

**WOODFORD COUNTY BOARD OF EDUCATION
AGENDA ITEM**

ITEM #: **DATE:** May 1, 2026

TOPIC/TITLE: FY27 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:

Board approves all salary schedules for staff

SUMMARY OF MAJOR ELEMENTS:

FY27 Salary Schedule Presentation

IMPACT ON RESOURCES:

TIMETABLE FOR FURTHER REVIEW OR ACTION:

SUPERINTENDENT'S RECOMMENDATION: Recommended Not Recommended

Yeri Jones



WOODFORD COUNTY PUBLIC SCHOOLS

Legacy of Excellence.

FUTURE OF OPPORTUNITY

Mission: Woodford County Public Schools will cultivate portrait-ready learners by offering a safe and engaging environment, and by harnessing the dedication of staff and the support of the community.

Vision: Our vision is a unified community where empowered staff and engaged partners guide every student to become a resilient learner, empathetic communicator, reflective collaborator, creative problem-solver, responsible contributor, prepared to positively impact the world.

SUCCESSFUL AND ENGAGED STUDENTS	SKILLED AND COMMITTED TEAMS	CAREGIVERS AND COMMUNITY PARTNERSHIPS	STEWARDSHIP
<p>Team Woodford commits to utilizing the Portrait of a Learner to ensure academic excellence and vibrant learning opportunities, while fostering a strong sense of belonging for all students.</p>	<p>Team Woodford commits to retaining and unifying staff through two-way communication, continuous support, and celebrating staff success.</p>	<p>Team Woodford commits to building collaborative partnerships with our community and caregivers that foster engagement and a shared responsibility for student success.</p>	<p>Team Woodford commits to the careful and responsible management of facilities, operations, and processes.</p>
<ul style="list-style-type: none"> • High expectations for all students, ensuring they have equitable opportunities to thrive and be successful • Students demonstrate the competencies and skills of the Portrait of a Learner • Students are equipped for their future with the necessary skills for success, including transitions between school levels • Student success is celebrated • Student voice is included in the learning process • Students feel safe, valued, celebrated, and empowered • Students are presented with authentic, real-life learning experiences in which they have to find solutions to problems 	<ul style="list-style-type: none"> • Two-way communication with all staff will be proactive and appropriately transparent • Effective and efficient onboarding practices that orient staff not only to academics and operations, but also to the heart of Woodford County Public Schools • Staff commitment to communicating with colleagues as respected professionals and partners dedicated to improving the district • Continuous support for staff through professional learning, coaching, and training for the successful implementation of the Portrait of a Learner • Staff feel safe, valued, celebrated, and empowered • A unified culture of excellence that retains staff 	<ul style="list-style-type: none"> • Open and welcoming schools that fully embrace and partner with our community and caregivers • A connection built on trust, which is developed by a communication system that ensures all members receive timely, clear, and appropriate information via multiple platforms • Celebrations of our traditions and legacy by recognizing the cultural heritage, history, achievements, and unique identity of our schools • Partnerships across the home and community focused on student needs and developing portrait-ready students 	<ul style="list-style-type: none"> • Best practices for budgeting, purchasing, staffing, and maintenance to ensure sustainability of district assets • Reporting and accessible documentation to ensure accountability and alignment with strategic goals • Policies and procedures are reviewed consistently among all stakeholders • Safety personnel are highly visible throughout school grounds and at district events • Required safety plans, emergency response protocols, and risk management strategies are established and regularly reviewed

CERTIFIED SALARY SCHEDULE

188 DAY CONTRACT

2026-2027

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)).

CERTIFIED ADMINISTRATIVE SALARY SUPPLEMENT 2026-2027

POSITION	Contract Days	Factor
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
Chief Information Officer/Director of Technology	240	0.23
Director of Student Achievement	240	0.25
Director of Student Services	240	0.25
Director of Staff Services	240	0.25
Coordinator of Curriculum Instruction Assessment	240	0.21
Coordinator of District-Wide Programs: Community Education	240	0.17
Principals:		
High School	240	0.31
Middle School	240	0.25
Elementary Schools	240	0.17
Alternative Education	213	0.15
Assistant Principals:		
High School	240	0.15
High School	220	0.15
Middle School	223	0.15
Administrative Dean		
Middle 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 2026-2027

<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 Student Services	52
Director of Staff Services	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
Coordinator of Career and Technical Education and Work-Based Learning	5

<u>SCHOOL ADMINISTRATION/SUPERVISION</u>	<u>NUMBER OF DAYS</u>
WCHS Principal	52
WCHS Assistant Principal	52
WCHS Assistant Principal	52
WCHS Assistant Principal	22
WCMS Principal	52
WCMS Assistant Principal	35
WCMS Assistant Principal	35
Huntertown Principal	52
Northside Principal	52
Simmons Principal	52
Southside Principal	52
Alternative Education Principal	25
Secondary Administrative Dean	15
Elementary Administrative Dean	10

CERTIFIED EXTENDED DAY SCHEDULE 2026-2027

<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
WCHS	22
WCHS	22
WCHS	5
WCHS	22
WCMS	16
WCMS	17
WCMS	18
Huntertown	10
Northside	10
Simmons	10
Southside	10
Southside	10
Safe Harbor	20
WVLA	15
504 Coordinator (.5) /Home Hospital (.5)- Summer School Days	16

CERTIFIED EXTENDED DAY SCHEDULE 2026-2027

<u>WCHS CTE TEACHERS</u>	<u>NUMBER OF DAYS</u>
Agriculture (3)	52
Business Education (CTE Funds, if permissible)	4
Family & Consumer Science (3) (CTE Funds, if permissible)	4
Engineering Education (CTE Funds, if permissible)	4
Media Education (CTE Funds, if permissible)	4
Health Sciences (CTE Funds, if permissible)	4

<u>WCMS CTE TEACHERS</u>	<u>NUMBER OF DAYS</u>
Agriculture (CTE Funds, if permissible)	12
Engineering Education (CTE Funds, if permissible)	4
Family & Consumer Sciences (CTE Funds, if permissible)	4

<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>
Mental Health Specialist #1	15
Mental Health Specialist #1	15

NOTE: Extended days are in addition to 188 day calendar for all certified personnel

CERTIFIED SALARY SCHEDULE WITH DAILY & HOURLY RATE 2026-2027

(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.

STIPEND SERVICES 2026-2027

Position	Hourly Rate
Athletic Extra Duties: Gate Keeper/Secretary/Ticket Takers/Other	Classified Grade 6
Assistant Chief of Police Extra Duty	\$1,100
Classified Tutor	Contracted Hourly Rate
Classified PD training	Contracted Hourly Rate
Classified 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
Student Worker	\$10
Technology Extra Duty	Contracted Hourly Rate
Cumberland Family Medical Telehealth Stipend (Nursing Services Staff)	Reimbursed from Cumberland Family Medical
Orientation and Mobility Stipend	\$10,000
SCM Trainers (Safe Crisis Management)	\$3,000
Exceptional Child Lead- Speech & Language Pathologist	\$1,800

CERTIFIED

Position	Annual Pay
Gifted and Talented District Coordinator	\$3,000
Exceptional Child Lead- Visual Impairment	\$2,000
Early Childhood Council Grant Coordinator	\$1,500
NBCT Mentor-District Coordinator	\$1,500
NBCT Mentor (6)	\$1,000
New Teacher Mentor	\$1,500
STLP Coordinator - District Coordinator	\$1,000
District ELL Department Chair	\$3,200
Tutor/P.D. Stipend*	\$35
Summer School Teacher including Subs	\$35
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

Variable Rate

Funds and amounts due to staff vary by year and are provided to WCPS by universities and/or KDE.

**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.

WCHS EXTRA DUTY SUPPLEMENT SCHEDULE 2026-2027

HS A Positions	Years of Experience		
	0-5 Years	6-10 Years	11+ Years
WCHS Academic Coach	\$7,600	\$8,000	\$8,400
WCHS Athletic 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

HS B Positions	0-5 Years	6-10 Years	11+ Years
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

HS C Positions	0-5 Years	6-10 Years	11+ Years
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 Percussion Director	\$3,400	\$3,800	\$4,200
WCHS Track Coach-B/G	\$3,400	\$3,800	\$4,200

HS D Positions	0-5 Years	6-10 Years	11+ Years
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 Color Guard 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 Weight Room Coach	\$2,400	\$2,800	\$3,200
WCHS Yearbook Sponsor	\$2,400	\$2,800	\$3,200

WCHS EXTRA DUTY SUPPLEMENT SCHEDULE 2026-2027

HS E Positions	0-5 Years	6-10 Years	11+ Years
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 Newspaper Sponsor	\$1,600	\$1,800	\$2,000
WCHS CTSO Lead Sponsor- one per organization (CTE Funds, if permissible)	\$1,600	\$1,800	\$2,000
WCHS eSports	\$1,600	\$1,800	\$2,000

HS F Positions	0-5 Years	6-10 Years	11+ Years
WCHS Department Chair (7)	\$2,400	\$2,800	\$3,200
WCHS Department Chair- Exceptional Child	\$2,400	\$2,800	\$3,200

General Positions	
Gifted and Talented Coordinator	\$1,200
STLP Coordinator	\$600
Carl Perkins Grant Coordinator	\$3,000
LAVEC/CTE Grant Coordinator (CTE Funds, if permissible)	\$1,000
Robotics Stipend	\$1,500
WCHS Junior Class Sponsor	\$600
WCHS Senior Class Sponsor	\$600
BARR Teacher Leaders- School or Grant Paid	\$1,000
WCHS Drama/Musical Director	\$2,000
WCHS Asst. Drama/Musical Director	\$1,000
WCHS- School Discretion Position- School or Grant Paid	\$1,000

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.

WCMS EXTRA DUTY SUPPLEMENT SCHEDULE 2026-2027

	<u>Years of Experience</u>		
	<u>0-5 Years</u>	<u>6-10 Years</u>	<u>11+ Years</u>
MS A Positions			
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			
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 Exceptional Child Team Leader	\$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			
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 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
WCMS CTSO Lead Sponsor- one per organization (CTE Funds, if permissible)	\$1,200	\$1,600	\$2,000
General Positions			
Gifted & Talented Stipend		\$1,200	
STLP Coordinator		\$600	
Robotics Stipend		\$1,500	
WCMS Dance Team Coach		\$500.00	
WCMS Drama/Musical Director		\$2,000	
BARR Teacher Leaders- School or Grant Paid		\$1,000	
WCMS Asst. Drama/Musical Director		\$1,000	
WCMS- School Discretion Position- School or Grant Paid		\$800	

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.

ELEMENTARY EXTRA DUTY SUPPLEMENT SCHEDULE 2026-2027

ES A Positions	Years of Experience		
	0-5 Years	6-10 Years	11+ Years
Elementary Academic Team Coach	\$1,400	\$1,800	\$2,200

ES B Positions	Years of Experience		
	0-5 Years	6-10 Years	11+ Years
Elementary School Team Lead	\$1,200	\$1,600	\$2,000
Elementary Exceptional Child Team Leader	\$1,200	\$1,600	\$2,000

ES C Positions	Years of Experience		
	0-5 Years	6-10 Years	11+ Years
Elementary Archery Coach	\$600	\$800	\$1,000
Elementary Drama/Musical Coach	\$600	\$800	\$1,000
Elementary Cross Country Coach	\$600	\$800	\$1,000
Elementary Content/MTSS/PBIS Leaders (3 per school)	\$600	\$800	\$1,000

General Positions		
Gifted & Talented Stipend		\$1,200
STLP Coordinator		\$600
Robotics Stipend		\$1,500
Elementary Title 1 Lead- School or Grant Paid		\$1,000
Elementary- School Discretion Position- School or Grant Paid		\$600
School Technology Coordinator		\$1,000

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 2026-2027

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	Long term rate for assignments 11 days or longer DWT capped at \$275 per day
120 rate per day for days 1-10 beginning on day 11 rate of pay from regular certified salary schedule	145 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 \$225 per day**

INSTRUCTIONAL ASSISTANTS or OFFICE STAFF WORKING AS SUBSTITUTE TEACHERS:

DAILY RATE

Full Day Additional Compensation	\$30.00
Half Day Additional Compensation	\$15.00

CERTIFIED TEACHERS WORKING AS SUBSTITUTE TEACHER DURING PLANNING PERIODS:

HOURLY RATE

Additional time paid must be worked in addition to that of the normal work day.	\$30.00
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PROCEDURE FOR LONG-TERM ASSIGNMENTS:

Whenever a substitute teacher assignment, for the same certified employee, exceeds ten consecutive (10) work 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. Parental Leaves/Medical Leaves are examples of eligible long-term assignments

CLASSIFIED SUBSTITUTES:

Classified substitutes will start at zero years' experience and will not earn years' experience on the salary schedule while substitute 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 2026-2027

*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 2026-2027

*Based upon completed year of experience

Grade	09	10	11	12	13	14	15	16
STEP*	HOURLY RATE	HOURLY RATE	HOURLY RATE	JRLY 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 2026-2027

*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 2026-2027

*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 2026-2027

GRADE	JOB CLASS / TITLE	CONTRACT DAYS
01	7192 Payroll Clerk	260 / 8
	7221 Food Service Asst. Coordinator	220 / 8
	7263 School Nurse LPN	185 / 7
	7443 Maintenance Tech III	260 / 8
	7525 Computer Tech District	260 / 8
	7602 Head Custodian High School	260 / 8
02	7165 Account Clerk I / School Bookkeepers (ES/MS)	210 / 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/LLH/ Safe Harbor/ Transportation	260 / 8
03	7224 Food Service Program Assistant	195 / 7
	7320 Instructional Assistant	180 / 7
	7334 Little Legacy Hive (Preschool Extended Care) Assistant	180 / 8
	7609 Custodian	260 / 8
	7772 School Secretary - Safe Harbor	180 / 7
	7773 School Secretary - High School	184 / 7
	7774 School Secretary - Middle School	184 / 7
	7775 School Secretary - Elementary	184 / 7
	7773 School Registrar- High School	205 / 7
	7774 School Registrar- Middle School	205 / 7
	7863 Infinite Campus Clerk	195 / 8
7904 Transportation Data Assistant	260 / 8	
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	
07	7605 Head Custodial Elementary & Middle	260 / 8
	7211 Food Service Manager - Middle / High	182 / 8

CLASSIFIED SALARY GRADE 2026-2027

	7164 Account Clerk II / School Bookkeeper (HS Only)	260 / 8
08	7475 ETC Site Coordinator II	185 / 7
	7665 Employee Benefits Specialist	260 / 8
	7776 Central Office Staff Support Secretary	260 / 8
09	7234 Food Service Assistant Manager	180 / 6-7
	7273 Health Services Assistant	182 / 7
10	7318 Instructional Assistant - Exceptional Child	180 / 3-8
	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
17	7186 Assistant Finance Manager	260 / 8
	7761 Secretary to the Superintendent	260 / 8
	7933 Transportation Training Coordinator	260 / 8
18	7512 System Analyst	260 / 8
	7862 Student Information Systems Administrator	260 / 8
19	7476 Community Ed Program Manager	260 / 8
20	7492 FRYSC Coordinator II	240 / 8
21		
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 / 8
28	7537 District Network Administrator	260 / 8
29	7336 Educ Interpreter II / ESL Instr.	200 / 7

CLASSIFIED PERSONNEL WITH RESPONSIBILITY INDEX 2026-2027

FLSA Non-Exempt Employees

<u>POSITION</u>	<u>CLASSIFIED SALARY SCHEDULE</u>	<u>INDEX</u>
Occupational Therapist	Same as Grade 01 plus index	1.854
Physical Therapist	Same as Grade 01 plus index	1.854
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 with 260 Days	1.059805
Director of Transportation	Same as Grade 01 plus index with 260 Days	0.85
Director of Maintenance	Same as Grade 01 plus index with 260 Days	0.736427
Director of Staff Services	Same as Grade 01 plus index with 260 Days	0.736427
Director of Food Service	Same as Grade 01 plus index with 260 Days	0.639
Health Coordinator	Same as Grade 01 plus index with 185 Days	0.6
Law Enforcement Supervisor	Same as Grade 01 plus index with 195 Days	0.45
Public Information/Communications Officer	Same as Rank II Certified plus Yrs Exp with 220 days	--
Coordinator of Migrant Education Program	Same as Grade 01 plus index with 215 Days	0.15

CLASSIFIED STAFF DEGREE & CERTIFICATION SUPPLEMENT ADDITIVE SCHEDULE 2026-2027

Documentation for all areas listed below must be received by September 15, 2026, and the retroactive pay increase will be effective July 1, 2026, for hours worked. The certification must be submitted to the Central Office before September 15, 2026, using the appropriate Certification/Degree Verification Form. No retroactive pay will be paid for prior years. After September 15, 2026, the supplemental pay additives will be noted for the classified staff member's next school year's contract as determined by the FY28 approved salary schedule. Retroactive pay will not be paid for any certifications or degrees submitted after September 15, 2026, but certifications and degrees be applied to the next school year's contract pending FY28 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. Additives are reviewed each fiscal year and is not a guarantee. Additives are not part of a base/regular salary and is not subject to any additional and/or overtime pay.

For Tier 1 (Degree)- Additive is paid at the highest degree earned, it is not a combined pay.

Tier 1 Additives

Associate Degree

Bachelor Degree

Master Degree

Doctorate

CLASSIFIED STAFF DEGREE & CERTIFICATION SUPPLEMENT ADDITIVE SCHEDULE 2026-2027

For Tiers 2, 3, & 4 (Certifications)- The maximum additive combined is noted. Any current certifications over the max will not be added.

Tier 2 Additives

Technology- Certified Wireless Technician, Administrator, Professional, or Expert (CWNP)

Technology- Certified Associate in Project Management Certification (CAPM)

Secretary/Clerks/Bookkeepers- Certified Associate in Project Management Certification (CAPM)

Finance - Certified School Financial Manager/Officer

Finance - Certified Payroll Professional (CPP)

Finance/HR - SMHR Certified Professional

Finance/HR - SMHR Senior Certified Professional

Secretary/Clerks/Bookkeepers- Advanced Level III or Higher Professional Standards Program (PSP)

ETC- Child Development Associate

ETC- Early Childhood Education Director's Credential

Instructional Assistant - Teaching Certificate

SRO - Department of Criminal Justice Training Career Development Program (DOCJT)

Transportation- ASE Certification ASE S1 -S6 Total Certifications 6

Transportation- AC Certification Must complete ASE S7

Tier 3 Additives

Transportation- Driver Trainer Certificate

Transportation- Mechanic State Inspector

Technology- Any CompTIA Certifications excluding IT Fundamentals

Technology- Fortinet Network Certified Professional Certification (up to 3 different certifications)

Technology- Fortinet Network Certified Engineer

Technology- Infinite Campus Certified System Administrator

Technology- Professional Google Workspace Administrator

Finance - Fundamental Payroll Professional Certification

Instructional Assistant- Bluegrass Career and Technical College Para Educator Certification Program

Instructional Assistant- ParaPro Assessment (ETS)

Instructional Assistant- PBS Media Literacy Educator Certification

Instructional Assistant - Certified Autism Spectrum Disorder Clinical Specialist Intensive Training (ASDCS)

Instructional Assistant - ASL/Communication Training (Max 1 Certificate Type)

Nursing - National Board Certification in School Nursing

Nursing - CBDCE Diabetic Care Certification

Nursing - School Health for Children & Adolescents Specialization

CLASSIFIED STAFF DEGREE & CERTIFICATION SUPPLEMENT ADDITIVE SCHEDULE 2026-2027

Tier 4 Additives

Food Service- SNA Level 1

Food Service- SNA Level 2

Food Service- SNA Level 3

Food Service- SNA Level 4

All Classified Staff- Microsoft Office Specialist, any program, each program certification is considered a \$.25 additive

All Classified Staff- Microsoft Certified Application Specialist

All Classified Staff- WCPS Proctored Technology Training Courses (Not Safe Schools or Para Exams)

Technology- Fortinet Certified Associate (Must Complete All 3 Levels)

Technology - Fortinet Certified Fundamentals

Technology - Fortinet Certified Professional (Any Product)

Technology- Certification in Cybersecurity (ISC)

Finance/HR - Frontline Absence Management Certification Course

Instructional Assistant - Autism Certification through KATC or IRIS Center (Max 1 Certificate Type)

Instructional Assistant - Master Teacher Para Educator Certification - for every 15 hrs reflected on transcript

Maintenance/Custodian - Forklift and/or Aerial Lift Certifications

Maintenance/Custodian - (NCCER) /OSHA Certifications

Maintenance/Custodian - KSPMA General Maintenance Certification

Maintenance/Custodian - Backflow Certification

Maintenance/Custodian - Certified Manager of Maintenance

Maintenance/Custodian - Facilities Management Administrator

Maintenance/Custodian - Concrete Certification

Maintenance/Custodian - Herbicide Spray Certification

CLASSIFIED STAFF DEGREE & CERTIFICATION SUPPLEMENT ADDITIVE PAYOUT 2026-2027

180-183 Day Employees					
Hours per day	4	5	6	7	8
Tier 1					
Associates	\$720	\$900	\$1,080	\$1,260	\$1,440
Bachelors	\$1,440	\$1,800	\$2,160	\$2,520	\$2,880
Masters	\$2,160	\$2,700	\$3,240	\$3,780	\$4,320
Doctorate	\$2,880	\$3,600	\$4,320	\$5,040	\$5,760
Max Payout Tier 1	\$2,880	\$3,600	\$4,320	\$5,040	\$5,760
Tier 2	\$720	\$900	\$1,080	\$1,260	\$1,440
Tier 3	\$360	\$450	\$540	\$630	\$720
Tier 4	\$180	\$225	\$270	\$315	\$360
Max Payout Tiers 2-4 Combined	\$1,440	\$1,800	\$2,160	\$2,520	\$2,880

184-194 Day Employees					
Hours per day	4	5	6	7	8
Tier 1					
Associates	\$736	\$920	\$1,104	\$1,288	\$1,472
Bachelors	\$1,472	\$1,840	\$2,208	\$2,576	\$2,944
Masters	\$2,208	\$2,760	\$3,312	\$3,864	\$4,416
Doctorate	\$2,944	\$3,680	\$4,416	\$5,152	\$5,888
Max Payout Tier 1	\$2,944	\$3,680	\$4,416	\$5,152	\$5,888
Tier 2	\$736	\$920	\$1,104	\$1,288	\$1,472
Tier 3	\$368	\$460	\$552	\$644	\$736
Tier 4	\$184	\$230	\$276	\$322	\$368
Max Payout Tiers 2-4 Combined	\$1,472	\$1,840	\$2,208	\$2,576	\$2,944

CLASSIFIED STAFF DEGREE & CERTIFICATION SUPPLEMENT ADDITIVE PAYOUT 2026-2027

195-209 Day Employees					
Hours per day	4	5	6	7	8
Tier 1					
Associates	\$780	\$975	\$1,170	\$1,365	\$1,560
Bachelors	\$1,560	\$1,950	\$2,340	\$2,730	\$3,120
Masters	\$2,340	\$2,925	\$3,510	\$4,095	\$4,680
Doctorate	\$3,120	\$3,900	\$4,680	\$5,460	\$6,240
Max Payout Tier 1	\$3,120	\$3,900	\$4,680	\$5,460	\$6,240
Tier 2	\$780	\$975	\$1,170	\$1,365	\$1,560
Tier 3	\$390	\$488	\$585	\$683	\$780
Tier 4	\$195	\$244	\$293	\$341	\$390
Max Payout Tiers 2-4 Combined	\$1,560	\$1,950	\$2,340	\$2,730	\$3,120

210-239 Day Employees					
Hours per day	4	5	6	7	8
Tier 1					
Associates	\$840	\$1,050	\$1,260	\$1,470	\$1,680
Bachelors	\$1,680	\$2,100	\$2,520	\$2,940	\$3,360
Masters	\$2,520	\$3,150	\$3,780	\$4,410	\$5,040
Doctorate	\$3,360	\$4,200	\$5,040	\$5,880	\$6,720
Max Payout Tier 1	\$3,360	\$4,200	\$5,040	\$5,880	\$6,720
Tier 2	\$840	\$1,050	\$1,260	\$1,470	\$1,680
Tier 3	\$420	\$525	\$630	\$735	\$840
Tier 4	\$210	\$263	\$315	\$368	\$420
Max Payout Tiers 2-4 Combined	\$1,680	\$2,100	\$2,520	\$2,940	\$3,360

CLASSIFIED STAFF DEGREE & CERTIFICATION SUPPLEMENT ADDITIVE PAYOUT 2026-2027

240 Day Employees					
Hours per day	4	5	6	7	8
Tier 1					
Associates	\$960	\$1,200	\$1,440	\$1,680	\$1,920
Bachelors	\$1,920	\$2,400	\$2,880	\$3,360	\$3,840
Masters	\$2,880	\$3,600	\$4,320	\$5,040	\$5,760
Doctorate	\$3,840	\$4,800	\$5,760	\$6,720	\$7,680
Max Payout Tier 1	\$3,840	\$4,800	\$5,760	\$6,720	\$7,680
Tier 2	\$960	\$1,200	\$1,440	\$1,680	\$1,920
Tier 3	\$480	\$600	\$720	\$840	\$960
Tier 4	\$240	\$300	\$360	\$420	\$480
Max Payout Tiers 2-4 Combined	\$1,920	\$2,400	\$2,880	\$3,360	\$3,840

260 Day Employees					
Hours per day	4	5	6	7	8
Tier 1					
Associates	\$1,040	\$1,300	\$1,560	\$1,820	\$2,080
Bachelors	\$2,080	\$2,600	\$3,120	\$3,640	\$4,160
Masters	\$3,120	\$3,900	\$4,680	\$5,460	\$6,240
Doctorate	\$4,160	\$5,200	\$6,240	\$7,280	\$8,320
Max Payout Tier 1	\$4,160	\$5,200	\$6,240	\$7,280	\$8,320
Tier 2	\$1,040	\$1,300	\$1,560	\$1,820	\$2,080
Tier 3	\$520	\$650	\$780	\$910	\$1,040
Tier 4	\$260	\$325	\$390	\$455	\$520
Max Payout Tiers 2-4 Combined	\$2,080	\$2,600	\$3,120	\$3,640	\$4,160