



2026 - 2027 Salary Schedules

Adopted June 5, 2026

Certified Salary Schedule 2026 - 2027

YEAR	Doctor	Rank I	Rank II	Rank III	Rank IV	Rank V
0	\$ 57,305	\$ 54,743	\$ 50,111	\$ 45,631	\$ 38,461	\$ 36,781
1	\$ 57,412	\$ 54,850	\$ 50,219	\$ 45,735	\$ 38,461	\$ 36,781
2	\$ 57,525	\$ 54,963	\$ 50,320	\$ 45,841	\$ 38,461	\$ 36,781
3	\$ 57,629	\$ 55,067	\$ 50,425	\$ 45,942	\$ 38,461	\$ 36,781
4	\$ 62,782	\$ 60,220	\$ 54,777	\$ 50,635	\$ 38,461	\$ 36,781
5	\$ 62,887	\$ 60,325	\$ 54,887	\$ 50,740	\$ 38,461	\$ 36,781
6	\$ 62,996	\$ 60,434	\$ 54,990	\$ 50,844	\$ 38,461	\$ 36,781
7	\$ 63,103	\$ 60,541	\$ 55,100	\$ 50,951	\$ 38,461	\$ 36,781
8	\$ 63,211	\$ 60,649	\$ 55,209	\$ 51,058	\$ 38,461	\$ 36,781
9	\$ 63,318	\$ 60,756	\$ 55,316	\$ 51,167	\$ 38,461	\$ 36,781
10	\$ 69,799	\$ 67,237	\$ 62,215	\$ 56,996	\$ 38,461	\$ 36,781
11	\$ 69,902	\$ 67,340	\$ 62,323	\$ 57,105	\$ 38,461	\$ 36,781
12	\$ 70,010	\$ 67,448	\$ 62,429	\$ 57,206	\$ 38,461	\$ 36,781
13	\$ 70,115	\$ 67,553	\$ 62,534	\$ 57,315	\$ 38,461	\$ 36,781
14	\$ 70,218	\$ 67,655	\$ 62,643	\$ 57,426	\$ 38,461	\$ 36,781
15	\$ 71,905	\$ 69,343	\$ 64,154	\$ 59,294	\$ 38,461	\$ 36,781
16	\$ 72,009	\$ 69,447	\$ 64,262	\$ 59,403	\$ 38,461	\$ 36,781
17	\$ 72,119	\$ 69,557	\$ 64,370	\$ 59,513	\$ 38,461	\$ 36,781
18	\$ 72,226	\$ 69,664	\$ 64,474	\$ 59,618	\$ 38,461	\$ 36,781
19	\$ 72,337	\$ 69,775	\$ 64,584	\$ 59,724	\$ 38,461	\$ 36,781
20	\$ 73,988	\$ 71,426	\$ 66,631	\$ 62,382	\$ 38,461	\$ 36,781
21	\$ 74,100	\$ 71,538	\$ 66,742	\$ 62,489	\$ 38,461	\$ 36,781
22	\$ 74,212	\$ 71,650	\$ 66,850	\$ 62,599	\$ 38,461	\$ 36,781
23	\$ 74,321	\$ 71,759	\$ 66,957	\$ 62,704	\$ 38,461	\$ 36,781
24	\$ 74,429	\$ 71,867	\$ 67,068	\$ 62,810	\$ 38,461	\$ 36,781
25	\$ 75,899	\$ 73,337	\$ 67,902	\$ 63,641	\$ 38,461	\$ 36,781
26	\$ 76,048	\$ 73,486	\$ 68,048	\$ 63,789	\$ 38,461	\$ 36,781
27	\$ 76,665	\$ 74,103	\$ 68,607	\$ 63,935	\$ 38,461	\$ 36,781
28	\$ 76,813	\$ 74,251	\$ 68,752	\$ 64,079	\$ 38,461	\$ 36,781
29	\$ 76,962	\$ 74,400	\$ 68,899	\$ 64,222	\$ 38,461	\$ 36,781
30	\$ 79,196	\$ 76,634	\$ 71,090	\$ 66,401	\$ 38,461	\$ 36,781

Classified Professional Salary Schedule 2026 - 2027

YEAR	Doctor	Rank I	Rank II	Rank III	Rank IV	Rank V
0	\$ 57,305	\$ 54,743	\$ 50,111	\$ 45,631	\$ 38,461	\$ 36,781
1	\$ 57,412	\$ 54,850	\$ 50,219	\$ 45,735	\$ 38,461	\$ 36,781
2	\$ 57,525	\$ 54,963	\$ 50,320	\$ 45,841	\$ 38,461	\$ 36,781
3	\$ 57,629	\$ 55,067	\$ 50,425	\$ 45,942	\$ 38,461	\$ 36,781
4	\$ 62,782	\$ 60,220	\$ 54,777	\$ 50,635	\$ 38,461	\$ 36,781
5	\$ 62,887	\$ 60,325	\$ 54,887	\$ 50,740	\$ 38,461	\$ 36,781
6	\$ 62,996	\$ 60,434	\$ 54,990	\$ 50,844	\$ 38,461	\$ 36,781
7	\$ 63,103	\$ 60,541	\$ 55,100	\$ 50,951	\$ 38,461	\$ 36,781
8	\$ 63,211	\$ 60,649	\$ 55,209	\$ 51,058	\$ 38,461	\$ 36,781
9	\$ 63,318	\$ 60,756	\$ 55,316	\$ 51,167	\$ 38,461	\$ 36,781
10	\$ 69,799	\$ 67,237	\$ 62,215	\$ 56,996	\$ 38,461	\$ 36,781
11	\$ 69,902	\$ 67,340	\$ 62,323	\$ 57,105	\$ 38,461	\$ 36,781
12	\$ 70,010	\$ 67,448	\$ 62,429	\$ 57,206	\$ 38,461	\$ 36,781
13	\$ 70,115	\$ 67,553	\$ 62,534	\$ 57,315	\$ 38,461	\$ 36,781
14	\$ 70,218	\$ 67,655	\$ 62,643	\$ 57,426	\$ 38,461	\$ 36,781
15	\$ 71,905	\$ 69,343	\$ 64,154	\$ 59,294	\$ 38,461	\$ 36,781
16	\$ 72,009	\$ 69,447	\$ 64,262	\$ 59,403	\$ 38,461	\$ 36,781
17	\$ 72,119	\$ 69,557	\$ 64,370	\$ 59,513	\$ 38,461	\$ 36,781
18	\$ 72,226	\$ 69,664	\$ 64,474	\$ 59,618	\$ 38,461	\$ 36,781
19	\$ 72,337	\$ 69,775	\$ 64,584	\$ 59,724	\$ 38,461	\$ 36,781
20	\$ 73,988	\$ 71,426	\$ 66,631	\$ 62,382	\$ 38,461	\$ 36,781
21	\$ 74,100	\$ 71,538	\$ 66,742	\$ 62,489	\$ 38,461	\$ 36,781
22	\$ 74,212	\$ 71,650	\$ 66,850	\$ 62,599	\$ 38,461	\$ 36,781
23	\$ 74,321	\$ 71,759	\$ 66,957	\$ 62,704	\$ 38,461	\$ 36,781
24	\$ 74,429	\$ 71,867	\$ 67,068	\$ 62,810	\$ 38,461	\$ 36,781
25	\$ 75,899	\$ 73,337	\$ 67,902	\$ 63,641	\$ 38,461	\$ 36,781
26	\$ 76,048	\$ 73,486	\$ 68,048	\$ 63,789	\$ 38,461	\$ 36,781
27	\$ 76,665	\$ 74,103	\$ 68,607	\$ 63,935	\$ 38,461	\$ 36,781
28	\$ 76,813	\$ 74,251	\$ 68,752	\$ 64,079	\$ 38,461	\$ 36,781
29	\$ 76,962	\$ 74,400	\$ 68,899	\$ 64,222	\$ 38,461	\$ 36,781
30	\$ 79,196	\$ 76,634	\$ 71,090	\$ 66,401	\$ 38,461	\$ 36,781

Classified Salary Schedule 2026 - 2027

Office Personnel	Number of Days	Hours	0 - 4	5 - 9	10 - 14	15 - 19	20+
Assistant Finance (District)	238	8	25.39	26.12	27.12	28.56	29.39
Payroll (District)	238	8	21.55	22.15	22.90	23.98	24.72
Accounts Payable (District)	238	8	19.71	20.26	20.98	22.08	22.71
Admin Asst to Supt & HR Specialist	238	8	19.89	20.45	21.14	22.13	22.82
Receptionist (District)	238	8	16.90	17.44	18.10	18.94	19.53
Receptionist (School Level)	180	7	14.73	15.21	15.74	16.69	17.47
Administrative Assistant (District)	238	8	19.07	19.61	20.36	21.43	22.20
Administrative Assistant (School)	220	7	16.66	17.14	17.78	18.71	19.44
Bookkeeper (Primary/Intermediate)	200	7	16.78	17.25	17.91	18.83	19.36
Bookkeeper (Middle)	200	7	16.95	17.43	18.13	19.12	19.84
Bookkeeper (High/Tech Ctr.)	205	7	17.41	18.07	19.01	19.92	20.55
Attendance Clerk (School Level)	200	7	16.38	16.83	17.59	18.44	19.03
Guidance Clerk (School Level)	200	7	16.38	16.83	17.59	18.44	19.03
Instructional Support	Number of Days	Hours	0 - 4	5 - 9	10 - 14	15 - 19	20+
Instructional Assistant (Regular/ECE)	180	7	14.40	14.89	15.37	16.24	16.72
Instructional Assistant (ECE - MSD)	180	7	16.09	16.54	17.17	18.06	18.56
Instructional Assistant (Preschool)	148	7	16.09	16.54	17.17	18.06	18.56
Instructional Assistant (ECE w/CNA)	180	7	16.50	16.95	17.60	18.51	19.03
CWBTP Associate (ECE)	182	7	17.64	18.14	18.82	19.81	20.37
Building & Grounds	Number of Days	Hours	0 - 4	5 - 9	10 - 14	15 - 19	20+
Director of Maintenance	238	8	28.86	29.76	30.86	32.45	33.61
Head Custodian	245	8	15.86	16.28	16.81	17.73	18.42
Custodian	245	8	15.11	15.33	15.55	15.99	16.43
Substitute Custodian	Intermittent		14.36	14.36	14.36	14.36	14.36
Maintenance II	248	8	17.28	17.86	18.57	19.47	20.11
HVAC Tech	248	8	26.11	26.85	27.85	29.29	30.11
Maintenance III (HVAC Tech Assistant)	248	8	20.22	20.80	21.59	22.73	23.38
Maintenance I Grounds Keeper	248	8	17.07	17.55	18.21	19.16	19.70
Transportation	Number of Days	Hours	0 - 4	5 - 9	10 - 14	15 - 19	20+
Director of Transportation	238	8	28.86	29.76	30.86	32.45	33.61
Transportation Administration		7	16.66	17.14	17.78	18.71	19.44
Lead Mechanic	248	8	23.67	24.35	25.28	26.61	27.38
Mechanic II	248	8	20.27	21.02	21.91	22.89	23.56
Mechanic I	248	4	17.49	18.00	18.63	19.59	20.29
Bus Driver	180	4	22.23	22.35	22.46	22.86	23.29
Bus Monitor	132	4	12.66	13.02	13.47	14.05	14.45
ECE Bus Monitor	180	4	14.39	14.75	15.20	15.78	16.18
SUB Bus Monitor	Intermittent		12.66	12.66	12.66	12.66	12.66
Bus Driver (Trip Pay)	Intermittent		20.50	20.50	20.50	20.50	20.50
Bus Driver (Substitute)	Intermittent		20.50	20.50	20.50	20.50	20.50
Technology	Number of Days	Hours	0 - 4	5 - 9	10 - 14	15 - 19	20+
Computer LAN Technician	203	7	24.01	24.83	25.82	26.99	27.78

Community & Public Relations	Number of Days	Hours	0 - 4	5 - 9	10 - 14	15 - 19	20+
District Public Relations	238	4	12.38	12.74	13.16	13.67	14.05
Community Rel. Director	220	4	24.87	25.58	26.57	27.97	28.78
Family Resource & Youth Service	Number of Days	Hours	0 - 4	5 - 9	10 - 14	15 - 19	20+
Primary/Intermediate Coordinator	240	8	23.95	24.64	25.58	26.93	27.71
Middle/High Coordinator	240	8	23.95	24.64	25.58	26.93	27.71
Coordinator (Bachelor's)	240	8	22.28	22.92	23.80	25.05	25.77
Coordinator (Associates)	240	8	20.61	21.20	22.00	23.16	23.83
Assistant Coordinator (Bachelor's)	195	8	17.70	18.13	18.61	19.36	19.80
Assistant Coordinator (Associates)	195	8	15.47	15.90	16.38	17.14	17.56
Assistant Coordinator	195	8	13.98	14.37	14.90	15.67	16.11
Health Services	Number of Days	Hours	0 - 4	5 - 9	10 - 14	15 - 19	20+
Health Services Assistant	180	7	16.09	16.54	17.17	18.06	18.56
CNA	180	7	16.50	16.95	17.60	18.51	19.03
LPN	180	7	18.22	18.73	19.44	20.46	21.04
RN	180	7	25.10	25.82	26.82	28.23	29.05
Food Service	Number of Days	Hours	0 - 4	5 - 9	10 - 14	15 - 19	20+
Director of Food Service	238	8	28.86	29.76	30.86	32.45	33.61
Administrative Assistant	228	8	19.07	19.61	20.36	21.43	22.20
Cafeteria Mgr.	180	7.5	17.51	18.34	19.17	20.15	21.15
Food Svc Specialty Program Coordinator	200	7	16.55	17.26	18.20	19.21	20.22
Cashier	180	7	15.31	15.89	16.90	17.91	18.91
Cafeteria Worker	180	7	14.68	15.38	16.07	17.05	18.03
SUB Cafeteria Worker	Intermittent		12.50	12.50	12.50	12.50	12.50
Stock Clerk	180	8	16.70	17.18	17.83	18.75	19.28
Maintenance II	65	8	16.70	17.18	17.83	18.75	19.28

Extra-curricular Co-curricular 2026-2027

School	Activity	Position	Amount	School	Activity	Position	Amount
HS	Football	Head Coach	10,536.86	HS	Athletic Director	Asst. Athletic Dir.	2,427.34
HS	Football	Assistant Coach*	4,413.34	HS	Yearbook	Yearbook Advisor	1,655.00
HS	Football	Assistant Coach*	4,413.34	HS	Technology	Coordinator	1,296.42
HS	Football	Assistant Coach*	4,413.34	HS	Department Head	Math	772.34
HS	Football	Assistant Coach*	4,413.34	HS	Department Head	Science	772.34
HS	Football	Assistant Coach*	4,413.34	HS	Department Head	Language Arts	772.34
HS	Football	Freshman Coach*	3,861.68	HS	Department Head	Social Studies	772.34
HS	Basketball (Boys)	Head Coach	10,536.86	HS	Department Head	CTE	772.34
HS	Basketball (Boys)	Assistant Coach*	3,861.68	HS	Department Head	ECE	772.34
HS	Basketball (Boys)	Assistant Coach*	3,861.68	HS	Department Head	Humanities	772.34
HS	Basketball (Boys)	Freshman Coach*	3,861.68	HS	Dance	Sponsor	1,326.13
HS	Basketball (Girls)	Head Coach	10,536.86	HS	Cheerleading	Sponsor	4,965.01
HS	Basketball (Girls)	Assistant Coach*	3,861.68	HS	Academic Team	Coach	3,861.68
HS	Basketball (Girls)	Assistant Coach*	3,861.68	HS	Academic Team	Assistant Coach	2,206.67
HS	Basketball (Girls)	Freshman Coach*	3,861.68	HS	SBDM	SGDM Secretary	551.67
HS	Band	Band Director	10,261.02	HS	Science Olympiad	Science Olympiad	2,758.34
HS	Band	Assistant	5,792.51	HS	Musical Director	Musical Director	2,206.26
HS	Band	Assistant	5,792.51	MS	Academic Team	Coach	1,655.00
HS	Band	Band Flag Corp Dir.	1,655.00	MS	Cheerleading	Head Coach	2,758.34
HS	Band	Axis Wingerguard	1,655.00	MS	Football	Head Coach	4,413.34
HS	Baseball**	Head Coach	6,068.35	MS	Football	Assistant Coach	1,379.17
HS	Baseball	Assistant Coach	1,792.92	MS	Football	Assistant Coach	1,379.17
HS	Baseball	Freshman Coach	1,792.92	MS	Football	Assistant Coach	1,379.17
HS	Softball**	Head Coach	6,068.35	MS	Basketball (Boys)	Head Coach	4,413.34
HS	Softball	Assistant Coach	1,792.92	MS	Basketball (Boys)	Assistant Coach	2,758.34
HS	Softball	Freshman Coach	1,792.92	MS	Basketball (Girls)	Head Coach	4,413.34
HS	Mowing	Softball Fields	827.50	MS	Basketball (Girls)	Assistant Coach	2,758.34
HS	Mowing	Football Fields	827.50	MS	Baseball	Head Coach	1,930.84
HS	Soccer (Girls)	Head Coach	3,861.68	MS	Baseball	Assistant Coach	827.50
HS	Soccer (Girls)	Assistant Coach	1,103.34	MS	Softball	Head Coach	1,930.84
HS	Soccer (Boys)	Head Coach	3,861.68	MS	Softball	Assistant Coach	827.50
HS	Soccer (Boys)	Assistant Coach	1,103.34	MS	Volleyball (Girls)	Head Coach	1,655.00
HS	Archery	Head Coach	1,655.00	MS	Volleyball (Girls)	Assistant Coach	827.50
HS	Track	Head Coach	3,310.01	MS	Soccer	Head Coach	1,655.00
HS	Cross Country	Head Coach	2,758.34	MS	Soccer	Assistant Coach	827.50
HS	Cross Country	Assistant Coach	827.50	MS	Yearbook	Advisor	551.67
HS	Golf (Boys)	Assistant Coach	2,206.26	MS	Science Olympiad	Advisor	2,206.67
HS	Golf (Girls)	Head Coach	2,206.67	MS	Archery	Head Coach	1,655.00
HS	Bass Fishing	Head Coach	662.00	MS	Technology	Coordinator	1,296.42
HS	Tennis	Head Coach	2,758.34	MS	Athletic Director	Athletic Director	3,861.68
HS	Volleyball (Girls)	Head Coach	6,068.35	IC	SBDM	SBDM Secretary	551.67
HS	Volleyball (Girls)	Assistant Coach	1,792.92	IC	SBDM	SBDM Secretary	551.67
HS	Volleyball (Girls)	Assistant Coach	1,792.92	IC	Technology	Coordinator	1,296.42

HS	Swim	Head Coach	2,758.34	IC	Archery	Head Coach	1,655.00
HS	Volleyball (Boys)	Head Coach	1,326.13	PC	Music	Musical Director	1,655.00
HS	Volleyball (Boys)	Assistant Coach	795.68	PC	SBDM	SBDM Secretary	551.67
HS	Athletic Director	Athletic Director	7,723.35	PC	Music	Musical Director	1,113.95

Extra-duty and Extra Service 2026-2027

Administrator	Responsibility	
	Factor	Extended Days
Deputy Superintendent	1.35	54
Chief Academic Officer	1.30	54

Administrator	Extra Service	Extended Days
Director of Exceptional children (Special Education	\$ 7,723.35	52
Assistant Director of Exceptional Children (Special Education)	\$ 4,413.34	34
Director of Pupil Personnnle & Human Resources	\$ 9,783.35	52
Director of State & Federal Programs	\$ 6,068.35	34
District Assessment Coordinator	\$ 6,068.35	18
District Director of Preschool	\$ 2,060.00	
Primary Principal*	\$ 5,792.51	52
Primary Assistant Principal	\$ 3,861.68	29
Intermediate Principal*	\$ 5,792.51	52
Intermediate Assistant Principal	\$ 3,861.68	29
Middle School Principal*	\$ 7,723.35	52
Middle School Assistant Principal	\$ 4,689.18	29
High School Principal*	\$ 14,895.04	52
High School Assistant Principal	\$ 6,068.35	29

*Building principals will received a stipend in the amount of \$50/certified teacher and \$1 per studentADA for when prior year ADA percentages exceeds 95%.

Other School and/or District Positions	Extra Service	Extended Days	Positions
Primary Guidance Counselor		19	2
Intermediate Guidance Counselor		19	1
Middle School Guidance Counselor	\$ 2,016.77	19	1
High School Guidance Counselor	\$ 2,568.44	29	1
High School Guidance Counselor	\$ 2,568.44	24	1
High School Guidance Counselor	\$ 2,568.44	19	1
Patriot Academy Guidance Counselor	\$ 2,758.34	10	1
Primary Media Specialist		4	1
Media Specialist (ACIC, JEBMS, ACSHS)	\$ 1,296.42	14	3
Agriculture Teachers		54	2
Instructional Coordinators		10	4
Psychologists		15	4
Home & Hospital Coordinator	\$ 2,758.34		1
Reading Coach		29	3
Math Coach		29	1
Visually Impaired Teacher		10	1
Medicaid Liaison		10	1
Instructional Supervisor	\$ 4,413.34	29	1
Patriot Academy Director	\$ 3,861.68	10	1
CTE Coordinator	\$ 6,068.35	52	1

Extra-duty and Extra Service 2026 - 2027

Patriot Academy - Virtual Learning Coordinator	\$	2,758.34	10	1
Grant Writer	\$	5,516.68	26	1
Classified Finance Director	\$	5,516.68		1
Classified Transportation Director	\$	5,516.68		1
Projet Prevent Director	\$	4,413.34	52	1
Project Prevent Therapist	\$	4,413.34	14	5
Speech Language Pathologist	\$	2,000.00		varies
National Board Certification	\$	2,000.00		varies
Lead Certified Behavior Analyst	\$	4,413.34		1
Social Emotional Learning Services Coordinator	\$	4,413.34		1
Social Emotional Learning Specialist			10	1
Innovative Approaches to Literacy Grant (Read2Me) Project Director	\$	4,413.34		1
Read2Me Administrative Assistant (ends 12/30/26)	\$	7,171.68		1
Band Director			5	1
CT Auto Mechanic Teacher			5	1
District Technology Coordinator			52	1
Behavior Analyst & Therapist			10	3
Read2Me Interventionalist			11	1
ACS Helps Stipend	\$	7,171.68		
JROTC Lead			34	1
JROTC Assistant			34	1
ESS Coordinators	\$	1,133.00		4
Journeyman Plumbing License	\$	1,655.00		varies
Master Plumbing License	\$	2,758.34		varies

ESS Teacher, PD, Apprenticeship Rates

Certified ESS Rates	
Rank	Hourly Rate
I	\$ 30.89
II	\$ 28.69
III	\$ 26.48
IV Emergency Certified (96+ hours)	\$ 24.28
V Emergency Certified (64-95 hours)	\$ 22.06

Classified ESS Rates	
Instructional Assistant	\$ 16.55

Approved Professional Development Rate (Certified)	
Full Day	\$ 165.50
1/2 Day	\$ 82.75

Apprenticeship Rates	
Year 1	\$ 14.06
Year 2	\$ 14.33

Substitute Teacher Salary Table

Rank	Rate
I	\$ 169.74
II	\$ 164.44
III	\$ 159.14
IV Emergency Certified (96 + hours)	\$ 103.97
V Emergency Certified (64-95 hours)	\$ 90.18

RETIRED TEACHERS

Retired teachers, with at least 15 years of classroom teaching experiences, will receive an additional \$35 per day.

LONG TERM RATE FOR CERTIFIED SUBSTITUTES

A certified substitute who accepts an assignment will be paid on the regular Teacher's Salary Schedule, beginning on day 11 of that assignment. There will not be retroactive pay. To be eligible for the additional pay, the assignment must be more than 10 consecutive days in the same position and same school year. The substitute must hold a valid Kentucky Provisional or Standard Certificate, that is appropriate for the position in order to be eligible for the long-term assignment.

Retired teachers serving as substitute teachers will be paid based upon their Daily Wage Threshold (DWT) rate per the Kentucky Teachers' Retirement System, beginning on day 11 of that assignment. The rate is determined by KTRS and provided to the teacher, who is required to submit this information to Allen County Schools Human Resources Department. Retired teachers are limited to work the number of days listed on their DWT statement as determined by the Kentucky Teachers' Retirement. It is the responsibility of each teacher to track their number of days worked within the school year.