS) (2)	1,500.00
Baseball, Assistant Booster (4) **	1,125.00
Baseball Volunteers (8) Max: 14	-
Basketball, Head (4)	10,500.00
Basketball, Assistant (4)	4,500.00
Basketball, Assistant (4)	4,000.00
Basketball, Assistant (4)	2,500.00
Basketball, Assistant Booster (8) **	2,250.00
Basketball Volunteers (16) Max: 28	-
Bass Fishing (2)	2,500.00
Bass Fishing Volunteers (10)	-
Cheerleading, Head (2)	5,500.00
Cheerleading, Assistant (4)	2,500.00
Cheerleading, Assistant Booster (2) **	500.00
Cheerleading Volunteers (4) Max: 8	-
Cross Country, Head (4)	3,500.00
Cross Country, Assistant (4)	1,500.00
Cross Country, Assistant (MS) (4)	1,000.00
Cross Country, Assistant Booster (4) **	500.00
Cross Country Volunteers (8) Max: 6	-
Dance, Head (2)	3,500.00
Dance, Assistant (2)	1,750.00
Dance, Assistant Booster (2) **	500.00
Dance Volunteers (4) Max: 6	-
Football, Head (2)	10,500.00
Football, Assistant (4)	4,500.00
Football, Assistant (6)	4,000.00
Football, Assistant (4)	2,500.00
Football, Assistant Booster (4) **	2,000.00
Football Volunteers (10) Max: 24	-
Golf, Head (4)	2,500.00
Golf, Assistant (4)	1,000.00
Golf, Assistant Booster (4) **	500.00
Golf Volunteers (8) Max: 8	-
Esports, Head (2)	1,100.00
Esports, Assistant (2)	500.00
Powerlifting, Head (4)	1,100.00
Powerlifting, Assistant (8)	500.00
Powerlifting, Assistant Booster (4) **	500.00
Powerlifting Volunteers (4) Max: 10	-
Soccer, Head (4)	5,550.00
Soccer, Assistant (4)	2,500.00
Soccer, Assistant (4)	2,250.00
Soccer, Assistant (MS) (4)	1,500.00
Soccer, Assistant Booster (8) **	2,250.00
Soccer Volunteers (16) Max: 24	-
Softball, Head (2)	5,500.00
Softball, Assistant (2)	2,500.00
Softball, Assistant (2)	2,250.00
Softball, Assistant (2)	1,750.00
Softball, Assistant (MS) (2)	1,500.00
Softball, Assistant Booster (4) **	1,125.00
Softball Volunteers (8) Max: 14	-
Swimming, Head (2)	3,500.00
Swimming, Assistant (4)	2,000.00
Swimming, Assistant Booster (2) **	500.00
Swimming Volunteers (4) Max: 8	-

**High School Athletics Cont.**

Position	Extra Service Pay
Tennis, Head (4)	2,500.00
Tennis, Assistant (4)	1,000.00
Tennis, Assistant Booster (4) **	500.00
Tennis Volunteers (8) Max: 8	-
Track, Head (4)	3,500.00
Track, Field Assistant(4)	1,200.00
Track, Running Assistant(4)	1,200.00
Track, Assistant (MS) (4)	1,000.00
Track, Assistant Booster (4) **	500.00
Track Volunteers (8) Max: 8	-
Volleyball, Head (2)	5,500.00
Volleyball, Assistant (2)	2,500.00
Volleyball, Assistant (2)	2,250.00
Volleyball, Assistant (2)	1,750.00
Volleyball, Assistant Booster (4) **	1,125.00
Volleyball Volunteers (8) Max:14	-

**High School Other Positions**

Position	Extra Service Pay
Academic, Head (4)	4,225.00
Assistant Academic (2)	3,000.00
Band Director, Head (2)	10,500.00
Band Director, Assistant (4)	5,500.00
Band Camp Instructor Booster (8) **	800.00
Band Camp Instructor Booster (8) **	1,000.00
Band, Jazz (2)	2,150.00
Band Percussion Booster (2) **	1,250.00
Choral Music ***	1,625.00
Color Guard Booster (2) **	1,250.00
Color Guard Booster (2) **	8,000.00
Debate (2)	1,625.00
Drama (2)	1,625.00
Flag, Majorette, Guard (2)	1,500.00
Speech (2)	1,625.00
Science Olympiad (2)	1,625.00
Yearbook (2)	1,625.00

**Middle School Athletics**

Position	Extra Service Pay
Athletic Director (3) *	3,500.00
WHS Athletic Director (1)	2,750.00
Archery, Head (4)	2,000.00
Archery Volunteers (28)	-
Basketball, Head (8)	3,000.00
Basketball, Assistant (8)	2,000.00
Basketball, Assistant (8)	1,000.00
Basketball Volunteers (8)	-
Cheerleading, Head (4)	2,000.00
Cheerleading Volunteers (4)	-
Dance, Head (4)	2,000.00
Dance Volunteers (4)	-
Football, Head (4)	3,000.00
Football, Assistant (8)	2,000.00
Football, Assistant (4)	1,000.00
Football Volunteers (6)	-
Volleyball Head (4)	2,250.00
Volleyball, Assistant (4)	1,350.00
Volleyball Volunteers (4)	-

**Middle/Elementary School**

Position	Extra Service Pay
Middle Kentucky Acad. Assoc. (8) ****	1,400.00
Elem. Kentucky Acad. Assoc. (14) ****	700.00
Elem. Archery (6)	1,000.00
Elem. Archery Volunteers (21)	-
Elem. Basketball Building Rep. (7)	250.00

\*High School and Middle School A.D. receives an additional \$2,500 for CMAA (Certified Master Athletic Administrator)

\*\*Positions are funded by Booster Club donations and the donation must be received by the district in May of the prior year or before position is posted

\*\*\*Choral Music Coaches will receive pay by submitting performance verification (3 in+3 out) to Superintendent, excludes part time positions

\*\*\*\*School must belong to KY Academic Association and submit proof of membership and competition schedule

Note: Maximum amount on volunteer line is the total number of assistants per student athletic program

Note: see September 22, 2014 Board approved addendum coaching increment for years of service

**HOPKINS COUNTY SCHOOLS  
 SUBSTITUTE TEACHER SALARY SCHEDULE  
 2026-2027  
 DRAFT FOR BOARD APPROVAL 5/18/2026**

**DAILY RATE (TEACHING CERTIFICATE REQUIRED)**

<b>RANK I</b>	150.00
<b>RANK II</b>	140.00
<b>RANK III</b>	130.00

**COLLEGE HOURS                      RANK      DAILY RATE**

96-Bachelor's Degree	IV	\$ 110.00
65-95	V	\$ 110.00
0-64		\$ 80.00 (not allowable for long-term rate)

Rank IV, V regular teacher- \$115.00 daily (effective retroactive on the 21st day of consecutive coverage in same assignment)

**INTERIM & ADMINISTRATIVE SUBSTITUTES DAILY RATES**

Regular Administrative Substitute	\$ 250.00
Regular Teacher Consultant (*Minimum of 100 days)	\$ 200.00
Regular Teacher Substitute (effective retroactive on the 21st day of consecutive coverage in same assignment)	\$ 185.00
Regular Substitute will be reimbursed at a daily rate corresponding to experience	
Regular Guidance Counselor Substitute	\$ 225.00

**HOPKINS COUNTY SCHOOLS**  
**2026-2027**  
**DRAFT FOR BOARD APPROVAL 5/18/2026**

**EXTENDED SCHOOL SERVICES SALARY SCHEDULE**

Certified - teaching degree	
0-5 years experience	\$22.00
6-10 years experience	\$24.00
11 + years experience	\$27.00

Classroom Instructional Assistant - current rate of pay

Student Tutor – Classified Salary Schedule

Professional Learning Opportunity Stipend	\$25.00 per hour, not to exceed \$150.00 per day
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Saturday School - High School	\$125.00 per day
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Per KTRS, retirees are subject to the limitations imposed by the Daily Wage Threshold

**RECRUITMENT INCENTIVE PROGRAM**

Hopkins County School personnel who recommend a new school Bus Driver, Custodian, Vehicle Mechanic I, or Maintenance Worker II; who is hired and works for one complete year in the same position as a Bus Driver (including training time), Custodian, or Vehicle Mechanic I, or Maintenance Worker II will receive a \$500 bonus. Upon completion of one year, the Bus Driver/Custodian/Vehicle Mechanic I/Maintenance Worker II will receive a \$1,000 bonus. All bonus payments will be processed at the end of the completed year. It is the responsibility of any employee who is eligible for either of these bonuses to notify Human Resources before the new bus driver/custodian initial hire date.