



Every Child Every Day

SUPERINTENDENT
TONYA HORNE-WILLIAMS

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VICE CHAIR DISTRICT 4
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DR. CHANDRA VARIA

MEMBER DISTRICT 3
WILLIAM NEWSOME, JR

MEMBER DISTRICT 5
STEVE SLONE

AGENDA ITEM: Consider/Approve FY 2027 Certified 187-day schedules, classified salary schedules, administrative extra service, co-curricular extra service, athletic salary schedules and substitute salary tables. Approve a 1% pay increase for all certified 187 base pay salary schedules (Rank 1-5) step 15-19, a 2% pay increase for all certified 187 base pay salary schedules (Rank 1-5) step 20-24 and a 3% pay increase for all certified 187 base pay salary schedules (Rank 1-5) step 25 and beyond.

Consider/Approve a 2% raise for FRYSC directors.

APPLICABLE STATUTE(S), REGULATION(S), BOARD POLICY/PROCEDURE(S): BOE Policy 03.121/221

FISCAL/BUDGETARY IMPACT: Estimated cost for the certified raise is approximately \$250,000 to the general fund. The 2% FRYSC directors increase will be funded through each school's FRYSC allocation and will not impact the General Fund. The cost will be approximately \$9,600. The current average FRYSC salary per school is approximately \$38,867. Amounts will be included in FY 2027 Final Working Budget.

HISTORY/BACKGROUND: Over the past 7 fiscal years the board has approved 9% in raises for certified staff. The current certified teacher base salary schedules provide salary increases based on rank and years of experience (0-10 years), with notable increases occurring at Steps 4 and 10.

CERTIFIED RASIES	
FY 20	1%
FY 21	No raise unless step raise
FY 22	3% and optional \$1,500 SEL ESSER Stipend
FY23	2% and optional \$1,800 SEL ESSER Stipend
FY24	No raise unless step raise Optional \$500 PFA stipend
FY 25	3%
FY 26	No raise unless step raise
FY 27	1% steps 15-19, 2% steps 20-24 and 3% step 25 and beyond

TOTAL CERTIFIED INCREASE SINCE FY 20	
Step 15-19	10%
Step 20-24	11%
Step 25+	12%

The Floyd County Board of Education does not discriminate on the basis of race, color, national origin, age, religion, marital status, sex, or disability in employment, educational programs, or activities as set forth in Title IX & VI, and in Section 504.

442 KY ROUTE 550, EASTERN KY, 41622
TEL: 606.886.2354 FAX: 606.886.4550



Every Child Every Day

STAFF RECOMMENDATION & RATIONALE: The Floyd County Board of Education has approved several well-deserved pay increases for certified employees in recent years, recognizing the vital role teachers play in student success.

We value all employees—both certified and classified—and have also made consistent investments in classified staff. Last year, approximately \$630,000 in raises were provided for cooks, custodians, aides, secretaries, and others.

The district will continue to prioritize fair and competitive wages for all employees as the budget allows, and we want our staff to know they are truly appreciated for the work they do each day for our students.

The superintendent and assistant superintendent will not receive this proposed increase.

We will continue to pursue raises for various employee groups each year as funding permits.

CONTACT PERSON: Tiffany Warrix Campbell, Director of Finance

Principal

[Signature]
Director

[Signature]
Superintendent

Date:6/16/26

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FLOYD COUNTY SCHOOLS

Salary Schedule 2026-2027 FY

Administrative Extra Service/ Extended Days Schedule

Position	Extra Service Extended Days	
Administrative Officer	\$ 11,077.15	53
Assistant Superintendent	\$ 22,490.04	53
Executive Officer	\$ 17,837.19	53
Program Coordinator	\$ 2,000.00	53
Program Coordinator Officer I	\$ 4,500.00	53
Program Coordinator Officer II	\$ 5,490.04	53
High School Principal	\$ 11,077.15	53
Elementary K-5 Principal		
0 to 199	\$ 6,411.72	53
200 to 299	\$ 6,996.58	53
300 to 399	\$ 7,578.34	53
400 to 499	\$ 8,162.16	53
> 500	\$ 8,743.92	53
K-8/Middle School Principal		
0 to 199	\$ 7,578.34	53
200 to 299	\$ 8,162.16	53
300 to 399	\$ 8,743.92	53
400 to 499	\$ 9,327.74	53
> 500	\$ 9,909.50	53
Assistant Principal-All Levels	\$ 3,500.00	33



FLOYD COUNTY SCHOOLS Salary Schedule 2026-2027 FY

Administrative Extra Service/ Extended Days Schedule

Position	Extra Service	Extended Days
Special Education Consultant (District Level)	\$ 3,469.82	18
Counselors		18
Speech Language Pathologist	\$ 5,829.96	18
Speech Language Pathologist Assistant		18
School Psychologist	\$ 6,996.58	33
Gifted/Talented Coordinator (District wide)	\$ 3,315.59	8
Gifted/Talented Instructor (District wide)		8
District Athletic Director	\$ 8,000.00	
Early Childhood Consultant	\$ 3,469.82	18
Student/Staff Technology Coordinator	\$ 2,500.00	
Health Coordinator/CS Nurse		53
District Academic Coach Middle/High Level	\$ 4,500.00	
District Academic Coach Elementary	\$ 4,500.00	
District STLP Coordinator	\$ 2,500.00	
Ess and Other Contract per hour	\$ 35.00	
Digital Learning Coach		53
CTE Agriculture Education Teacher		53
Dean of Students		33
Job Training Coordinator		33
Instructional Consultant	\$ 3,469.82	18
Young Authors	\$ 1,500.00	
Christmas Through the Eyes of a Child Coordinator	\$ 1,500.00	
District Yearbook Coordinator	\$ 1,500.00	
High School Academic Coordinator		33
Department Coordinator (Classified)	\$ 2,500.00	
Program Coordinator I (Classified)	\$ 3,500.00	
Program Coordinator II (Classified)	\$ 4,500.00	
Program Coordinator III (Classified)	\$ 6,500.00	
Program Coordinator IV (Classified)	\$ 8,000.00	
PELI Coordinator	\$ 3,000.00	



FLOYD COUNTY SCHOOLS

Salary Schedule 2026-2027 FY

Co-Curricular Extra Service

Activity	Secondary (9-12)	Middle (6-8, K-8)	Elementary (K-5)
ACADEMICS			
Academic Coach	\$ 4,500.00	\$ 2,500.00	\$ 2,000.00
MUSIC			
BAND DIRECTOR-HEAD			
Competitive	\$ 3,500.00	\$ 1,500.00	
CHORAL MUSIC (CHORUS)			
	\$ 1,000.00	\$ 500.00	



FLOYD COUNTY SCHOOLS Salary Schedule 2026-2027 FY

Athletic Extra Service

Secondary (Grades 9-12)	Year 0	Year 3	Year 5	Year 10 +
Athletic Director	\$8,000.00	\$9,000.00	\$9,500.00	\$10,000.00
Archery Coach	\$2,500.00	\$3,000.00	\$3,500.00	\$4,000.00
Archery Asst.	\$1,000.00	--	--	--
Baseball Coach	\$4,000.00	\$4,500.00	\$5,000.00	\$5,500.00
Baseball Assistant Coach	\$1,500.00	--	--	--
Basketball Coach	\$8,000.00	\$9,000.00	\$9,500.00	\$10,000.00
Basketball JV Coach	\$2,000.00	--	--	--
Basketball Freshman Coach	\$1,000.00	--	--	--
Bass Fishing	\$1,000.00	\$2,000.00	\$2,500.00	\$3,000.00
Bowling	\$1,000.00	\$2,000.00	\$2,500.00	\$3,000.00
Cheerleading (Game & Competition)	\$6,000.00	\$7,000.00	\$7,500.00	\$8,000.00
Cheerleading Asst.	\$1,000.00	--	--	--
Cross Country	\$1,000.00	\$2,000.00	\$2,500.00	\$3,000.00
Dance	\$2,000.00	\$3,000.00	\$3,500.00	\$4,000.00
Esports	\$1,000.00	\$2,000.00	\$2,500.00	\$3,000.00
Football Coach	\$8,000.00	\$9,000.00	\$9,500.00	\$10,000.00
Football Offensive Coordinator	\$2,000.00	--	--	--
Football Defensive Coordinator	\$2,000.00	--	--	--
Golf Coach	\$2,000.00	\$2,500.00	\$3,000.00	\$4,000.00
Softball Coach	\$4,000.00	\$4,500.00	\$5,000.00	\$5,500.00
Softball Assistant Coach	\$1,500.00	--	--	--
Track Coach	\$2,500.00	\$3,000.00	\$3,500.00	\$4,000.00
Track Asst.	\$1,000.00	--	--	--
Volleyball Coach (Boys or Girls)	\$4,000.00	\$4,500.00	\$5,000.00	\$5,500.00
Volleyball Assistant Coach	\$1,500.00	--	--	--
Soccer (Boys or Girls)	\$3,500.00	\$4,500.00	\$5,000.00	\$5,500.00
Wrestling	\$2,000.00	\$3,000.00	\$3,500.00	\$4,000.00

* Schools can choose to pay additional assistant coaches at the rate of \$1,000.00, not included in total.

* Years are to be consecutive with no break in service to receive raise.

* Year experience will be approved at the school level by Athletic Director/Principal and then emailed to county Athletic Director.

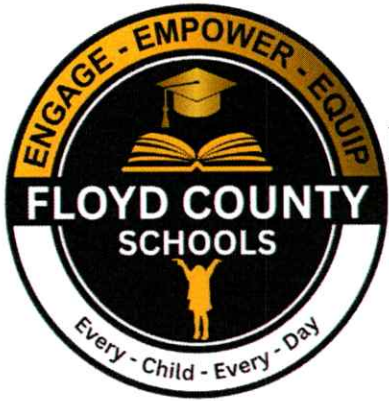


FLOYD COUNTY SCHOOLS

Salary Schedule 2026-2027 FY

Middle School (Grades 6-8, K-8)	Year 0	Year 3	Year 5	Year 10
Athletic Director	\$4,000.00	\$5,000.00	\$5,500.00	\$6,000.00
Archery Coach	\$1,500.00	\$2,000.00	\$2,500.00	\$3,000.00
Baseball Coach	\$1,500.00	\$2,000.00	\$2,500.00	\$3,000.00
Basketball Coach	\$2,500.00	\$3,500.00	\$4,000.00	\$4,500.00
Cheerleading (*FB-BB Games & County Competition)	\$2,000.00	\$2,500.00	\$3,000.00	\$3,500.00
Dance	\$1,000.00	\$2,000.00	\$2,500.00	\$3,000.00
Football Coach	\$2,500.00	\$3,500.00	\$4,000.00	\$4,500.00
Golf Coach	\$1,000.00	\$1,500.00	\$4,000.00	\$4,500.00
Softball Coach	\$1,500.00	\$2,000.00	\$2,500.00	\$3,000.00
Soccer (Boys or Girls)	\$1,000.00	\$2,000.00	\$2,500.00	\$3,000.00
Volleyball Coach (Girls or Boys)	\$1,500.00	\$2,000.00	\$2,500.00	\$3,000.00
* Schools can choose to pay up to one assistant per sport at \$500, not included in total.				

* Years are to be consecutive with no break in service to receive raise.
 * Year experience will be approved at the school level by Athletic Director/Principal and then emailed to county Athletic Director.



FLOYD COUNTY SCHOOLS
Salary Schedule 2026-2027 FY

Athletic Extra Service

Elementary School (Grades K-5)	Year 0	Year 3	Year 5	Year 10 +
Athletic Director	\$2,000.00	\$3,000.00	\$3,500.00	\$4,000.00
Archery Coach	\$1,000.00	\$1,500.00	\$2,000.00	\$2,500.00
Basketball Coach	\$1,500.00	\$2,000.00	\$2,500.00	\$3,000.00
Cheerleading (*FB-BB Games & County Competition)	\$1,000.00	\$2,000.00	\$2,500.00	\$3,000.00
Dance	\$1,000.00	\$1,500.00	\$2,000.00	\$2,000.00
Football Coach	\$1,500.00	\$2,000.00	\$2,500.00	\$3,000.00
Volleyball Coach	\$1,000.00	\$1,500.00	\$2,000.00	\$2,500.00

* Schools can choose to pay up to one assistant per sport at \$250, not included in total.

* Years are to be consecutive with no break in service to receive raise.
 * Year experience will be approved at the school level by Athletic Director/Principal and then emailed to county Athletic Director.

Floyd County Schools
Certified Substitute Salary Table

2026-2027

A valid Kentucky Teaching Certification	\$125.00
64 College Hours and a 2.5 GPA Bachelor's Degree	\$100.00
Less than 64 College Hours	\$90.00