

**BOURBON COUNTY SCHOOLS**  
**SALARY SCHEDULE**  
**CERTIFIED AND CLASSIFIED**  
**PERSONNEL**

**2026-2027**

**Proposed:**

**May 20, 2026**

BOURBON COUNTY SCHOOLS CERTIFIED SALARY  
SCHEDULE 2026-27

5/14/2026

*JULY 1, 2026*

	<b>185 DAYS</b>	<b>185 DAYS</b>	<b>185 DAYS</b>
<b>YEARS</b>	<b>2026-2027</b>	<b>2026-2027</b>	<b>2026-2027</b>
<b>EXPERIENCE</b>	<b>RANK III</b>	<b>RANK II</b>	<b>RANK I</b>
0	41,718	46,665	51,616
1	42,428	47,385	52,323
2	43,058	48,092	53,035
3	43,847	48,796	53,748
4	45,288	49,421	54,198
5	45,981	50,108	54,889
6	46,669	50,796	55,578
7	47,364	51,485	56,268
8	48,051	52,179	56,946
9	48,735	52,870	57,645
10-11-12	52,457	57,267	62,067
13-14	52,702	57,510	62,313
15-16-17	55,445	60,249	65,057
18-19	55,684	60,494	65,297
20-21-22	59,082	64,082	69,077
23-24	59,622	64,647	69,668
25-26	60,160	65,210	70,255
27-28	60,707	65,780	70,850
29-30	61,257	66,353	71,447
	<b>2026-2027</b>		
<b>Rank IV</b>	35,686		
<b>Rank V</b>	33,211		

**BOURBON COUNTY SCHOOLS  
ADMINISTRATIVE SALARIES  
2026-27**

**ADMINISTRATIVE SALARY FORMULA:**

Base Teacher Salary x Responsibility % Increment/Days in Teacher Year = Per Diem  
 Per Diem x Administrative Work Year = Annual Salary  
 Example: \$ 46,541 x 110% = \$51,195.10/185=\$276.73 x 240 = \$ 66,415.20

**CENTRAL OFFICE ADMINISTRATIVE SALARY SCHEDULE:**

YEARS EXPERIENCE	RESPONSIBILITY % INCREMENT
0 – 5	09
6 – 10	11
11 – 15	13
16 – 19	14
20 – 24	15
25 – 27	16
28 – 30	17
31+	18

**BUILDING ADMINISTRATOR SALARYS:**

(Based on pupil membership, end of second month of the previous year)

**PRINCIPALS**

Membership	Responsibility % Increment
101 – 200	11
201 – 300	12
301 – 500	17
501 – 725	23
726 – 850	24
851 – 900	25

**ASSISTANT PRINCIPALS**

Membership	Responsibility % Increment
400 – 725	11
726 – 850	12
851 – 900	13

**\* Responsibility Percent Increment can only be changed by Board Approval**

**Extended Days**

Position	Number of Extended Days
High School/Middle School Principals	55
Elementary Principals	35
High School/Middle School Asst. Principals	25
High School Guidance Counselor	15
Middle School Guidance Counselor	10
Central Office Administrators	55

BASE	0-5 Years										
BASE + 5 %	6-9 Years										
BASE + 11%	10-14 Years Experience (Beginning 10th Year)				Speech Language Pathologist				See Certified Rank I		
BASE + 17%	15-19 Years Experience (Beginning 15th Year)				Speech Language Path. Assistant (SLPA)				See Certified Rank III		
BASE + 20%	20-24 Years Experience (Beginning 20th Year)				per KRS 334A.030						
Base +25%	25-28 Years Experience (Beginning 25th Year)				Migrant Advocate Recruiter				See Certified Rank III		
Base +29%	29+ Years Experience (Beginning 29th Year)				Social Worker				See Certified Rank III		
POSITION	2026-27	HOURS	Start per								
	BASE DAYS	PER DAY	Hour	0-5 Years	6-9 Years	10-14 Years	15-19 Years	20-24 Years	25-28 Years	29 + Years	
Childcare Director	260	7.5	\$ 18.41	\$ 35,900	\$ 37,695	\$ 39,849	\$ 42,003	\$ 43,080	\$ 44,875	\$ 46,311	
Chief School Law Enforcement Officer	185	8	\$ 26.00	\$ 38,486	\$ 40,410	\$ 42,719	\$ 45,028	\$ 46,183	\$ 48,107	\$ 49,647	
School Law Enforcement Officer	185	8	\$ 22.63	\$ 33,489	\$ 35,163	\$ 37,173	\$ 39,182	\$ 40,187	\$ 41,861	\$ 43,201	
Migrant Advocate/Recruiter Coord.	185	7	\$ 25.50	\$ 33,023	\$ 34,674	\$ 36,655	\$ 38,636	\$ 39,627	\$ 41,278	\$ 42,599	
Adult Ed. Director/Instructor	185	7	\$ 28.16	\$ 36,470	\$ 38,293	\$ 40,481	\$ 42,670	\$ 43,764	\$ 45,587	\$ 47,046	
Physical Therapist	185	4	\$ 42.92	\$ 31,759	\$ 33,347	\$ 35,253	\$ 37,158	\$ 38,111	\$ 39,699	\$ 40,969	
Administrative Assistant	185	7	\$ 23.05	\$ 29,855	\$ 31,347	\$ 33,139	\$ 34,930	\$ 35,825	\$ 37,318	\$ 38,512	
Network/Computer Technician II	260	7	\$ 18.58	\$ 33,818	\$ 35,509	\$ 37,538	\$ 39,567	\$ 40,581	\$ 42,272	\$ 43,625	
Network/Computer Technician III	200	7	\$ 14.15	\$ 19,812	\$ 20,802	\$ 21,991	\$ 23,179	\$ 23,774	\$ 24,764	\$ 25,557	
Admin. Assistant I	260	7.5	\$ 21.11	\$ 41,160	\$ 43,218	\$ 45,688	\$ 48,157	\$ 49,392	\$ 51,450	\$ 53,096	
Admin. Assistant II	260	7.5	\$ 19.72	\$ 38,462	\$ 40,385	\$ 42,693	\$ 45,001	\$ 46,154	\$ 48,078	\$ 49,616	
Central Off Sec/Recep	260	7.5	\$ 17.42	\$ 33,969	\$ 35,668	\$ 37,706	\$ 39,744	\$ 40,763	\$ 42,461	\$ 43,820	
Finance Officer	260	7.5	\$ 39.74	\$ 77,500	\$ 81,375	\$ 86,025	\$ 90,675	\$ 93,000	\$ 96,875	\$ 99,975	
<i>Finance Officer/Food Service Director</i>	260	7.5	\$ 47.08	\$ 91,806	\$ 96,396	\$ 101,905	\$ 107,413	\$ 110,167	\$ 114,758	\$ 118,430	
Financial Analyst I	260	7.5	\$ 22.79	\$ 44,445	\$ 46,667	\$ 49,334	\$ 52,001	\$ 53,334	\$ 55,556	\$ 57,334	
Financial Analyst II	260	7.5	\$ 19.72	\$ 38,462	\$ 40,385	\$ 42,693	\$ 45,001	\$ 46,154	\$ 48,078	\$ 49,616	
Publicity Coordinator	260	7.5	\$ 16.83	\$ 32,821	\$ 34,462	\$ 36,431	\$ 38,401	\$ 39,385	\$ 41,026	\$ 42,339	
Spec Prog Sec FRYSC/TCC	260	7.5	\$ 14.06	\$ 27,410	\$ 28,780	\$ 30,425	\$ 32,069	\$ 32,892	\$ 34,262	\$ 35,358	
FRYSC Director	260	7.5	\$ 21.31	\$ 41,559	\$ 43,637	\$ 46,130	\$ 48,624	\$ 49,871	\$ 51,949	\$ 53,611	
Assistant FRYSC Director	185	7	\$ 17.82	\$ 23,082	\$ 24,236	\$ 25,621	\$ 27,006	\$ 27,698	\$ 28,852	\$ 29,775	
Childcare Coordinator	260	7	\$ 17.31	\$ 31,501	\$ 33,077	\$ 34,967	\$ 36,857	\$ 37,802	\$ 39,377	\$ 40,637	
Parent Family Child Engagement Coordinator	205	7	\$ 25.97	\$ 37,268	\$ 39,131	\$ 41,367	\$ 43,603	\$ 44,721	\$ 46,585	\$ 48,075	
Community Education Coordinator	260	8	\$ 18.11	\$ 37,677	\$ 39,561	\$ 41,821	\$ 44,082	\$ 45,212	\$ 47,096	\$ 48,603	
Occupational Therapist	195	7	\$ 40.72	\$ 55,579	\$ 58,358	\$ 61,693	\$ 65,028	\$ 66,695	\$ 69,474	\$ 71,697	
High School Bookkeeper/Records Officer	210	7.5	\$ 20.46	\$ 32,224	\$ 33,835	\$ 35,769	\$ 37,702	\$ 38,669	\$ 40,280	\$ 41,569	
High School Attend. Officer	210	7.5	\$ 16.74	\$ 26,371	\$ 27,690	\$ 29,272	\$ 30,854	\$ 31,645	\$ 32,964	\$ 34,019	
Bilingual High School Attend. Officer/Academic Records Coordinator	210	7.5	\$ 27.38	\$ 43,123	\$ 45,279	\$ 47,867	\$ 50,454	\$ 51,748	\$ 53,904	\$ 55,629	
Middle Sch Bookkeeper	195	7.5	\$ 17.29	\$ 25,285	\$ 26,549	\$ 28,066	\$ 29,584	\$ 30,342	\$ 31,606	\$ 32,618	
Elem. Attend. Off./Bookkeeper/CO Registrar											
up to 300 students	200	8	\$ 15.91	\$ 25,455	\$ 26,728	\$ 28,255	\$ 29,783	\$ 30,546	\$ 31,819	\$ 32,837	
above 301 students	195	8	\$ 15.91	\$ 24,818	\$ 26,059	\$ 27,548	\$ 29,037	\$ 29,781	\$ 31,022	\$ 32,015	
Middle Sch/High Sch Secretary	190	7.5	\$ 15.91	\$ 22,672	\$ 23,806	\$ 25,166	\$ 26,526	\$ 27,206	\$ 28,340	\$ 29,247	
Paraprofessional/Adult Ed Instructor II/Career Transition Specialist	185	7	\$ 14.15	\$ 18,323	\$ 19,239	\$ 20,339	\$ 21,438	\$ 21,988	\$ 22,904	\$ 23,637	
Paraprofessional Special Education/Head Start Preschool	185	7	\$ 16.15	\$ 20,914	\$ 21,960	\$ 23,215	\$ 24,469	\$ 25,097	\$ 26,143	\$ 26,979	
Para Head Start/Preschool-1/2 Friday 1165.5 hours	185	7/F3.5	\$ 16.15	\$ 18,823	\$ 19,764	\$ 20,894	\$ 22,023	\$ 22,588	\$ 23,529	\$ 24,282	
140 day Paraprofessional Head Start/Preschool	140		\$ 16.15	\$ 15,827	\$ 16,618	\$ 17,568	\$ 18,518	\$ 18,992	\$ 19,784	\$ 20,417	
Head Start/Preschool Paraprofessional with CDA	185	7	\$ 17.15	\$ 22,209	\$ 23,319	\$ 24,652	\$ 25,985	\$ 26,651	\$ 27,761	\$ 28,650	
Head Start/Preschool Paraprofessional with CDA 4.5 days per week 1165.5 hours		7	\$ 17.15	\$ 19,988	\$ 20,987	\$ 22,187	\$ 23,386	\$ 23,986	\$ 24,985	\$ 25,785	
Head Start/Preschool Paraprofessional with CDA 140 day	140	7	\$ 17.15	\$ 16,807	\$ 17,647	\$ 18,656	\$ 19,664	\$ 20,168	\$ 21,009	\$ 21,681	
Head Start Teacher Assoc. IECE	185	7	\$ 23.46	\$ 30,377	\$ 31,896	\$ 33,719	\$ 35,541	\$ 36,452	\$ 37,971	\$ 39,186	
Adult Ed Instructor	185	7	\$ 25.97	\$ 33,632	\$ 35,314	\$ 37,332	\$ 39,350	\$ 40,359	\$ 42,041	\$ 43,386	
Bus Drivers	184	4	\$ 26.25	\$ 19,320	\$ 20,286	\$ 21,445	\$ 22,604	\$ 23,184	\$ 24,150	\$ 24,923	
Preschool Bus Drivers	140	6.5	\$ 26.25	\$ 23,888	\$ 25,082	\$ 26,515	\$ 27,948	\$ 28,665	\$ 29,859	\$ 30,815	
Head Mechanic	260	8	\$ 24.46	\$ 50,877	\$ 53,421	\$ 56,473	\$ 59,526	\$ 61,052	\$ 63,596	\$ 65,631	
Mechanic	260	8	\$ 20.68	\$ 43,014	\$ 45,165	\$ 47,746	\$ 50,326	\$ 51,617	\$ 53,768	\$ 55,488	
Mechanic/Sub Bus Driver	260	8	\$ 23.20	\$ 48,256	\$ 50,669	\$ 53,564	\$ 56,460	\$ 57,907	\$ 60,320	\$ 62,250	
Transportation Clerk	184	6	\$ 15.29	\$ 16,878	\$ 17,722	\$ 18,735	\$ 19,747	\$ 20,254	\$ 21,098	\$ 21,773	
Head Maintenance/Sub. Bus Driver	260	8	\$ 22.00	\$ 45,760	\$ 48,048	\$ 50,794	\$ 53,539	\$ 54,912	\$ 57,200	\$ 59,030	

Maintenance/Bus Driver with Licensure	260	8	\$ 22.75	\$ 47,320	\$ 49,686	\$ 52,525	\$ 55,364	\$ 56,784	\$ 59,150	\$ 61,043
Maintenance/Bus Driver	260	8	\$ 20.72	\$ 43,098	\$ 45,253	\$ 47,839	\$ 50,425	\$ 51,718	\$ 53,873	\$ 55,596
Maintenance	260	8	\$ 14.97	\$ 31,130	\$ 32,686	\$ 34,554	\$ 36,422	\$ 37,356	\$ 38,912	\$ 40,157
Maintenance HVAC Certified	260	8	\$ 21.30	\$ 44,304	\$ 46,520	\$ 49,178	\$ 51,836	\$ 53,165	\$ 55,381	\$ 57,153
Head Custodian High School/Middle School	260	8	\$ 14.08	\$ 29,290	\$ 30,755	\$ 32,512	\$ 34,270	\$ 35,148	\$ 36,613	\$ 37,784
Asst. Custodian Middle/Sr. High	260	8	\$ 13.42	\$ 27,908	\$ 29,303	\$ 30,978	\$ 32,652	\$ 33,489	\$ 34,885	\$ 36,001
Elementary Custodian	260	8	\$ 13.20	\$ 27,460	\$ 28,833	\$ 30,481	\$ 32,128	\$ 32,952	\$ 34,325	\$ 35,423
Housekeepers	195	8	\$ 13.08	\$ 20,405	\$ 21,425	\$ 22,650	\$ 23,874	\$ 24,486	\$ 25,506	\$ 26,323
Food Service Coordinator	240	7.5	\$ 29.39	\$ 52,900	\$ 55,545	\$ 58,719	\$ 61,893	\$ 63,480	\$ 66,125	\$ 68,241
Summer Feeding Director	25	7.5	\$16.27	\$ 3,051	\$ 3,203	\$ 3,386	\$ 3,569	\$ 3,661	\$ 3,813	\$ 3,935
Food Service Manager 0-400 Students	181	7	\$ 16.27	\$ 20,614	\$ 21,645	\$ 22,882	\$ 24,118	\$ 24,737	\$ 25,768	\$ 26,592
Food Service Manager 401-600 Students	181	7	\$ 17.43	\$ 22,084	\$ 23,188	\$ 24,513	\$ 25,838	\$ 26,501	\$ 27,605	\$ 28,488
Food Service Manager 601 and above	181	8	\$ 19.25	\$ 27,874	\$ 29,268	\$ 30,940	\$ 32,613	\$ 33,449	\$ 34,843	\$ 35,957
Assistant Food Service Manger	181	7	\$ 15.17	\$ 19,220	\$ 20,181	\$ 21,334	\$ 22,487	\$ 23,064	\$ 24,025	\$ 24,794
7 Hr. Cook	181	7	\$ 13.52	\$ 17,129	\$ 17,985	\$ 19,013	\$ 20,041	\$ 20,555	\$ 21,411	\$ 22,096
6.75 Hr. Cook	181	6.75	\$ 13.52	\$ 16,518	\$ 17,344	\$ 18,335	\$ 19,326	\$ 19,822	\$ 20,648	\$ 21,308
6.5 Hr. Cook	181	6.5	\$ 13.52	\$ 15,906	\$ 16,701	\$ 17,656	\$ 18,610	\$ 19,087	\$ 19,883	\$ 20,519
6 Hr. Cook	181	6	\$ 13.52	\$ 14,682	\$ 15,416	\$ 16,297	\$ 17,178	\$ 17,618	\$ 18,353	\$ 18,940
4.5 Hr. Cook	181	4.5	\$ 13.52	\$ 11,012	\$ 11,563	\$ 12,223	\$ 12,884	\$ 13,214	\$ 13,765	\$ 14,205
4 Hr. Cook	181	4	\$ 13.52	\$ 9,788	\$ 10,277	\$ 10,865	\$ 11,452	\$ 11,746	\$ 12,235	\$ 12,627
Nurse with RN-AA see Rank 3 Certified, RN-BS see Rank 2 Certified, RN-Master See Rank 1 Certified					0-5 Years					
Nurse(LPN)				\$ 24.59	\$ 25.82	\$ 27.29	\$ 28.77	\$ 29.51	\$ 30.74	\$ 31.72
Nurse Assistant				\$ 19.51	\$ 20.49	\$ 21.66	\$ 22.83	\$ 23.41	\$ 24.39	\$ 25.17
Bus Monitor				\$ 12.60	\$ 13.23	\$ 13.99	\$ 14.74	\$ 15.12	\$ 15.75	\$ 16.25
Spec Ed/Preschool Bus Monitor				\$ 13.24	\$ 13.90	\$ 14.70	\$ 15.49	\$ 15.89	\$ 16.55	\$ 17.08
Part-time Maint. and Grounds/Food Service Sub			\$12.00				Youth Sports			
Occasional and Classified Substitute			\$10.00				Scorebook/Clock	\$ 10.00	per hour	
Part-time Student Workers		Min. Wage	\$7.25				Official	\$ 20.00	per game	
Field Trip/Substitute Bus Driver			\$20.00				Retired Classified Return to Sub \$13.50			
Sub. Teacher Salary (Emer. Certified)		\$105.00								
Substitute Teacher Salary (Emer. Cert 64+ hours)		\$115.00								
Substitute Teacher Salary (Certified)		\$125.00								
Long Term Substitute		\$135.00	After 30 days in the same classroom regular teacher salary based on rank and experience.							
Substitute Teacher Salary (Certified Retired)		\$160.00	Retired Cert.	\$ 185.00						
Employees working more or less than the base days or hours will have salary adjusted accordingly										
Regular or part-time employees working in special projects or substituting in their position will receive their regular rate of pay.										
When substituting in another position, payment will be made at the substitute rate.										
An employee must work 20 hours per week to receive benefits.										
Occasional and Classified Substitute employees do not receive benefits.										

**BOURBON COUNTY SCHOOLS  
EMPLOYEE BENEFITS  
2026-27**

**Retirement - Certified**

All employees in a position requiring certification or a college degree must participate in the Teachers' Retirement System.

More than 5 unpaid days will result in the proportionate reduction of years of service.

Employees will contribute 12.855% of their gross wage. If hired after 12/31/2021, they will contribute 14.75%

**Retirement - Classified**

Classified employees are required to average 80 hours of work per month during the school term to be eligible to participate in the County Retirement System. The average is determined by dividing the number of hours actually worked during the school term by the number of months worked during the school term. The number of months worked is determined by dividing the actual days worked in the school year by 20 days.

**Sick Leave - Certified and Classified**

10 days per year for employees working 9.25 to 10 months

11 days per year for employees working more than 10 but less than 12 months

12 days per year for employees working 12 months

Contracts less than 185 days in length will be prorated accordingly

Sick leave has an unlimited accumulation

Employees receive a payment of 30% of their unused sick leave upon retirement.

Employees hired after July 1, 2008 will receive 30% payment for a maximum of 300 days.

**Personal Leave – Certified and Classified**

Three (3) days per year

Contracts less than 185 days in length will be prorated accordingly

Unused personal leave days convert to accumulated sick leave at the end of the year

**BOURBON COUNTY SCHOOLS  
EMPLOYEE BENEFITS  
2026-27**

**Vacation Days 12 month Classified Employees**

**1. Vacation day calculation:**

**5 days 1<sup>st</sup> year prorated in reference to number of days worked.**

**10 days per year for 2-10years of service.**

**11 days for 11 years.**

**12 days for 12 years.**

**13 days for 13 years.**

**14 days for 14 years.**

**15 days for 15 years.**

**2. A maximum of 15 vacation days can be earned per year.**

**3. Vacation days are the equivalent of the normal hours worked per day (Example: Day Care Workers work 4 hours per day for a 260-day contract. Their vacation day would be the equivalent of 4 hours).**

**4. A year is July 1st through June 30<sup>th</sup>.**

**5. All carry forward days must be pre-approved by the employee's supervisor.**

**Only five (5) from the previous year may be carried past October 31st, with pre-approval of the supervisor. An employee carrying forward more than five (5) days on October 31st will lose all but five (5) of those days.**

**VACATION DAYS WILL BE PRORATED AS TO THE NUMBER OF DAYS WORKED IN THE YEAR UPON ENTRY AND DEPARTURE FROM THE DISTRICT.**

**BOURBON COUNTY SCHOOLS  
EMPLOYEE BENEFITS  
2026-27**

**HEALTH INSURANCE/LIFE INSURANCE**

Employees (with the exception of substitutes and occasional hourly) working at least 80 hours per month are eligible for health and life insurance.

**Health Insurance:**

The state will contribute monthly toward health insurance coverage. If the employee wishes to waive coverage, the state will contribute an amount into a Health Reimbursement Account (HRA).

**Life Insurance:**

The state provides a \$20,000 term life insurance policy on each employee at no cost to the employee. The employee has the option to obtain additional life insurance coverage for themselves or their dependents.

**OTHER VOLUNTARY DEDUCTIONS**

Credit Unions  
Dental Insurance  
Tax Sheltered Annuities  
Cancer Insurance  
Flexible Medical Spending Accounts  
Flexible Day Care Spending Accounts  
Disability Insurance  
Supplemental Life Insurance  
Long Term Care Insurance  
Accident Insurance  
Critical Illness  
Medical Indemnity  
After Tax Annuities  
Charitable Contributions (United Way)  
Membership Dues (KASA)

**BOURBON COUNTY SCHOOLS  
SALARY SCHEDULE  
SALARY BASE  
2026-27**

Employees must complete one hundred-forty (140) days in a fiscal year (July 1-June 30) to gain one (1) year's experience credit for salary payment purposes.

**CERTIFIED EMPLOYEES**

All days school in session	173	170
District Improvement Planning Days	2	5
Opening day of school	1	
Closing day of school	1	
Professional development days	4	
Holidays	4	
Total days for salary calculation	185	

**CLASSIFIED EMPLOYEES**

Less than 12 month full time employees:

**Bus Drivers/Bus Monitors**

All days school in session	173	170
Non Student Work Days	2	5
Opening day of school	1	
Holidays	4	
Bus Driver Training/Professional Development	4	
Total days for salary calculation	184	

**Preschool Bus Drivers/Preschool Bus Monitors**

All days school in session	131	
Opening day of school	1	
Holidays	4	
Bus Driver Training/Professional Development	4	
Total days for salary calculation	140	

**Lunchroom Personnel**

All days school in session	173	170
Non Student Work Days	2	5
Opening day of school	1	
Holidays	4	
Professional Development	1	
Total days salary calculation	181	

**BOURBON COUNTY SCHOOLS  
SALARY SCHEDULE  
SALARY BASE  
2026-27**

**School Paraprofessional**

All days school in session	173	<b>170</b>
District Improvement Planning Days	2	<b>5</b>
Opening day of school	1	
Day following last day students attend	1	
Holidays	4	
Professional Development	<u>4</u>	
Total days salary calculation	185	

**Attendance Officers, Bookkeepers, and Secretaries**

Student enrollment	0-300	301+
Salary Base Days*	181	181
Extended days	15	10
Holidays	<u>4</u>	<u>4</u>
Total days salary calculation	200	195

**Housekeepers**

Salary Base Days*	181
Extended days	10
Holidays	<u>4</u>
Total days salary calculation	195

**Family Services Coordinator**

Salary base days*	181
Extended days	20
Holidays	<u>4</u>
Total days for salary calculation	205

**12 Month Employees**

See 12 month calendar	
Total days for salary calculation	260

\* Salary base days include opening day, closing day and professional development days.

**BOURBON COUNTY SCHOOLS  
SALARY PAYMENT SCHEDULE**

**2026-27**

**METHOD OF PAYMENT**

All certified and classified employees are paid in twenty-four (24) equal checks.

Checks are issued on the 15<sup>th</sup> and 30<sup>th</sup> of each month. If the 15<sup>th</sup> or 30<sup>th</sup> falls on a Saturday or Sunday, the checks will be issued on the previous Friday.

All twelve month certified and classified employees receive their first check on July 15<sup>th</sup> and the last check on June 30<sup>th</sup>.

Certified and Classified employees working less than twelve months receive their first check on August 30<sup>th</sup> and the last checks on June 30<sup>th</sup>.

Part-time hourly employees are paid on the 15<sup>th</sup> and 30<sup>th</sup> through June 30<sup>th</sup> of each year.

All substitutes (teachers, bus drivers, lunchroom personnel) are paid on the 15<sup>th</sup> and 30<sup>th</sup> for days worked.

**EMPLOYMENT/RESIGNATION AFTER THE BEGINNING OF FISCAL YEAR**

The following formula will be used in calculating an employee's earnings for a fiscal year if employment or resignation occurs during that fiscal year:

**Employment during the fiscal year:**

**Annual salary divided by contract days x number of days to be worked=the total salary for the fiscal year**

**Resignation during the fiscal year:**

**Annual salary divided by contract days x number of days worked less salary previously received=amount of check for the final compensation for the fiscal year.**

**Employees will be paid for only those holidays occurring prior to resignation.**

**VACATION DAYS WILL BE PRORATED AS TO THE NUMBER OF DAYS WORKED IN THE YEAR UPON ENTRY AND DEPARTURE FROM THE DISTRICT.**

<b><u>BOURBON COUNTY SCHOOLS</u></b>			
<b><u>EXTRA SERVICE SALARY SCHEDULE</u></b>			
<b>2025-26 2026-27</b>			
<b><u>FALL EXTRA CURRICULAR SPORTS</u></b>			
<b>Job Code</b>		<b><u>GOLF</u></b>	<b><u>SALARY</u></b>
6333	110	HS Girls Golf	\$1,840
6334	110	HS Boys Golf	\$1,840
<b><u>VOLLEYBALL</u></b>			
6342	110	HS Hd Var Girls	\$4,025
6347	110	HS Asst Var/ Hd JV Girls	\$2,200
6359	110	HS Freshman Girls	\$575
6350	120	MS Girls	\$1,725
6360	120	MS Girls Asst	\$550
<b><u>SOCCER</u></b>			
6335	110	HS Hd Var Boys	\$4,025
6354	110	HS Asst. Var Boys	\$2,200
6336	110	HS Hd Var Girls	\$4,025
6422	110	HS Asst Var Girls	\$2,200
6337	120	MS Hd Boys	\$1,725
6338	120	MS Hd Girls	\$1,725
<b><u>CROSS COUNTRY</u></b>			
6345	110	HS Boys Cross Country	\$1,840
6786	110	HS Girls Cross Country	\$1,840
6358	120	MS Cross Country	\$575
<b><u>FOOTBALL</u></b>			
6318	110	HS Hd Var HS (10 Extended Days)	\$8,625
6408	110	HS Asst Var	\$3,300
	110	HS Asst Var/ Hd JV	\$3,300
	110	HS Asst Var/ Asst JV	\$2,200
	110	HS Asst Var/Hd Freshman	\$3,300
	110	HS Asst Var/Asst Freshman	\$2,200
	110	HS Asst Var/Asst Freshman	\$2,200
	110	HS Asst Var/Asst Freshman	\$2,200
6319	120	MS 8	\$2,300
6320	120	MS 7th	\$2,300
6414	120	MS 7-8 Asst	\$1,100
	120	MS 6	
6493		Elementary Football	\$550
<b><u>BOWLING</u></b>			
6349	110	Co-Ed	\$1,840
<b><u>ARCHERY</u></b>			
6355	110	HS Boys Archery	\$1,840
6787	110	HS Girls Archery	\$1,840
<b><u>SWIMMING</u></b>			
6348	110	Hd 4-12 Coach	\$1,840

<b><u>WRESTLING</u></b>			
6351	110	HS Boys Head	\$1,840
6352	110	HS Boys Asst	\$550
6788	110	HS Girls Head	\$1,840
6789	110	HS Girls Asst	\$550
6353	120	MS/ELE Hd	\$1,100
<b><u>BASKETBALL</u></b>			
6300	110	HS Hd Var Boys	\$8,625
6401	110	HS Asst Var/Hd JV Boys	\$3,300
6402	110	HS Asst Var/Freshman Boys	\$2,200
6301	110	HS Hd Var Girls	\$8,625
6404	110	HS Asst Var/Hd JV Girls	\$3,300
6302	110	HS Asst Var/Freshman Girls	\$2,200
6303	120	MS 8 Boys	\$2,300
6304	120	MS 7 Boys	\$2,300
6405	120	MS 6 Boys	\$2,300
6305	120	MS 8 Girls	\$2,300
6306	120	MS 7 Girls	\$2,300
6406	120	MS 6 Girls	\$2,300
6494		Elementary Basketball	\$550
<b><u>SPRING EXTRA CURRICULAR</u></b>			
<b><u>BASEBALL</u></b>			
6312	110	HS Hd Var	\$4,025
6417	110	HS Asst Var/Hd JV	\$2,200
	110	HS Freshman	
6420	120	MS Hd 6-8	\$1,150
6421	NGRA	MS Asst	\$550
<b><u>FAST PITCH SOFTBALL</u></b>			
6339	110	HS Girls Hd Var	\$4,025
6424	110	HS Asst / Hd JV Girls	\$2,200
6423	120	MS Hd	\$1,150
6425	120	MS Asst	\$550
<b><u>TENNIS</u></b>			
6341	110	Girls Tennis	\$1,840
6340	110	Boys Tennis	\$1,840
<b><u>TRACK</u></b>			
6343	110	HS Hd	\$2,875
6426	110	HS Asst	\$1,650
6426	110	HS Asst	\$1,650
6790	110	Indoor Track	\$1,840
6344	120	MS Hd	\$1,150
6427	120	MS Asst	\$550
<b><u>BASS FISHING TEAM</u></b>			
6429	110	Coach	\$1,840
<b><u>E SPORTS</u></b>			
6357	110	Coach	\$1,840

<b><u>EXTRA CURRICULAR ACTIVITIES</u></b>			
<b><u>CHEERLEADING</u></b>			
6322	110	HS Hd Var Squad	\$3,450
6419	110	HS Asst Var	\$1,100
6428	110	HS Hd JV	\$1,100
6325	120	MS 8 Cheer/Comp Squad	\$1,725
6326	120	MS 7 Cheer/Comp Squad	\$1,725
6331		Elementary Cheerleading	\$550
<b><u>DANCE TEAM</u></b>			
6324	110	HS Hd Squad	\$3,450
6323	110	HS Asst Squad	\$1,100
6356	120	MS Hd Squad	\$1,150
<b><u>BAND</u></b>			
6590	110	HS Band Director (20 Extended Days)	\$8,625
6591	110	HS Assistant Band Director (10 Extended Days)	\$5,750
6587	110	Flag Corp	\$550
<b><u>CHORUS</u></b>			
6586	120	MS Chorus	\$1,725
<b><u>ACADEMIC TEAM</u></b>			
6500	110	HS Academic Team	\$2,875
6501	110	HS Asst Academic Team	\$1,210
6508	120	MS Academic Team	\$1,725
6510	120	MS Asst Academic Team	\$825
6509	120	MS Math Counts	\$550
6502	010	BCE Academic Team # 1	\$1,320
6503	010	BCE Academic Team # 2	\$1,320
6504	030	CRE Academic Team # 1	\$1,320
6505	030	CRE Academic Team # 2	\$1,320
6507	090	NME Academic Team # 1	\$1,320
<b><u>FUTURE PROBLEM SOLVING</u></b>			
6361	010	BCES Coach	\$220
6361	030	CRES Coach	\$220
6361	090	NMES Coach	\$220
6361	120	BCMS Coach	\$220
6361	110	BCHS Coach	\$220
<b><u>COLONEL SCHOLARS</u></b>			
6561	120	MS Colonel Scholars	\$880
6562	030	ELE Colonel Scholars	\$880
	110	HS Colonel Scholars	\$440

		<b><u>SPEECH</u></b>	
6581	110	HS Speech	\$1,725
		<b><u>DRAMA</u></b>	
6582	110	HS Drama	\$3,300
6585	120	MS Drama	\$1,100
6667	110	HS Drama Assistant Director	\$1,100
6668	110	HS Drama Music	\$550
		<b><u>NEWSPAPER STAFF</u></b>	
6583	110	HS Newspaper	\$2,750
		<b><u>YEARBOOK</u></b>	
6584	110	HS Yearbook	\$2,750
6594	120	MS Yearbook	\$880
		<b><u>PROM</u></b>	
6580	110	HS Prom	\$1,100
		<b><u>EXTRA CURRICULAR DUTIES</u></b>	
		<b><u>ATHLETIC DIRECTORS</u></b>	
6490	110	HS Athletic Director	\$8,625
6491	110	HS Asst Athletic Director	\$4,125
6492	120	MS Athletic Director	\$8,625
6493		ELEM Athletic Director - Football	\$2,063
6494		ELEM Athletic Director - Basketball	\$2,063
		<b><u>DISTRICT PUBLIC RELATIONS</u></b>	
6722	000	COORDINATOR	\$4,800
6723/6724	011	Preschool Public Relations Coordinator	\$1,000
6723/6724	010	BCES Public Relations Coordinator	\$1,000
6723/6724	030	CRES Public Relations Coordinator	\$1,000
6723/6724	090	NMES Public Relations Coordinator	\$1,000
6723/6724	120	BCMS Public Relations Coordinator	\$1,000
6723/6724	110	BCHS Public Relations Coordinator	\$1,000
		<b><u>SCHOOL TECHNOLOGY COOR</u></b>	
6660		District Tech Support	\$2,500
6779		District Mental Health Coordinator	\$2,500
6774		District Nurse Coordinator	\$3,680
		<b><u>GRANT FUNDED EXTRA SERVICE</u></b>	
6710		Grant Manager	\$8,000
6720		GEAR UP Tutor Supervisor Appr. 9/19/19	\$1,500
		21st Century Technology	\$3,000
6721		21st Century Middle/High School Data Entry	\$12,000
6780		Teacher Leader for Career Transition Specialist	\$7,500
6784		CTE Liason	\$13,000
6785		Health Department Nicotine Prevention	\$1,800

<b><u>FOOD SERVICE CERTIFICATION</u></b>			
6768		Serve Safe Cetification	\$500
6769		School Nutrition Association Level 1 Cert.	\$250
6770		School Nutrition Association Level 2 Cert.	\$500
6771		School Nutrition Association Level 3 Cert.	\$750
6772		School Nutrition Association Level 4 Cert.	\$1,000
<b><u>ESS, HOMEBOUND, OTHER PAYROLL</u></b>			
6702	000	National Board Certified	\$10,000
	24-25	School Psychologist	10% of Base
	23-24	Special Education Consultants	5% of Base
		Speech Language (ASHA Certified)	\$2,000
		<b>Sped Dual Certification:</b> Learning and Behavior Disorders (LBD) and Moderate / Severe Disabilities (MSD)	\$3,000
		MSD/HSC Fulltime Teachers	\$8,000
		Internship Supervisor for School Psychologists	\$1,000
6654		Math Specialist (2) (35 Extended days)	\$5,000
		Assistant Superintendent	\$5,000
		Alternative Teacher	\$5,000
6646		Sub Coverage during plan	\$30/hour
		Extended Sch Service certified	\$30/hour
		Homebound	\$30/hour
		Other Programs certified	\$30/hour
		Other Programs classified	Reg. Hrly.
		Certified Professional Dev	\$12/hour
		Saturday School	\$100/day