



SPECIFIC WAIVER REQUEST FORM

District Name:

Elizabethtown Independent Schools

School(s)/Program(s) to Which Waiver Request Applies:

Elizabethtown High School Principal, Talton K Stone Middle School Principal, and District Administrative positions

Statute or Administrative Regulation District Requests be Waived:

Districts should include the specific section(s), subsection(s), paragraph(s), or subparagraph(s) that it requests be waived for the statute or administrative regulation listed. A separate Specific Waiver Request Form is required for each statute or administrative regulation that District requests be waived.

KRS 157.350(3)(b)(2) - Administrator Salary Increase Limitation

School of Innovation Designation

A District may seek to have school(s) or program(s) listed above identified as a “School of Innovation” for the purpose of providing innovative educational opportunities to students. Does District seek to have the school(s) or program(s) listed above identified as a “School of Innovation” for this purpose?

District must select only one of the following:



NO.



YES. If District selects “YES,” it must describe in the Waiver Justification section how the statute or administrative regulation listed above currently prevents the District from improving student outcomes.

Waiver Justification

Describe how the District wishes to operate the school(s) or program(s) listed above and how the statute or administrative regulation listed above prevents desired operations. If District seeks School of Innovation designation, specifically describe why improving student outcomes would be difficult or impossible without the waiver sought.

Elizabethtown Independent Schools (EIS) is implementing a comprehensive restructuring of its administrator compensation model for FY 2026-2027. The district is transitioning from an opaque, experience-based administrative salary schedule to a transparent structure consisting of: (1) the certified teacher base salary, (2) an extended day supplement, and (3) an explicit, standardized administrative stipend tied to position band. The restructured schedules — the 2026-2027 Building Level Supplemental Salary Schedule and the 2026-2027 District Level Supplemental Salary Schedule — were adopted by formal board action and apply uniformly across all positions within each job category. For categories containing multiple incumbents (Elementary School Principal), no waiver is required as confirmed by KDE. This waiver request addresses only those job categories containing a single incumbent.

Describe in detail how waiver of the statute or administrative regulation listed above will improve operations or student academic achievement in the school(s) or program(s) listed above.

The restructured salary schedule serves the following educational purposes:

- **Competitive Recruitment and Retention:** EIS competes for administrative talent with Hardin County Schools and other surrounding districts. A transparent, competitive compensation structure is essential to attracting and retaining high-quality leaders who directly impact student outcomes.
- **Pay Equity and Transparency:** The new structure eliminates hidden, experience-multiplied stipends that have historically produced inconsistent total compensation outcomes. All administrators now receive compensation calculated on the same formulaic basis, improving equity and public accountability.
- **Systemic Stability:** The board's intent is to establish a durable, forward-looking structure that eliminates the need for ad hoc salary negotiations and produces predictable compensation trajectories aligned with district financial planning.
- **KRS 157.350(3)(b)(2)(b) Alignment:** Although the single-position categories cannot satisfy the 'multiple individuals' requirement as interpreted by KDE, the increases result from uniform board action applicable to each job category as a whole — the same substantive rationale that exempts multi-position categories. The district respectfully requests a waiver to extend the same logic to single-position categories where structural uniformity is present.

Describe how waiver of the statute or administrative regulation listed above may hinder student academic achievement in the school(s) or program(s) listed above. Describe how District will address any hindrance of student academic achievement if the waiver is granted.

Denial of this waiver would create an inequitable two-tier compensation outcome within the same restructured salary schedule: administrators in multi-position categories receive the new compensation structure, while administrators in single-position categories are either held to the lesser teacher percentage increase or require individual negotiation outside the schedule. This outcome is contrary to the district's goal of uniform, transparent compensation and could undermine the board's ability to retain critical central office and school leadership.

Describe how District intends to measure the impact on students enrolled in the school(s) or program(s) listed above if a waiver is granted for the statute or administrative regulation listed above.

Elizabethtown Independent Schools will measure the impact of this waiver through the following indicators:

Administrator Retention: The district will track whether all six single-position administrators remain in their roles through the end of FY 2026-2027. Retention of experienced building and central office leadership directly supports instructional continuity and student achievement.

School Performance Data: The district will monitor school report card outcomes, including proficiency, growth, and gap metrics, at each school led by an administrator whose compensation is affected by this waiver. Stable, motivated leadership is expected to correlate with sustained or improved performance.

Recruitment Pipeline: The district will document whether any vacancies in waived positions arise during FY 2026-2027 and assess the competitiveness of the compensation structure in attracting qualified candidates if recruitment is necessary.

Budget Integrity: The district will confirm that the compensation adjustments authorized under this waiver are

implemented within the adopted FY 2026-2027 budget without reductions to instructional programming or student services.

Because this waiver pertains solely to administrator compensation structure and does not alter curriculum, instructional time, staffing ratios, or student services, no direct negative impact on students is anticipated. The waiver is expected to have an indirect positive impact by stabilizing district leadership during the transition to the new salary schedule.

List every attachment to this form District provides in support of its responses above, including a brief description of how the attachment supports District's responses.

2026-2027 Building Level Supplemental Salary Schedule and 2026-2027 District Level Supplemental Salary Schedule (same attachment)

Board of Education Resolution / Meeting Minutes

EIS Letter to KDE Requesting Technical Assistance, dated June 18, 2026

KDE Technical Assistance Response Letter, Todd G. Allen, Deputy Commissioner & General Counsel, dated June 22, 2026