

GARRARD COUNTY SCHOOLS



SALARY SCHEDULE 2026-2027

Approved: _____

Garrard County Schools

2026-2027 School Calendar

July 2026						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

August 2026						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September 2026						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

October 2026						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November 2026						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

December 2026						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

January 2027						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February 2027						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

March 2027						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

April 2027						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

May 2027						
Su	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

June 2027						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

- Regular Instructional
- No School Days
- Holiday - No School

- Professional Development
- Staff Days
- Opening/Closing Day

- Make Up Days
- Transition Day

- August 3rd - 6th Professional Development (Staff Only)
- August 7th Staff Day (Staff Only)
- August 10th Opening Day
- August 11th Transition Day (K, 6th, 9th only) Staff Day
- August 12th Students First Day
- September 7th Holiday - Labor Day
- October 5th - 9th Fall Break (No School)
- November 3rd Staff Day (Staff Only)
- November 25th No School
- November 26th Holiday - Thanksgiving - No School Holiday

- November 27th No School
- December 21st - 31st Holiday Break
- January 1st No School
- January 4th Staff Day (Staff Only)
- January 18th Holiday - MLK Day - No School
- February 15th No School
- March 12th Staff Day (Staff Only)
- April 5th - 9th Spring Break - No School
- May 18th Election Day - No School
- May 19th Last Day for Kids
- May 20th Closing Day

Contract Days	# Holidays	Employee Paid Holidays
180-199	4	Labor Day—Thanksgiving Day—Christmas Day—Martin Luther King Day
200-239	6	July 3rd—Labor Day—Thanksgiving Day—Christmas Day—Martin Luther King Day—Memorial Day
240-243	8	July 3rd—Labor Day—Thanksgiving Day—Day after Thanksgiving—Christmas Day—New Years Day—Martin Luther King Day—Memorial Day
244+	10	July 3rd—Labor Day—Thanksgiving Day—Day after Thanksgiving—Christmas Eve—Christmas Day—Day after Christmas—New Years Day—Martin Luther King Day—Memorial Day

2026-2027 PAYROLL DATES

TIME WORKED	DUE TO CENTRAL OFFICE	PAY DATE	Included Employees
July 1—July 15	July 20	July 31	Sum Workers & 12mo
July 16—July 31	August 5	August 14	Sum Workers & 12mo
August 1— August 15	August 20	September 1	All employees
August 16—August 31	September 4	September 15	All employees
September 1—September 15	September 18	October 1	All employees
September 16—September 30	October 5	October 15	All employees
October 1—October 15	October 20	October 30	All employees
October 16—October 31	November 4	November 13	All employees
November 1—November 15	November 18	December 1	All employees
November 16—November 30	December 3	December 15	All employees
December 1—December 15	December 18	December 31	All employees
December 16—December 31	January 6	January 15	All employees
January 1—January 15	January 20	February 1	All employees
January 16—January 31	February 3	February 15	All employees
February 1—February 15	February 18	March 1	All employees
February 16—February 28	March 3	March 15	All employees
March 1—March 15	March 17	April 1	All employees
March 16—March 31	April 5	April 15	All employees
April 1—April 15	April 20	April 30	All employees
April 16—April 30	May 5	May 14	All employees
May 1—May 15	May 19	June 1	All employees
May 16—May 31	June 3	June 15	All employees
	Summer payout	June 21	All employees
	Summer payout	June 22	All employees
	Summer Payout	June 24	10 month only
	Summer Payout	June 25	10 month only
June 1—June 15	June 18	July 1	Summer Workers
June 16—June 30	July 5	July 15	Summer Workers

All payroll is distributed via direct deposit according to a schedule approved annually by the Board. Paystubs will be provided electronically via [e-stub](#)

Full Time employees will be paid on the 1st and 15th of the month following these rules:

- * 204 day contract or less will receive 24 paychecks starting September 1st thru June 25th.
- * 205 day contract or greater will receive 24 paychecks starting July 31st thru June 22nd.

If the 1st or 15th falls on a holiday or weekend, pay will be direct deposited the business day prior.

The pay dates on this schedule will be used to pay substitutes' time worked and any additional time worked by full time employees.

All electronic and paper time-sheets with approved signatures are due to payroll by noon on the due date.

CALCULATING PAY

Employees who are paid an hourly rate and are also contracted for a specific number of days and a specific number of hours per day, will have their salary divided evenly over 24 paychecks even though the number of days worked during a pay period may differ.

HOURLY RATE X HOURS PER DAY X DAYS PER YEAR/24

Hourly Rate	\$12.50
Hours Per Day	7
Days Per Year	182
Total Gross Annual Salary	\$15,925.00
Gross Salary Per Paycheck	\$663.54

- ⇒ If the total number of hours worked in a week is more than the contracted hours, additional salary owed will be paid according to the payroll schedule. Any additional time must be preapproved by the Superintendent.
- ⇒ Employees who fail to work their total number of contracted hours in a week will be docked according to the payroll schedule, or sooner, to avoid overpayment.

The salaried pay scale is based on 186 days. Employees who work a different number of days per year or partial days will be paid on a prorated basis.

ANNUAL RATE / 186 X CONTRACTED DAYS / 24

Annual Rate (186 Days)	\$40,000
Daily Rate (186 Days)	\$215.05
Total Gross (206 Days)	\$44,300.30
Gross Per Pay period	\$1,845.84

- ⇒ This formula should be used if the employee works more or less than 186 days per year.

CERTIFIED PAY SCHEDULE

186 DAY CONTRACT (no rate increase)

YEARS OF EXPERIENCE	RANK I	RANK II	RANK III	RANK IV	RANK V
0	\$53,295.00	\$48,509.55	\$43,681.99	\$38,035.60	\$35,600.18
1	\$53,477.48	\$48,661.62	\$43,773.23	\$38,035.60	\$35,600.18
2	\$53,659.96	\$48,812.51	\$43,864.47	\$38,035.60	\$35,600.18
3	\$53,842.44	\$48,964.58	\$43,954.54	\$38,035.60	\$35,600.18
4	\$58,114.37	\$53,323.07	\$48,539.96	\$38,035.60	\$35,600.18
5	\$58,296.85	\$53,476.31	\$48,631.20	\$38,035.60	\$35,600.18
6	\$58,479.33	\$53,627.21	\$48,721.27	\$38,035.60	\$35,600.18
7	\$58,662.98	\$53,780.44	\$48,812.51	\$38,035.60	\$35,600.18
8	\$58,844.29	\$53,931.34	\$48,904.92	\$38,035.60	\$35,600.18
9	\$59,027.94	\$54,084.58	\$48,996.17	\$38,035.60	\$35,600.18
10	\$64,359.67	\$59,527.43	\$54,704.55	\$38,035.60	\$35,600.18
11	\$64,542.15	\$59,679.50	\$54,795.79	\$38,035.60	\$35,600.18
12	\$64,724.63	\$59,830.39	\$54,888.20	\$38,035.60	\$35,600.18
13	\$64,907.11	\$59,984.80	\$54,978.27	\$38,035.60	\$35,600.18
14	\$65,089.59	\$60,135.70	\$55,070.68	\$38,035.60	\$35,600.18
15	\$66,232.44	\$61,409.56	\$56,584.34	\$38,035.60	\$35,600.18
16	\$66,414.92	\$61,561.62	\$56,613.58	\$38,035.60	\$35,600.18
17	\$66,597.40	\$61,712.52	\$56,645.16	\$38,035.60	\$35,600.18
18	\$66,779.88	\$61,865.76	\$56,675.58	\$38,035.60	\$35,600.18
19	\$66,962.36	\$62,017.83	\$56,705.99	\$38,035.60	\$35,600.18
20	\$67,749.60	\$62,897.48	\$56,759.80	\$38,035.60	\$35,600.18
21	\$67,932.08	\$63,049.55	\$56,790.21	\$38,035.60	\$35,600.18
22	\$68,115.74	\$63,202.78	\$56,820.63	\$38,035.60	\$35,600.18
23	\$68,297.05	\$63,353.68	\$56,849.87	\$38,035.60	\$35,600.18
24	\$68,480.70	\$63,506.92	\$56,881.45	\$38,035.60	\$35,600.18
25	\$69,594.30	\$64,608.82	\$58,302.70	\$38,035.60	\$35,600.18
26	\$69,777.95	\$64,763.23	\$58,334.28	\$38,035.60	\$35,600.18
27	\$69,959.26	\$64,916.47	\$58,364.70	\$38,035.60	\$35,600.18
28	\$70,141.74	\$65,070.88	\$58,395.11	\$38,035.60	\$35,600.18
29	\$70,324.22	\$65,224.11	\$58,426.69	\$38,035.60	\$35,600.18
30+	\$71,439.00	\$66,327.19	\$59,847.94	\$38,035.60	\$35,600.18

CLASSIFIED POSITIONS PAID ON CERTIFIED SALARY SCHEDULE

POSITION	RANK
Director of Finance	Rank I
Speech Pathologist	Rank I
Director of Technology	Rank II
Director of Food Service	Rank III

Certified Extended Service Beyond 186 Days

District	Days	Index	HIGH SCHOOL	Days	Index
Assistant Superintendent	54	17%	Principal	54	23%
Director of Finance	54	17%	1st Assistant Principal	35	15%
Director of Food Service	54		2nd Assistant Principal	19	15%
Director of Public Relations & Visible Technology	54		Guidance Counselor	10	
Director of Pupil Personnel	54	17%	Media Librarian	9	
Director of Special Education	54	17%	Vocational School Instructor (Agriculture) (2)	54	
Superintendent	54		Interventionist (2)	14	
Director of Teaching and Learning	54	17%	MIDDLE SCHOOL	Days	Index
Director of Technology	54		Principal	54	18%
District School Psychologist	20		Assistant Principal	23	14%
District Wide MTSS & Behavior Coordinator	15		Guidance Counselor	10	
Special Education Consultant	15		Media Librarian	9	
Health and Science Teacher Vo-Tech	4		ELEMENTARY SCHOOL (3)	Days	Index
			Principal (3)	49	17/16%
			Assistant Principal (2)	14	10%
			Guidance Counselor (3)	9	
			Media Librarian (3)	9	

An Index is a salary additive for administrative job duties related to the position.
Calculation: Base Salary + Cost of Extended Days * Index percentage

Certified Substitute Teacher Daily Rate Pay Scale

Retired Teacher	\$120
Rank I with Teaching Certificate	\$120
Rank II with Teaching Certificate	\$110
Rank III with Teaching Certificate	\$105
Rank IV Bachelors deg or equivalent	\$100
Rank V Min HS Diploma or GED	\$95

NOTE: Long-term (>10 days) Substitutes will be paid according to their rank (0 years) or Daily Wage Threshold for retirees, set by TRS. Long Term Substitutes will be required to perform all the duties of the regular teacher, as assigned by the principal, beginning on the 1st day that the position is deemed long-term. Long-term Substitutes will be allowed to miss two (2) days for illness that will not break their days of succession for pay purposes. Substitute positions that turn into a long-term substitute position will be prorated on the first paycheck after reaching long-term status.

****** It is the responsibility of the Retired Teacher to keep up with how many days they are allowed to work and how it can impact their retirement.

District Stipends/Hourly Rates

Administrative Office Support	\$ 5,000
Apprenticeship Coordinator	\$ 3,000
Commodities Coordinator	\$ 4,000
Community Education	\$ 10,000
EL Summer Enrichment	\$ 2,000
Energy Monitor	\$ 3,000
Food Service Menu Planner	\$ 5,000
FRAM Coordinator	\$ 3,000
Frontline HR Manager	\$ 7,000
Fund Services	\$ 2,100
Medicaid Coordinator	\$ 7,500
National Teacher Certification	\$ 3,000
New Teacher Training (2 days)	Daily Rate
Online Purchasing Coordinator	\$ 1,900
Psychologist	\$ 7,500
Safe Crisis Management	\$ 1,500
Speech	\$ 3,000
Speech (Non Full-Time)	\$ 2,000
Summer Food Service Coordinator	\$ 2,500
Supplemental	\$ 2,000
Teacher Mentor	\$ 1,500

Afterschool Detention (high school)	\$30/Hr
Athletic Marketing & Public Relations Intern	\$15/Hr
Class Coverage	\$40/Hr
Drivers Ed Instructor	\$20/Hr
ESS/Miscellaneous	\$25/Hr
Hearing Impaired Teacher	\$65/Hr
Homebound Teacher	\$25/Hr
Misc. Events (chain gang, dist. tourn., etc)	\$25/Game
Non-CDL Van Driver	\$17.50/Hr
Water Treatment Plant Monitor	\$19.75/Hr

Elementary Schools' Academic / Athletic Stipends

ELA Teacher Leader	\$ 1,500
Math Teacher Leader	\$ 1,500
SPED Teacher Leader	\$ 1,500
Head Academic Coach	\$ 1,050
Academic Future Problem Solving Coach	\$ 1,050
Technology Coordinator	\$ 1,000
Digital Learning Coach	\$ 1,000
Chromebook Maintenance & Repair	\$ 3,000
STEM Coach	\$ 1,000
Yearbook Sponsor	\$ 1,000
Archery Coach	\$ 1,970
Cross Country Coach	\$ 1,050

- ⇒ Each stipend may only be split at a 50% increment.
- ⇒ Staff members may not be paid more than 100% of a position in the same sport/area.
- ⇒ Athletic Stipends will be paid at the end of year/season unless the amount is \$4,000 or greater, then it will be split up on 24 payrolls.

Middle School Academic Stipends

Arts Teacher Leader	\$ 1,500
ELA Teacher Leader	\$ 1,500
Math Teacher Leader	\$ 1,500
SPED Teacher Leader	\$ 1,500
Head Academic Coach	\$ 1,550
Assistant Academic Coach	\$ 1,050
Academic Problem Solving Coach	\$ 1,050

Chorus Director	\$ 1,050
Drama Coach	\$ 1,050
Assistant Drama Coach	\$ 525
Yearbook Sponsor	\$ 1,050
Technology Coordinator	\$ 1,750
Digital Learning Coach	\$ 1,750
Chromebook Maintenance & Repair	\$ 3,000

Middle School Athletic Stipends

Athletic Director	\$ 15,750
Head Football Coach	\$ 5,670
1st Assistant Football Coach	\$ 5,145
2nd Assistant Football Coach (4)	\$ 3,150
Head Boys Basketball Coach	\$ 4,830
1st Assistant Boys Basketball Coach	\$ 2,940
2nd Assistant Boys Basketball Coach	\$ 2,625
Head Girls Basketball Coach	\$ 4,830
1st Assistant Girls Basketball Coach	\$ 2,940
2nd Assistant Girls Basketball Coach	\$ 2,625
Head Cheerleading Sponsor	\$ 2,625
Assistant Cheerleading Sponsor	\$ 1,105
Head Baseball Coach	\$ 2,940
Assistant Baseball Coach	\$ 1,575

Head Softball Coach	\$ 2,940
Assistant Softball Coach	\$ 1,575
Cross County Coach	\$ 1,105
Head Boys Soccer Coach	\$ 2,205
Assistant Boys Soccer Coach	\$ 1,575
Head Girls Soccer Coach	\$ 2,205
Assistant Girls Soccer Coach	\$ 1,575
Head Volleyball Coach	\$ 2,100
Assistant Volleyball Coach	\$ 1,575
Archery Coach	\$ 1,970
Game Manager (2)	\$ 2,625

- ⇒ Each stipend may only be split at a 50% increment.
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- ⇒ Athletic Stipends will be paid at the end of year/season unless the amount is \$4,000 or greater, then it will be split up on 24 payrolls.

High School Academic Stipends

Arts Teacher Leader	\$ 1,500
CTE Teacher Leader	\$ 1,500
ELA Teacher Leader	\$ 1,500
Math Teacher Leader	\$ 1,500
Science Teacher Leader	\$ 1,500
Social Studies Teacher Leader	\$ 1,500
SPEd Teacher Leader	\$ 1,500
Head Academic Coach	\$ 3,000
Assistant Academic Coach	\$ 1,400
Academic Problem Solving Coach	\$ 1,050
Band Director	\$ 11,325
1st Assistant Band Director	\$ 4,700
2nd Assistant Band Director (2)	\$ 3,125

Assistant Band/Color Guard	\$ 2,800
Assistant Band/Percussion	\$ 2,800
Additional Band Assistants (3)	\$ 2,075
Band Camp Instructors (8)	\$ 1,150
Chorus Director	\$ 1,550
Drama Coach	\$ 1,050
Assistant Drama Coach	\$ 525
Odyssey of the Mind Coach	\$ 3,000
Yearbook Sponsor	\$ 1,250
Technology Coordinator	\$ 1,750
Digital Learning Coach	\$ 1,750
Chromebook Maintenance & Repair	\$ 3,000

High School Athletic Stipends

Athletic Director	\$ 21,840
Head Football Coach	\$ 11,890
1st Assistant Football Coach	\$ 5,670
2nd Assistant Football Coach	\$ 5,145
3rd Assistant Football Coach (3)	\$ 3,255
JV Head Football Coach	\$ 3,205
JV Assistant Football Coach (2)	\$ 3,150
Head Boys Basketball Coach	\$ 11,890
1st Assistant Boys Basketball Coach	\$ 4,830
2nd Assistant Boys Basketball Coach	\$ 2,940
Freshman Boys Basketball Coach	\$ 2,940
Head Girls Basketball Coach	\$ 11,890
1st Assistant Girls Basketball Coach	\$ 4,830
2nd Assistant Girls Basketball Coach	\$ 2,940
Freshman Girls Basketball Coach	\$ 2,940
Head Baseball Coach	\$ 6,115
1st Assistant Baseball Coach	\$ 2,940
2nd Assistant Baseball Coach	\$ 1,470
Head Softball Coach	\$ 6,115
1st Assistant Softball Coach	\$ 2,940
2nd Assistant Softball Coach	\$ 1,470
Head Cross Country Coach	\$ 1,970
Assistant Cross Country Coach (conditional)	\$ 1,210
Head Track Coach	\$ 1,970
Assistant Track Coach (conditional)	\$ 1,210
Head Boys Tennis Coach	\$ 1,970
Assistant Boys Tennis Coach (conditional)	\$ 1,210
Head Girls Tennis Coach	\$ 1,970
Assistant Girls Tennis Coach (conditional)	\$ 1,210

Head Boys Golf Coach	\$ 1,970
Assistant Boys Golf Coach (conditional)	\$ 1,210
Head Girls Golf Coach	\$ 1,970
Assistant Girls Golf Coach (conditional)	\$ 1,210
Head Cheerleading Sponsor	\$ 3,835
Assistant Cheerleading Sponsor	\$ 1,315
Head Weight Program (year round)	\$ 2,075
Assistant Weight Program (2)	\$ 550
Boys Swim Coach	\$ 1,655
Girls Swim Coach	\$ 1,655
Head Boys Soccer Coach	\$ 4,360
Assistant Boys Soccer Coach	\$ 2,180
Head Girls Soccer Coach	\$ 4,360
Assistant Girls Soccer Coach	\$ 2,180
Dance Coach (GCHS & GMS combined team)	\$ 1,105
Bass Fishing Coach	\$ 1,470
Bowling Coach (conditional)	\$ 1,470
Head Volleyball Coach	\$ 3,835
1st Assistant Volleyball Coach	\$ 1,915
2nd Assistant Volleyball Coach	\$ 1,050
Archery Coach	\$ 1,970
Game Manager	\$ 7,350
E-Sports	\$ 1,470

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