

Board of Education Working Meeting

April 11, 2019 7:30 PM

Walton-Verona District Office

16 School Road

Walton, KY 41094

Attendance Taken at 7:30 PM:

Present Board Members:

Mr. Kyle Art

Ms. Megan Jones

Ms. Heather Stewart

Ms. Stacey Thornberry

Mr. David Turner

The following people were in attendance: Karri Kearns, Lara Messmer, Ryan Borkowski, Kevin Ryan, and Matt Baker.

I. Routine Business

I.A. Call to Order

I.B. Pledge of Allegiance

I.C. Roll Call

I.D. Approval of the Agenda

Order #19-731 - Motion Passed: Approval of the Agenda passed with a motion by Mr. David Turner and a second by Mr. Kyle Art.

5 Yeas - 0 Nays.

II. Informational Items

- Dr. Baker noted that the Board members are receiving hard and electronic copies of the 2019-2020 Code of Conduct with suggested revisions to review before the regular April meeting.
- There will be a KSBA Regional Training Event on May 16, 2019.
- The Excellence in Education Dinner will be on Tuesday, April 30, 2019, at 5 pm.

II.A. Strategic Plan Update see attachment #1

Dr. Baker outlined the Strategic Plan for the District which is under development.

II.B. Salary Schedule 2019-2020 see attachment #2

Mr. Ryan, Director of Finance, presented an historic look at our salary schedule for the past 13 years, comparing that with state and regional data.

II.C. Personnel

II.D. Other - potential date change for June meeting Ms. Jones proposed that the June 27, 2019, meeting be moved to an earlier date to allow for Dr. Baker's evaluation to be complete by July 1, 2019. There will be a special board meeting on Thursday, June 6, 2019, at 4 pm, at which Dr. Baker will present his capstone project and the board will complete his evaluation. The regular June meeting will be held on Thursday, June 20, 2019, at 4 pm.

Dr. Fred Carter, Dr. Baker's mentor who must be in attendance for Dr. Baker's capstone presentation, will be unable to come to a meeting on June 6th. Dr. Baker proposed that he deliver his capstone presentation at the April 26th regular meeting rather than calling a special meeting for June 6th. The Board will complete the evaluation process at the Thursday, June 20th, 4 pm, meeting.

II.E. Audience of Citizens There was no audience of citizens.

III. Recommended Board Motions

III.A. Approval of Minutes

Order #19-732 - Motion Passed: Approval of the meeting minutes passed with a motion by Ms. Heather Stewart and a second by Ms. Stacey Thornberry.

5 Yeas - 0 Nays.

III.B. Approval of Driver Agreement for Board Owned Vehicle (C Smithers, J Alford)

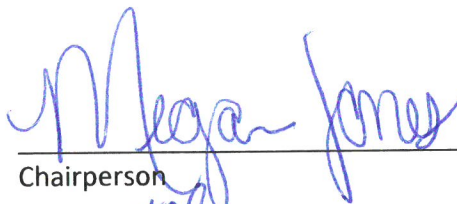
Order #19-733 - Motion Passed: Approval of Driver Agreement for Board Owned Vehicle (C Smithers, J Alford) passed with a motion by Ms. Heather Stewart and a second by Ms. Stacey Thornberry.

5 Yeas - 0 Nays.


III.C. Adjournment

Order #19-734 - Motion Passed: Approval to adjourn the meeting at 9:40 PM passed with a motion by Ms. Heather Stewart and a second by Ms. Stacey Thornberry.

5 Yeas - 0 Nays.



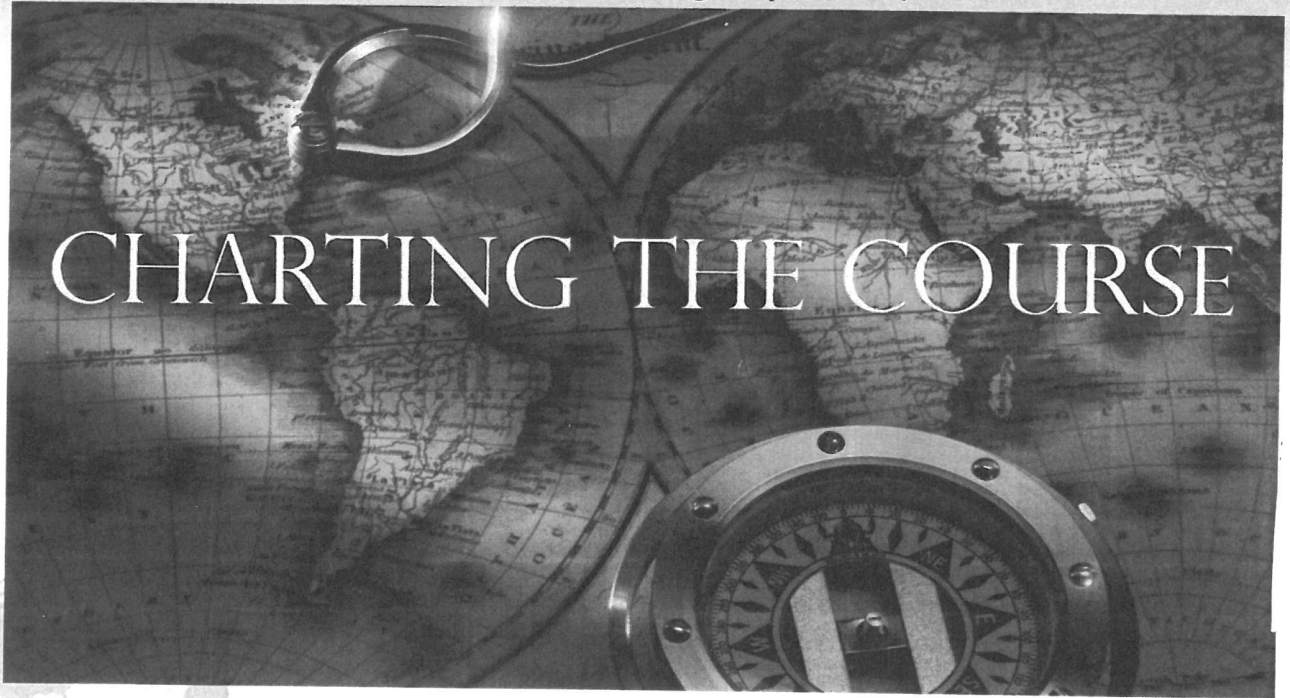
Chairperson



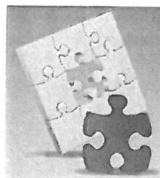
Secretary



Walton-Verona Independent School District Strategic Planning Update/Draft

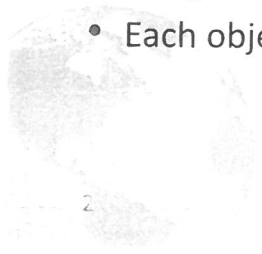


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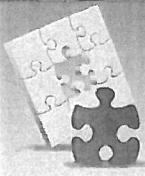
Structure:

- New Vision, Mission, and Values Statements
- 5 “Areas of Excellence”
 - Student Excellence
 - Workforce Excellence
 - Financial Excellence
 - Infrastructure Excellence
 - Internal Process Excellence
- Most Areas of Excellence have 1 Goal, but a few may have multiple
- Each Goal will have multiple objectives... that work together to make the goal a reality...
- Each objective will have a corresponding “action plan”



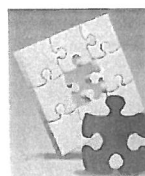
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Walton-Verona Mission, Vision, Values

- **Vision**: who we want to be, how we want to be known...
 - To be a world-class school district that balances tradition with innovation
- **Mission**: how we achieve our vision... guides our work
 - To prepare our students for life through academics, extracurricular activities, and community engagement while continuing our tradition of excellence.
- **Values**: guides our behavior
 - Honesty
 - Integrity
 - Excellence
 - Accountability
 - Respect
 - Teamwork



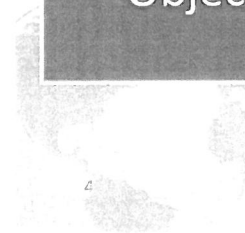
Area of Excellence

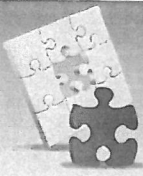
Goal

Goal

Objective

Objective





Areas of Excellence & Goals

- **Student Excellence**

- Goal 1.1 – We will achieve the 90th percentile in select academic indicators based on State Accountability Measures by 2024.

- **Workforce Excellence**

- Goal 2.1 – Achieve 90th percentile performance on all key workforce measures.

- **Financial Excellence**

- Goal 3.1 – Maintain financial viability of the district



Areas of Excellence & Goals

- **Infrastructure Excellence**

- Goal 4.1 - Provide adequate technology to support student success
- Goal 4.2 – Ensure safe, efficient transportation availability for students to attend school and events
- Goal 4.3 – Maintain facilities / equipment in working order to meet district needs

- **Internal Process Excellence**

- Goal 5.1 – Efficient, effective, economical use of allocated resources
- Goal 5.2 - Increase efficiency and effectiveness of communications
- Goal 5.3 – Implement procedures related to approved policies





1: Student Excellence

- **Goal 1.1 – We will achieve the 90th percentile in select academic indicators based on State Accountability Measures by 2024.**

- Objective 1.1.1 – At least 70% of students will achieve 55thile in reading and math on MAP Assessment by year-end test of 2020. (MAP correlates strongly to state test results).
- Objective 1.1.2 – The median Conditional Growth Percentile of Students will be 50thile or better in reading and math on MAP Assessment by year-end test of 2020.
- Objective 1.1.3 – At Least 70% of students will achieve proficient percentile based on MAP to KPREP comparison in reading on MAP assessment on Spring administration by 2020
- Objective 1.1.4 – At Least 60% of students will achieve proficient percentile based on MAP to KPREP comparison in math on MAP assessment on Spring administration by 2020
- Objective 1.1.5 – At Least 90% of Senior Class will achieve transition readiness by 2024.



2: Workforce Excellence

- **Goal 2.1 – Achieve 90th percentile performance on all key workforce measures.**

- Objective 2.1.1 – By June 2024, increase district educator pay scale to top 5 in the region.
- Objective 2.1.2 – By June 2021, improve overall teacher engagement and satisfaction survey results by at least 5% from baseline data established in the 2019-2020 school year.
- Objective 2.1.3 – By June 2021, improve overall classified workforce engagement and satisfaction survey results by at least 5% from baseline data established in the 2019-2020 school year.
- Objective 2.1.4 – Achieve workforce capacity of 90-100% of the KDE recommendations by June 2023
- Objective 2.1.5 – By June 2023, improve overall positive responses “district cares” question on parent satisfaction survey.





3: Financial Excellence

- **Goal 3.1 – Maintain financial viability of the district**
 - Objective 3.1.1 – Maintain a 95th percentile ranking in the state in energy efficiency in terms of Energy Utilization Index (EUI)
 - Objective 3.1.2 – Maintain an annual attendance at least 96%
 - Objective 3.1.3 – Maintain 80% or less of overall budget (less contingency) spent on salaries and benefits
 - Objective 3.1.4 – Grow contingency reserve to 10% of general fund budget by 2024



4: Infrastructure Excellence

- **Goal 4.1 - Provide adequate technology to support student success**
 - Objective 4.1.1 - Achieve student to device ratio of 1:1 at WVHS by 2022
 - Objective 4.1.2 - Achieve student to device ratio of 1:1 at WVMS by 2024
 - Objective 4.1.3 - Increase warranted student/staff devices to 90% or higher by 2022.





4: Infrastructure Excellence (cont.)

- **Goal 4.2 – Ensure safe, sufficient transportation availability for students to attend school and events**
 - Objective 4.2.1 - Increase percentage of current bus fleet within KDE recommended depreciation schedule to over 65% by 2021.
 - Objective 4.2.2 – Improve district-wide communication by standardizing all communication systems by 2022
- **Goal 4.3 – Maintain facilities / equipment in working order to meet district needs**
 - Objective 4.3.1 - Achieve maintenance request response time to less than 24 hours 95% of the time by 2022.
 - Objective 4.3.2 - Achieve kitchen equipment uptime to 95% by 2021.



5: Internal Process Excellence

- **Goal 5.1 – Efficient, effective, economical use of allocated resources**
 - Objective 5.1.1 – Maintain school level operational spending at 90-100% of their annual budget
 - Objective 5.1.2 - Increase efficiency of transportation system include route planning
- **Goal 5.2 - Increase efficiency and effectiveness of communications**
 - Objective 5.2.1 – Enhance internal communication effectiveness – including work flows / use of technology
 - Objective 5.2.2 – Enhance community satisfaction with communications
- **Goal 5.3 – Implement procedures related to approved policies**
 - Objective 5.3.1 - Applicable approved policies include specific procedures, available online to all appropriate stakeholders by June, 2020



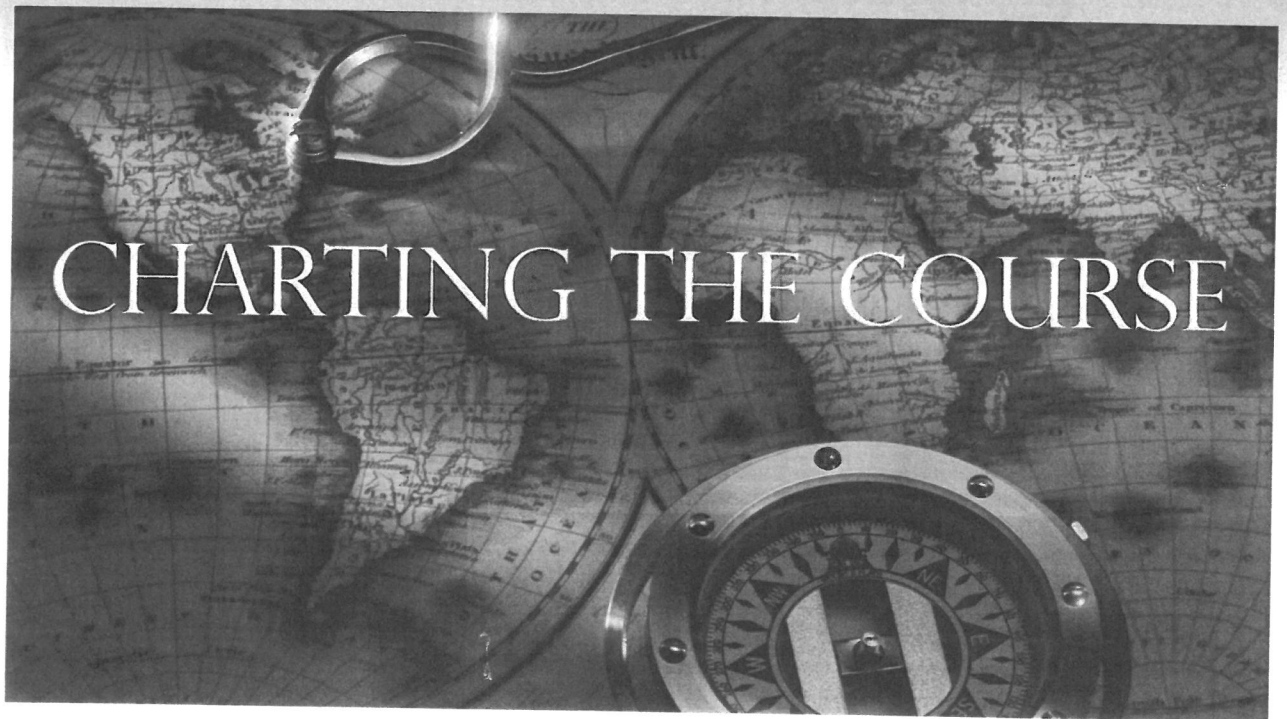
How is all fits together...

- BOE approve plan (April or May 2019)
- Plan is finalized and publicized (June, July, August 2019)
- Plan is implemented (July 2019 through June 2024)

- Superintendent will review/approve action plans with action plan owners (in progress)
- Superintendent will update BOE on progress either quarterly or bi-annually
- Updates/progress in achieving goals/objectives can be used to inform the evaluation of the Superintendent



Continuing the Tradition of Excellence...



CHARTING THE COURSE



Year	Actual SEEK/ADA Base Funding	SEEK Change	Increases to Salary Schedule	Type	SEEK/ADA if Adjusted for Inflation starting with 2008 at 1.8%**	Amount Shorted by State/ADA	ADA for WV	Total Amount Shorted by State
2007	\$3,508	-	2%	State Mandate	-	-	1176,500	-
2008	\$3,822	\$314	\$3000 + 1.081% for 2 addt. work days	State Mandate	3,822	\$	1275,000	\$
2009	\$3,866	\$44	1%	State Mandate	3,891	\$	1314,210	\$
2010	\$3,866	\$0	1%	State Mandate	3,961	\$	1369,979	\$
2011*	\$3,802	(\$64)	0%	State Mandate	4,032	\$	1445,939	\$
2012	\$3,833	\$31	1%	Local Raise	4,105	\$	1446,065	\$
2013	\$3,833	\$0	0%	* 1% stipend	4,179	\$	1444,828	\$
2014	\$3,827	(\$6)	0%	* 1% stipend	4,254	\$	1463,575	\$
2015*	\$3,902	\$75	1%	State Mandate	4,330	\$	1445,546	\$
2016*	\$3,975	\$73	2%	State Mandate	4,408	\$	1489,819	\$
2017	\$3,981	\$6	0%	State Mandate	4,488	\$	1499,380	\$
2018	\$3,981	\$0	0%	-	4,568	\$	1544,863	\$
2019	\$4,000	\$19	0%	-	4,651	\$	1545,000	\$
* includes mid-year reduction					** National Average from 2008-2017 per Federal CPI Data	Aggregate Loss		\$ 5,956,282.64

February, 2018

State Teacher Salary Survey 2017-2018 Final - Salaries Rank 1 - State

RANK	REGION	State Rank	0	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	Average	
1	BR	45165	45280	45395	45510	45625	45740	45855	45970	46085	46200	46315	46430	46545	46660	46775	46890	47005	47120	47235	47350	47465	47580	47695	47810	47925	48040	48155	48270	48385	48500	48615	48730	48845	48960
2	BR	45165	45280	45395	45510	45625	45740	45855	45970	46085	46200	46315	46430	46545	46660	46775	46890	47005	47120	47235	47350	47465	47580	47695	47810	47925	48040	48155	48270	48385	48500	48615	48730	48845	48960
3	BR	45165	45280	45395	45510	45625	45740	45855	45970	46085	46200	46315	46430	46545	46660	46775	46890	47005	47120	47235	47350	47465	47580	47695	47810	47925	48040	48155	48270	48385	48500	48615	48730	48845	48960
4	BR	45165	45280	45395	45510	45625	45740	45855	45970	46085	46200	46315	46430	46545	46660	46775	46890	47005	47120	47235	47350	47465	47580	47695	47810	47925	48040	48155	48270	48385	48500	48615	48730	48845	48960
5	BR	45165	45280	45395	45510	45625	45740	45855	45970	46085	46200	46315	46430	46545	46660	46775	46890	47005	47120	47235	47350	47465	47580	47695	47810	47925	48040	48155	48270	48385	48500	48615	48730	48845	48960
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7	BR	45165	45280	45395	45510	45625	45740	45855	45970	46085	46200	46315	46430	46545	46660	46775	46890	47005	47120	47235	47350	47465	47580	47695	47810	47925	48040	48155	48270	48385	48500	48615	48730	48845	48960
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9	BR	45165	45280	45395	45510	45625	45740	45855	45970	46085	46200	46315	46430	46545	46660	46775	46890	47005	47120	47235	47350	47465	47580	47695	47810	47925	48040	48155	48270	48385	48500	48615	48730	48845	48960
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27	BR	45165	45280	45395	45510	45625	45740	45855	45970	46085	46200	46315	46430	46545	46660	46775	46890	47005	47120	47235															

RANK	REGION	State Rank	0	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	Average	State Rank After Changes																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																											
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County	45165	45280	45354	45446	45481	45514	45544	45589	45639	45694	45754	45819	45889	45964	46044	46129	46219	46314	46414	46514	46619	46729	46844	46964	47084	47209	47339	47474	47614	47759	47909	48064	48224	48384	48549	48719	48894	49064	49239	49414	49594	49774	49954	50134	50314	50494	50674	50854	51034	51214	51394	51574	51754	51934	52114	52294	52474	52654	52834	53014	53194	53374	53554	53734	53914	54094	54274	54454	54634	54814	54994	55174	55354	55534	55714	55894	56074	56254	56434	56614	56794	56974	57154	57334	57514	57694	57874	58054	58234	58414	58594	58774	58954	59134	59314	59494	59674	59854	60034	60214	60394	60574	60754	60934	61114	61294	61474	61654	61834	62014	62194	62374	62554	62734	62914	63094	63274	63454	63634	63814	63994	64174	64354	64534	64714	64894	65074	65254	65434	65614	65794	65974	66154	66334	66514	66694	66874	67054	67234	67414	67594	67774	67954	68134	68314	68494	68674	68854	69034	69214	69394	69574	69754	69934	70114	70294	70474	70654	70834	71014	71194	71374	71554	71734	71914	72094	72274	72454	72634	72814	72994	73174	73354	73534	73714	73894	74074	74254	74434	74614	74794	74974	75154	75334	75514	75694	75874	76054	76234	76414	76594	76774	76954	77134	77314	77494	77674	77854	78034	78214	78394	78574	78754	78934	79114	79294	79474	79654	79834	80014	80194	80374	80554	80734	80914	81094	81274	81454	81634	81814	81994	82174	82354	82534	82714	82894	83074	83254	83434	83614	83794	83974	84154	84334	84514	84694	84874	85054	85234	85414	85594	85774	85954	86134	86314	86494	86674	86854	87034	87214	87394	87574	87754	87934	88114	88294	88474	88654	88834	89014	89194	89374	89554	89734	89914	90094	90274	90454	90634	90814	90994	91174	91354	91534	91714	91894	92074	92254	92434	92614	92794	92974	93154	93334	93514	93694	93874	94054	94234	94414	94594	94774	94954	95134	95314	95494	95674	95854	96034	96214	96394	96574	96754	96934	97114	97294	97474	97654	97834	98014	98194	98374	98554	98734	98914	99094	99274	99454	99634	99814	99994	100174	100354	100534	100714	100894	101074	101254	101434	101614	101794	101974	102154	102334	102514	102694	102874	103054	103234	103414	103594	103774	103954	104134	104314	104494	104674	104854	105034	105214	105394	105574	105754	105934	106114	106294	106474	106654	106834	107014	107194	107374	107554	107734	107914	108094	108274	108454	108634	108814	108994	109174	109354	109534	109714	109894	110074	110254	110434	110614	110794	110974	111154	111334	111514	111694	111874	112054	112234	112414	112594	112774	112954	113134	113314	113494	113674	113854	114034	114214	114394	114574	114754	114934	115114	115294	115474	115654	115834	116014	116194	116374	116554	116734	116914	117094	117274	117454	117634	117814	117994	118174	118354	118534	118714	118894	119074	119254	119434	119614	119794	119974	120154	120334	120514	120694	120874	121054	121234	121414	121594	121774	121954	122134	122314	122494	122674	122854	123034	123214	123394	123574	123754	123934	124114	124294	124474	124654	124834	125014	125194	125374	125554	125734	125914	126094	126274	126454	126634	126814	126994	127174	127354	127534	127714	127894	128074	128254	128434	128614	128794	128974	129154	129334	129514	129694	129874	130054	130234	130414	130594	130774	130954	131134	131314	131494	131674	131854	132034	132214	132394	132574	132754	132934	133114	133294	133474	133654	133834	134014	134194	134374	134554	134734	134914	135094	135274	135454	135634	135814	135994	136174	136354	136534	136714	136894	137074	137254	137434	137614	137794	137974	138154	138334	138514	138694	138874	139054	139234	139414	139594	139774	139954	140134	140314	140494	140674	140854	141034	141214	141394	141574	141754	141934	142114	142294	142474	142654	142834	143014	143194	143374	143554	143734	143914	144094	144274	144454	144634	144814	144994	145174	145354	145534	145714	145894	146074	146254	146434	146614	146794	146974	147154	147334	147514	147694	147874	148054	148234	148414	148594	148774	148954	149134	149314	149494	149674	149854	149994	150174	150354	150534	150714	150894	151074	151254	151434	151614	151794	151974	152154	152334	152514	152694	152874	153054	153234	153414	153594	153774	153954	154134	154314	154494	154674	154854	155034	155214	155394	155574	155754	155934	156114	156294	156474	156654	156834	157014	157194	157374	157554	157734	157914	158094	158274	158454	158634	158814	158994	159174	159354	159534	159714	159894	160074	160254	160434	160614	160794	160974	161154	161334	161514	161694	161874	162054	162234	162414	162594	162774	162954	163134	163314	163494	163674	163854	164034	164214	164394	164574	164754	164934	165114	165294	165474	165654	165834	166014	166194	166374	166554	166734	166914	167094	167274	167454	167634	167814	167994	168174	168354	168534	168714	168894	169074	169254	169434	169614	169794	169974	170154	170334	170514	170694	170874	171054	171234	171414	171594	171774	171954	172134	172314	172494	172674	172854	173034	173214	173394	173574	173754	173934	174114	174294	174474	174654	174834	175014	175194	175374	175554	175734	175914	176094	176274	176454	176634	176814	176994	177174	177354	177534	177714	177894	178074	178254	178434	178614	178794	178974	179154	179334	179514	179694	179874	180054	180234	180414	180594	180774	180954	181134	181314	181494	181674	181854	182034	182214	182394	182574	182754	182934	183114	183294	183474	183654	183834	184014	184194	184374	184554	184734	184914	185094	185274	185454	185634	185814	185994	186174	186354	186534	186714	186894	187074	187254	187434	187614	187794	187974	188154	188334	188514	188694	188874	189054	189234	189414	189594	189774	189954	190134	190314	190494	190674	190854	191034	191214	191394	191574	191754	191934	192114	192294	192474	192654	192834	193014	193194	193374	193554	193734	193914	194094	194274	194454	194634	194814	194994	195174	195354	195534	195714	195894	196074	196254	196434	196614	196794	196974	197154	197334	197514	197694	197874	198054	198234	198414	198594	198774	198954	199134	199314	199494	199674	199854	199994	200174	200354	200534	200714	200894	201074	201254	201434	201614	201794	201974	202154	202334	202514	202694	202874	203054	203234	203414	203594	203774	203954	204134	204314	204494	204674	204854	205034	205214	205394	205574	205754	205934	206114	206294	206474	206654	206834	207014	207194	207374	207554	207734	207914	208094	208274	208454	208634	208814	208994	209174	209354	209534	209714	209894	210074	210254	210434	210614	210794	210974	211154	211334	211514	211694	211874	212054	212234	212414	212594	212774	212954	213134	213314	213494	213674	213854	214034	214214	214394	214574	214754	214934	215114	215294	215474	215654	215834	216014	216194	216374	216554	216734	216914	217094	217274	217454	217634	217814	217994	218174	218354	218534	218714	218894	219074	219254	219434	219614	219794	219974	220154	220334	220514	220694	220874	221054	221234	221414	221594	221774	221954	222134	222314	222494	222674	222854	223034	223214	223394	223574	223754	223934	224114	224294	224474	224654	224834	225014	225194	225374	225554	225734	225914

RANK II	State Rank	0	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	Average			
Warren County	73	41007	41116	41191	41421	45293	45398	45479	45571	45665	45748	45840	45943	51100	51194	51287	51379	51483	52852	52943	53049	53145	53240	54247	54752	55259	55545	55793	56018	56239	56458	56689	56920	57152	50,847	
Washington County	65	41176	41269	41361	41463	45472	45565	45655	45748	45840	45943	51100	51194	51287	51379	51483	52852	52943	53049	53145	53240	54247	54752	55259	55545	55793	56018	56239	56458	56689	56920	57152	50,847			
Wayne County	140	39602	39670	39738	39806	43846	43914	43982	44050	44118	44186	44254	44322	44390	44458	44526	44594	44662	44730	44798	44866	44934	45002	45070	45138	45206	45274	45342	45410	45478	45546	45614	45682	45750	45818	45,886
Webster County	163	37400	37500	37600	37700	39500	39600	39700	39800	39900	40000	40100	40200	40300	40400	40500	40600	40700	40800	40900	41000	41100	41200	41300	41400	41500	41600	41700	41800	41900	42000	42100	42200	42300	42,300	
West Point Ind.	113	39025	39611	40204	40807	41420	42041	42672	43311	43961	44621	45282	45964	46659	47369	48100	48860	49640	50440	51260	52100	52960	53840	54740	55660	56600	57560	58540	59540	60560	61600	62660	63740	64,840		
Whitley County	85	40372	40372	40372	40372	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44,493		
Williamsburg Ind.	168	38112	38297	38485	38670	42284	42384	42484	42584	42684	42784	42884	42984	43084	43184	43284	43384	43484	43584	43684	43784	43884	43984	44084	44184	44284	44384	44484	44584	44684	44784	44884	44984	45,084		
Williamsburg Ind.	168	38112	38297	38485	38670	42284	42384	42484	42584	42684	42784	42884	42984	43084	43184	43284	43384	43484	43584	43684	43784	43884	43984	44084	44184	44284	44384	44484	44584	44684	44784	44884	44984	45,084		
Wolfe County	126	40231	40231	40231	40231	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44,338			
Woodford County	22	42260	42681	43103	43421	46431	47066	47381	48125	48653	49075	49524	50003	50403	50821	51259	51714	52196	52706	53244	53812	54400	54999	55619	56260	56922	57605	58319	59064	59840	60648	61483	62347	63,240		
State Averages	40513	40913	41216	41555	44411	44829	45138	45461	45805	46252	50032	50403	50891	50982	51253	52827	52933	53207	53440	53688	54598	54988	55290	55608	56088	56287	56511	56854	59737	59896	60,639					

RANK II	State Rank	0	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	Average	State Rank After Increase	
Warren County	73	41007	41116	41191	41421	45293	45398	45479	45571	45665	45748	45840	45943	51100	51194	51287	51379	51483	52852	52943	53049	53145	53240	54247	54752	55259	55545	55793	56018	56239	56458	56689	56920	57152	50,847
Washington County	65	41176	41269	41361	41463	45472	45565	45655	45748	45840	45943	51100	51194	51287	51379	51483	52852	52943	53049	53145	53240	54247	54752	55259	55545	55793	56018	56239	56458	56689	56920	57152	50,847		
Wayne County	140	39602	39670	39738	39806	43846	43914	43982	44050	44118	44186	44254	44322	44390	44458	44526	44594	44662	44730	44798	44866	44934	45002	45070	45138	45206	45274	45342	45410	45478	45546	45614	45682	45750	45,886
Webster County	163	37400	37500	37600	37700	39500	39600	39700	39800	39900	40000	40100	40200	40300	40400	40500	40600	40700	40800	40900	41000	41100	41200	41300	41400	41500	41600	41700	41800	41900	42000	42100	42200	42,300	
West Point Ind.	113	39025	39611	40204	40807	41420	42041	42672	43311	43961	44621	45282	45964	46659	47369	48100	48860	49640	50440	51260	52100	52960	53840	54740	55660	56600	57560	58540	59540	60560	61600	62660	63740	64,840	
Whitley County	85	40372	40372	40372	40372	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44493	44,493		
Williamsburg Ind.	168	38112	38297	38485	38670	42284	42384	42484	42584	42684	42784	42884	42984	43084	43184	43284	43384	43484	43584	43684	43784	43884	43984	44084	44184	44284	44384	44484	44584	44684	44784	44884	44984	45,084	
Williamsburg Ind.	168	38112	38297	38485	38670	42284	42384	42484	42584	42684	42784	42884	42984	43084	43184	43284	43384	43484	43584	43684	43784	43884	43984	44084	44184	44284	44384	44484	44584	44684	44784	44884	44984	45,084	
Wolfe County	126	40231	40231	40231	40231	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44338	44,338		
Woodford County	22	42260	42681	43103	43421	46431	47066	47381	48125	48653	49075	49524	50003	50403	50821	51259	51714	52196	52706	53244	53812	54400	54999	55619	56260	56922	57605	58319	59064	59840	60648	61483	62347	63,240	
State Averages	40513	40913	41216	41555	44411	44829	45138	45461	45805	46252	50032	50403	50891	50982	51253	52827	52933	53207	53440	53688	54598	54988	55290	55608	56088	56287	56511	56854	59737	59896	60,639				

RANK II	REGION	State Rank	0	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	Average	Regional Rank Before Changes	
Beechwood Ind.	NKCES	15	42596	43074	43655	44310	45219	45723	46403	47009	47613	48749	50212	51170	51902	52835	53616	55179	55760	56491	57172	57980	58786	60300	60880	61434	62166	62796	63402	64158	64158	64158	64158	64,292	6	
Bellevue Ind.	NKCES	38	41373	41786	42204	42826	43053	44775	45222	45675	46131	46593	48456	48944	49430	49925	50424	52441	52965	53495	54030	54570	55119	57894	58473	59057	61420	62034	62654	63281	63914	66470	66470	66,470	12	
Boone County	NKCES	9	41983	42914	43845	44776	45707	46638	47570	48513	49473	50432	51391	52351	53310	54269	55229	56188	57147	58107	59066	60026	60985	61944	62904	63863	64822	65782	66741	67700	68659	69618	70577	71536	72,495	3
Bracken County	NKCES	123	39953	40064	40153	40270	44151	44239	44345	44461	44567	44684	44798	44929	45059	45190	45321	45452	45583	45714	45845	45976	46107	46238	46369	46500	46631	46762	46893	47024	47155	47286	47417	47,417	17	
Campbell County	NKCES	14	43241	43860	44548	45216	45894	46583	47282	47991	48711	49441	50183	50936	51700	52475	53262	54061	54874	55698	56531	57379	58239	59113	60000	60900	61813	62740	63683	64637	65606	66591	67584	68,587	5	
Covington Ind.	NKCES	23	41167	41853	42636	43392	44154	44909	45662	46413	47166	47920	48674	49429	50183	50936	51690	52443	53196	53949	54702	55455	56208	56961	57714	58467	59220	59973	60726	61479	62232	62985	63,738	8		
Dayton Ind.	NKCES	32	41426	41684	41961	42228	44956	45224	45490	45756	46022	46288	46554	46820	47086	47352	47618	47884	48150	48416																

State Teacher Salary Survey 2017-2018 Final - Salaries Rank 3 - Region

RANK III	REGION	State Rank	0	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	Average	Regional Rank Before Changes																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
Beechwood Ind.	NKCES	22	40426	40931	41365	41814	42218	42596	42999	43578	44033	44487	44986	45516	46080	46682	47316	47996	48706	49466	50272	50817	51422	52081	52781	54070	54825	55535	56284	56946	57600	57406	57406	57406	48,186	6																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
Bellaire Ind.	NKCES	71	38920	39310	39703	40100	40501	40912	41324	41746	42179	42623	43076	43549	44033	44526	45029	45542	46065	46598	47140	47692	48253	48824	49405	49996	50597	51208	51829	52460	53091	53722	54353	54984	55615	56246	46,298	12																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
Bloom County	NKCES	5	39359	39741	40123	40504	40885	41266	41647	42028	42409	42790	43171	43552	43933	44314	44695	45076	45457	45838	46219	46600	46981	47362	47743	48124	48505	48886	49267	49648	50029	50410	50791	51172	51553	51934	52315	52696	53077	53458	53839	54220	54601	54982	55363	55744	56125	56506	56887	57268	57649	58030	58411	58792	59173	59554	59935	60316	60697	61078	61459	61840	62221	62602	62983	63364	63745	64126	64507	64888	65269	65650	66031	66412	66793	67174	67555	67936	68317	68698	69079	69460	69841	70222	70603	70984	71365	71746	72127	72508	72889	73270	73651	74032	74413	74794	75175	75556	75937	76318	76699	77080	77461	77842	78223	78604	78985	79366	79747	80128	80509	80890	81271	81652	82033	82414	82795	83176	83557	83938	84319	84700	85081	85462	85843	86224	86605	86986	87367	87748	88129	88510	88891	89272	89653	90034	90415	90796	91177	91558	91939	92320	92701	93082	93463	93844	94225	94606	94987	95368	95749	96130	96511	96892	97273	97654	98035	98416	98797	99178	99559	99940	100321	100702	101083	101464	101845	102226	102607	102988	103369	103750	104131	104512	104893	105274	105655	106036	106417	106798	107179	107560	107941	108322	108703	109084	109465	109846	110227	110608	110989	111370	111751	112132	112513	112894	113275	113656	114037	114418	114799	115180	115561	115942	116323	116704	117085	117466	117847	118228	118609	118990	119371	119752	120133	120514	120895	121276	121657	122038	122419	122800	123181	123562	123943	124324	124705	125086	125467	125848	126229	126610	126991	127372	127753	128134	128515	128896	129277	129658	130039	130420	130801	131182	131563	131944	132325	132706	133087	133468	133849	134230	134611	134992	135373	135754	136135	136516	136897	137278	137659	138040	138421	138802	139183	139564	139945	140326	140707	141088	141469	141850	142231	142612	142993	143374	143755	144136	144517	144898	145279	145660	146041	146422	146803	147184	147565	147946	148327	148708	149089	149470	149851	150232	150613	150994	151375	151756	152137	152518	152899	153280	153661	154042	154423	154804	155185	155566	155947	156328	156709	157090	157471	157852	158233	158614	158995	159376	159757	160138	160519	160900	161281	161662	162043	162424	162805	163186	163567	163948	164329	164710	165091	165472	165853	166234	166615	166996	167377	167758	168139	168520	168901	169282	169663	170044	170425	170806	171187	171568	171949	172330	172711	173092	173473	173854	174235	174616	174997	175378	175759	176140	176521	176902	177283	177664	178045	178426	178807	179188	179569	179950	180331	180712	181093	181474	181855	182236	182617	182998	183379	183760	184141	184522	184903	185284	185665	186046	186427	186808	187189	187570	187951	188332	188713	189094	189475	189856	190237	190618	190999	191380	191761	192142	192523	192904	193285	193666	194047	194428	194809	195190	195571	195952	196333	196714	197095	197476	197857	198238	198619	198999	199380	199761	200142	200523	200904	201285	201666	202047	202428	202809	203190	203571	203952	204333	204714	205095	205476	205857	206238	206619	206999	207380	207761	208142	208523	208904	209285	209666	210047	210428	210809	211190	211571	211952	212333	212714	213095	213476	213857	214238	214619	214999	215380	215761	216142	216523	216904	217285	217666	218047	218428	218809	219190	219571	219952	220333	220714	221095	221476	221857	222238	222619	222999	223380	223761	224142	224523	224904	225285	225666	226047	226428	226809	227190	227571	227952	228333	228714	229095	229476	229857	230238	230619	230999	231380	231761	232142	232523	232904	233285	233666	234047	234428	234809	235190	235571	235952	236333	236714	237095	237476	237857	238238	238619	238999	239380	239761	240142	240523	240904	241285	241666	242047	242428	242809	243190	243571	243952	244333	244714	245095	245476	245857	246238	246619	246999	247380	247761	248142	248523	248904	249285	249666	250047	250428	250809	251190	251571	251952	252333	252714	253095	253476	253857	254238	254619	254999	255380	255761	256142	256523	256904	257285	257666	258047	258428	258809	259190	259571	259952	260333	260714	261095	261476	261857	262238	262619	262999	263380	263761	264142	264523	264904	265285	265666	266047	266428	266809	267190	267571	267952	268333	268714	269095	269476	269857	270238	270619	270999	271380	271761	272142	272523	272904	273285	273666	274047	274428	274809	275190	275571	275952	276333	276714	277095	277476	277857	278238	278619	278999	279380	279761	280142	280523	280904	281285	281666	282047	282428	282809	283190	283571	283952	284333	284714	285095	285476	285857	286238	286619	286999	287380	287761	288142	288523	288904	289285	289666	290047	290428	290809	291190	291571	291952	292333	292714	293095	293476	293857	294238	294619	294999	295380	295761	296142	296523	296904	297285	297666	298047	298428	298809	299190	299571	299952	300333	300714	301095	301476	301857	302238	302619	302999	303380	303761	304142	304523	304904	305285	305666	306047	306428	306809	307190	307571	307952	308333	308714	309095	309476	309857	310238	310619	310999	311380	311761	312142	312523	312904	313285	313666	314047	314428	314809	315190	315571	315952	316333	316714	317095	317476	317857	318238	318619	318999	319380	319761	320142	320523	320904	321285	321666	322047	322428	322809	323190	323571	323952	324333	324714	325095	325476	325857	326238	326619	326999	327380	327761	328142	328523	328904	329285	329666	330047	330428	330809	331190	331571	331952	332333	332714	333095	333476	333857	334238	334619	334999	335380	335761	336142	336523	336904	337285	337666	338047	338428	338809	339190	339571	339952	340333	340714	341095	341476	341857	342238	342619	342999	343380	343761	344142	344523	344904	345285	345666	346047	346428	346809	347190	347571	347952	348333	348714	349095	349476	349857	350238	350619	350999	351380	351761	352142	352523	352904	353285	353666	354047	354428	354809	355190	355571	355952	356333	356714	357095	357476	357857	358238	358619	358999	359380	359761	360142	360523	360904	361285	361666	362047	362428	362809	363190	363571	363952	364333	364714	365095	365476	365857	366238	366619	366999	367380	367761	368142	368523	368904	369285	369666	370047	370428	370809	371190	371571	371952	372333	372714	373095	373476	373857	374238	374619	374999	375380	375761	376142	376523	376904	377285	377666	378047	378428	378809	379190	379571	379952	380333	380714	381095	381476	381857	382238	382619	382999	383380	383761	384142	384523	384904	385285	385666	386047	386428	386809	387190	387571	387952	388333	388714	389095	389476	389857	390238	390619	390999	391380	391761	392142	392523	392904	393285	393666	394047	394428	394809	395190	395571	395952	396333

State Teacher Salary Survey 2017-2018 Final - Rankings Summary (Rank)-State

February, 2018

DISTRICT	REGION	TOTALS		RANK I		RANK II		RANK III	
		Rankings	Averages	Rankings	Averages	Rankings	Averages	Rankings	Averages
Jefferson County	KP	1	67,050	1	72,759	1	67,029	1	61,361
Anchorage Ind.	KP	2	63,409	2	66,767	2	63,423	3	58,037
Fayette County	BG	3	62,790	3	67,281	3	62,702	2	56,386
Fort Thomas Ind.	NKCES	4	58,758	4	64,039	4	58,180	4	54,056
Bardstown Ind.	LT	5	57,693	5	63,098	5	57,868	8	52,113
Bullitt County	KP	6	57,260	6	62,424	7	57,079	6	52,277
Pikeville Ind.	BS	7	57,051	7	62,157	6	57,413	9	51,583
Kenton County	NKCES	8	56,920	8	61,845	8	56,667	7	52,248
Boone County	NKCES	9	56,114	11	59,910	9	56,090	5	52,341
Ludlow Ind.	NKCES	10	55,343	9	61,341	18	54,060	11	50,627
Oldham County	KP	11	54,624	12	59,749	11	54,486	16	49,636
Paducah Ind.	PC	12	54,568	16	59,469	10	54,706	18	49,528
Hardin County	LT	13	54,540	14	59,495	13	54,385	15	49,740
Campbell County	NKCES	14	54,432	10	60,063	14	54,352	23	48,882
Spencer County	KP	15	54,390	22	58,305	20	53,901	10	50,964
Elizabethtown Ind.	LT	16	54,388	21	58,559	16	54,241	12	50,364
Russell Ind.	FV	17	54,305	17	58,959	17	54,187	14	49,769
Beechwood Ind.	NKCES	18	54,134	18	58,923	15	54,292	22	49,186
Woodford County	BG	19	54,026	15	59,490	22	53,787	25	48,800
Shelby County	KP	20	53,843	23	58,256	21	53,845	19	49,429
Carrroll County	NK	21	53,798	13	59,667	27	53,385	29	48,341
Covington Ind.	NKCES	22	53,754	24	58,170	23	53,749	20	49,344
Nelson County	LT	23	53,711	25	58,123	24	53,684	21	49,326
Franklin County	NK	24	53,621	30	57,801	30	52,917	13	50,144
Owensboro Ind.	GR	25	53,449	19	58,776	19	53,902	35	47,667
Marshall County	PC	26	53,439	27	57,960	25	53,506	24	48,850
Larue County	LT	27	53,321	26	58,069	26	53,441	28	48,452
McCracken County	PC	28	53,104	32	57,401	28	53,263	26	48,649
Dayton Ind.	NKCES	29	52,812	34	57,287	32	52,848	30	48,301
Walton-Verona Ind.	NKCES	30	52,805	28	57,908	31	52,916	36	47,593
Danville Ind.	BG	31	52,774	42	56,291	37	52,477	17	49,555
Scott County	BG	32	52,746	31	57,554	33	52,721	33	47,963
Mason County	BT	33	52,741	35	57,070	34	52,696	27	48,456
Erlanger-Elsmere Ind.	NKCES	34	52,652	33	57,326	35	52,592	32	48,037
AVERAGES			50,639		55,040		50,639		46,238

State Teacher Salary Survey 2017-2018 Final - Rankings Summary (Rank)-Region

DISTRICT	REGION	TOTALS		RANK I		RANK II		RANK III	
		Rankings	Averages	Rankings	Averages	Rankings	Averages	Rankings	Averages
Fort Thomas Ind.	NKCES	1	\$58,758	1	\$64,039	1	\$58,180	1	\$54,056
Kenton County	NKCES	2	\$56,920	2	\$61,845	2	\$56,667	3	\$52,248
Boone County	NKCES	3	\$56,114	5	\$59,910	3	\$56,090	2	\$52,341
Ludlow Ind.	NKCES	4	\$55,343	3	\$61,341	7	\$54,060	4	\$50,627
Campbell County	NKCES	5	\$54,432	4	\$60,063	5	\$54,352	7	\$48,882
Beechwood Ind.	NKCES	6	\$54,134	6	\$58,923	6	\$54,292	6	\$49,186
Covington Ind.	NKCES	7	\$53,754	8	\$58,170	8	\$53,749	5	\$49,344
Dayton Ind.	NKCES	8	\$52,812	11	\$57,287	10	\$52,848	8	\$48,301
Walton-Verona Ind.	NKCES	9	\$52,906	9	\$57,908	9	\$52,916	10	\$47,593
Erlanger-Elsmere Ind.	NKCES	10	\$52,652	10	\$57,326	11	\$52,592	9	\$48,037
Bellevue Ind.	NKCES	11	\$51,866	12	\$56,934	12	\$52,367	12	\$46,298
Newport Ind.	NKCES	12	\$51,738	7	\$58,675	4	\$54,461	17	\$42,079
Silver Grove Ind.	NKCES	13	\$50,728	13	\$55,033	13	\$50,804	11	\$46,347
Southgate Ind.	NKCES	14	\$50,197	15	\$54,501	14	\$50,234	13	\$45,857
Pendleton County	NKCES	15	\$49,423	14	\$54,773	15	\$49,255	16	\$44,241
Williamstown Ind.	NKCES	16	\$49,207	16	\$53,312	16	\$49,216	14	\$45,093
Bracken County	NKCES	17	\$48,974	17	\$53,184	17	\$48,934	15	\$44,802
State Averages			\$50,639		\$55,040		\$50,639		\$46,238
WV v. State			\$2,167		\$2,869		\$2,277		\$1,355
NKCES Averages			\$52,933		\$57,837		\$53,001		\$47,961
WV v. NKCES			-\$127		\$72		-\$85		-\$367
2009-10 NKCES Avgs.				6	\$54,387	7	\$50,035	5	\$38,999
WV Avgs.					\$55,653		\$50,855		\$39,551
WV v. NKCES					\$1,266		\$820		\$552
Ground Lost vs. Avgs.				-3	-\$1,194	-2	-\$905	-5	-\$919

State Teacher Salary Survey 2017-2018 Final - Rankings Summary (Rank)-Reg+1%

February, 2018

DISTRICT	REGION	TOTALS			RANK I			RANK II			RANK III		
		Rankings	Averages	Rankings	Averages	Rankings	Averages	Rankings	Averages	Rankings	Averages		
Fort Thomas Ind.	NKCES	1	\$58,758	1	\$54,039	1	\$58,180	1	\$54,056				
Kenton County	NKCES	2	\$56,920	2	\$61,845	2	\$56,667	3	\$52,248				
Boone County	NKCES	3	\$56,114	5	\$59,910	3	\$56,090	2	\$52,341				
Ludlow Ind.	NKCES	4	\$55,343	3	\$61,341	7	\$54,060	4	\$50,627				
Campbell County	NKCES	5	\$54,432	4	\$60,063	5	\$54,352	7	\$48,882				
Beechwood Ind.	NKCES	6	\$54,134	6	\$58,923	6	\$54,292	6	\$49,186				
Covington Ind.	NKCES	7	\$53,754	9	\$58,170	8	\$53,749	5	\$49,344				
Dayton Ind.	NKCES	9	\$52,812	11	\$57,287	10	\$52,848	8	\$48,301				
Watson-Verona Ind.	NKCES	8	\$53,334	8	\$58,488	9	\$53,445	9	\$48,070				
Erlanger-Elsmere Ind.	NKCES	10	\$52,652	10	\$57,326	11	\$52,592	10	\$48,037				
Bellevue Ind.	NKCES	11	\$51,866	12	\$56,934	12	\$52,367	12	\$46,298				
Newport Ind.	NKCES	12	\$51,738	7	\$58,675	4	\$54,461	17	\$42,079				
Silver Grove Ind.	NKCES	13	\$50,728	13	\$55,033	13	\$50,804	11	\$46,347				
Southgate Ind.	NKCES	14	\$50,197	15	\$54,501	14	\$50,234	13	\$45,857				
Pendleton County	NKCES	15	\$49,423	14	\$54,773	15	\$49,255	16	\$44,241				
Williamstown Ind.	NKCES	16	\$49,207	16	\$53,312	16	\$49,216	14	\$45,093				
Bracken County	NKCES	17	\$48,974	17	\$53,184	17	\$48,934	15	\$44,802				
State Averages			\$50,639		\$55,040		\$50,639		\$46,238				
WV v. State			\$2,695		\$3,448		\$2,806		\$1,832				
NKCES Averages			\$52,964		\$57,871		\$53,032		\$47,989				
WV v. NKCES			\$370		\$617		\$413		\$81				

2019-20 Walton-Verona Certified Salary Schedule - 186 Days (1% Increase)

<u>Years Exp.</u>	<u>Rank III (BA)</u>	<u>Rank II (MA)</u>	<u>Rank I (MA+30)</u>
0	\$38,281	\$41,192	\$45,281
1	\$38,713	\$43,494	\$47,367
2	\$39,145	\$43,928	\$47,814
3	\$39,764	\$44,363	\$48,256
4	\$41,334	\$45,426	\$49,622
5	\$41,838	\$46,228	\$50,860
6	\$42,269	\$46,714	\$51,301
7	\$42,702	\$47,153	\$51,749
8	\$43,134	\$47,599	\$52,191
9	\$43,564	\$47,975	\$52,633
10	\$46,491	\$51,039	\$55,316
11	\$47,580	\$51,940	\$55,836
12	\$48,025	\$52,447	\$56,088
13	\$48,470	\$52,888	\$56,466
14	\$48,914	\$53,338	\$56,846
15	\$49,235	\$53,827	\$57,291
16	\$49,558	\$54,388	\$58,293
17	\$50,000	\$55,064	\$59,362
18	\$50,441	\$55,738	\$60,294
19	\$50,885	\$56,414	\$61,295
20	\$51,331	\$57,090	\$62,294
21	\$51,978	\$57,766	\$63,381
22	\$52,423	\$59,131	\$65,292
23	\$52,871	\$59,770	\$65,861
24	\$53,310	\$60,213	\$66,359
25	\$53,754	\$60,660	\$67,299
26	\$54,168	\$61,261	\$68,305
27	\$54,643	\$61,936	\$69,312
28	\$55,116	\$62,609	\$70,288
Rank IV	\$27,217	Rank V	\$26,810

Positions of Director of Human Resources/Payroll, Director of Finance, and Director of Technology holding a Bachelor's Degree or higher are paid using the certified pay scale. Achievements of rank will be approved by the Superintendent as these jobs are not dependent on obtainment of teacher certification.

Employees must work 140 days at .5 or above to receive their annual step increase (KRS 157.320).

Current:

2018-19 Walton-Verona Substitute Teacher Salary Schedule

	Rank V (64-95 Semester Hours)	Rank IV (96-128 Semester Hours)	Rank III (Bachelor's Degree + Cert)	Rank II (Master's Degree)	Rank I (Master's + 30 hours)
Daily Rate*	\$95.00	\$95.00	\$100.00	\$102.00	\$105.00

* Note: Whenever an assignment of a substitute teacher **exceeds** twenty (20) consecutive school days, the substitute teacher will be paid from the regular teacher's salary schedule and be reimbursed back to day one. To be eligible for this provision, the service must have been continuous within the same position and the same fiscal year. The substitute teacher must be certified for that particular teaching assignment.

Proposed:

2019-20 Walton-Verona Substitute Teacher Salary Schedule

	Rank V (64-95 Semester Hours)	Rank IV (96-128 Semester Hours)	Rank III (Bachelor's Degree + Cert)	Rank II (Master's Degree)	Rank I (Master's + 30 hours)
Daily Rate*	\$95.00	\$95.00	\$100.00	\$102.00	\$105.00

A substitute holding a Kentucky Teacher's Certificate will be paid at the above rate for the first twenty (20) consecutive days substituting for the same teacher. After twenty (20) consecutive days for the same teacher, a substitute will be considered for appointment as a long-term substitute and may receive pay up to their rank and experience as shown on the Certified Salary Scale, except for those certified employees drawing benefits from the Kentucky Teachers Retirement System (TRS), in which case their daily rates shall be limited to the Daily Wage Threshold as determined by TRS.

Any break in service (except for catastrophic circumstances, death of a family member, or absences prearranged and approved by the school principal and the director of human resources prior to taking a long-term assignment) will result in pay reverting to day-one status. The pay increase process must then be repeated as future days are served in the same assignment.

2019-20 Walton-Verona Administrator Index Table

Position	Location	Days	Index	
Principal				
	High School	240	1.69	
	Middle School	240	1.62	
	Elementary School	240	1.57	
Assistant Principal				
	High School	240	1.47	
	Middle School	220	1.36	
	Elementary School	220	1.28	
Guidance Counselor				
	High School	+20	1.18	
	Middle School	+10	1.10	
	Elementary School	+10	1.07	
Psychologist	District-Wide	+10	1.17	
Athletic Director	District-Wide	240	1.47	added
Superintendent	District Office	240	Salaried	
Deputy Superintendent	District	240	1.86	removed
Assistant Superintendent	District Office	240	1.81	
Director	District Office	240	1.74	changed to non-specific Director at District Office
Director of Student Services / Special Education	District	240	1.74	
Director of Instruction / Operations	District	240	1.74	
Technology Director / Payroll and HR Officer	District	240	1.34	

2019-20 Waiton-Verona Classified Wage/Salary Schedule

2019-20 Years of Service	HCOK Head Cook	COOK Cooks	KMAN Food Service Manager	FSMA SFS Director	CUST Custodian	MAIN Bldg. Maint	BUSD Bus Driver	MECH Mechanic	TRAM Transportation Manager	FINT Director of Finance	PROF Payroll Officer	MUNI Munis Analyst	SPCH Speech Pathologist	JOBC Job Coach	MMGR Main/Facilities Manager
Days Worked	Hourly	Hourly	Hourly	200 Days	Hourly	Hourly	Hourly	Hourly	240 Days	240 Days	240 Days	240 Days	187 Days	195 Days	240 Days
0	\$10.70	\$9.92	\$11.50	\$30,593	\$12.73	\$24.76	\$13.50	\$16.49	\$50,952	\$68,320	\$49,555	\$20.97	\$41,192	\$31,315	63,411
1	\$11.46	\$10.66	\$12.36	\$31,028	\$13.49	\$25.31	\$13.99	\$17.24	\$51,676	\$69,290	\$50,257	\$21.28	\$43,494	\$31,753	64,299
2	\$11.84	\$10.96	\$12.72	\$31,468	\$13.93	\$25.83	\$14.38	\$17.60	\$52,410	\$70,275	\$50,971	\$21.57	\$43,928	\$32,198	65,199
3	\$12.49	\$11.58	\$13.06	\$31,915	\$14.36	\$26.38	\$14.85	\$18.06	\$53,153	\$71,272	\$51,695	\$21.87	\$44,362	\$32,649	66,112
4	\$12.49	\$11.58	\$13.39	\$32,368	\$14.78	\$26.90	\$15.29	\$18.44	\$53,909	\$72,284	\$52,428	\$22.17	\$44,796	\$33,106	67,038
5	\$12.77	\$11.88	\$13.68	\$32,828	\$15.19	\$27.45	\$15.71	\$18.89	\$54,674	\$73,311	\$53,173	\$22.47	\$45,228	\$33,569	67,976
6	\$13.21	\$12.19	\$14.22	\$33,294	\$15.67	\$27.97	\$16.16	\$19.30	\$55,450	\$74,351	\$53,928	\$22.80	\$45,674	\$34,039	68,928
7	\$13.44	\$12.50	\$14.36	\$33,766	\$16.08	\$28.52	\$16.56	\$19.66	\$56,237	\$75,406	\$54,694	\$23.12	\$46,114	\$34,516	69,893
8	\$13.73	\$12.79	\$14.67	\$34,246	\$16.51	\$29.04	\$16.97	\$20.08	\$57,037	\$76,462	\$55,470	\$23.45	\$46,574	\$34,999	70,871
9	\$14.04	\$13.09	\$14.99	\$34,732	\$16.96	\$29.59	\$17.46	\$20.55	\$57,845	\$77,534	\$56,258	\$23.77	\$47,038	\$35,489	71,864
10	\$14.37	\$13.40	\$15.33	\$35,225	\$17.37	\$30.11	\$17.87	\$20.93	\$58,666	\$78,618	\$57,057	\$24.10	\$47,508	\$35,986	72,870
11	\$14.60	\$13.68	\$15.51	\$35,726	\$17.82	\$30.66	\$18.32	\$21.37	\$59,500	\$79,719	\$57,868	\$24.45	\$47,976	\$36,490	73,890
12	\$14.97	\$13.97	\$15.97	\$36,233	\$18.27	\$31.18	\$18.79	\$21.78	\$60,344	\$80,834	\$58,689	\$24.78	\$48,446	\$36,999	74,924
13	\$15.34	\$14.30	\$16.37	\$36,748	\$18.66	\$31.73	\$19.33	\$22.15	\$61,202	\$81,967	\$59,522	\$25.13	\$48,911	\$37,519	75,973
14	\$15.65	\$14.50	\$16.80	\$37,269	\$19.11	\$32.25	\$19.60	\$22.55	\$62,070	\$83,114	\$60,367	\$25.49	\$49,376	\$38,044	77,037
15	\$16.15	\$14.76	\$17.54	\$37,797	\$19.48	\$32.80	\$20.12	\$22.94	\$62,951	\$84,277	\$61,224	\$25.84	\$49,846	\$38,576	78,115
16	\$16.47	\$15.03	\$17.92	\$38,327	\$19.87	\$33.33	\$20.63	\$23.36	\$63,833	\$85,458	\$62,093	\$26.20	\$50,317	\$39,117	79,209
17	\$16.81	\$15.29	\$18.33	\$38,864	\$20.25	\$33.87	\$21.19	\$23.75	\$64,727	\$86,654	\$62,976	\$26.57	\$50,796	\$39,664	80,318
18	\$17.13	\$15.53	\$18.74	\$39,408	\$20.61	\$34.41	\$21.69	\$24.14	\$65,633	\$87,867	\$63,868	\$26.94	\$51,278	\$40,219	81,442
19	\$17.46	\$15.77	\$19.16	\$39,960	\$21.00	\$34.94	\$22.22	\$24.56	\$66,551	\$89,097	\$64,776	\$27.32	\$51,764	\$40,793	82,583
20	\$18.05	\$16.05	\$19.55	\$40,518	\$21.39	\$35.48	\$22.74	\$24.94	\$67,484	\$90,345	\$65,696	\$27.70	\$52,254	\$41,354	83,739
21	\$18.12	\$16.29	\$19.96	\$41,086	\$21.76	\$36.01	\$23.25	\$25.35	\$68,429	\$91,609	\$66,629	\$28.08	\$52,746	\$41,932	84,911
22	\$18.46	\$16.56	\$20.37	\$41,660	\$22.15	\$36.55	\$23.76	\$25.75	\$69,396	\$92,892	\$67,574	\$28.48	\$53,240	\$42,520	86,100
23	\$18.79	\$16.80	\$20.77	\$42,244	\$22.53	\$37.08	\$24.27	\$26.15	\$70,388	\$94,193	\$68,524	\$28.88	\$53,736	\$43,115	87,305
24	\$19.12	\$17.08	\$21.17	\$42,835	\$22.90	\$37.63	\$24.77	\$26.58	\$71,343	\$95,511	\$69,506	\$29.28	\$54,232	\$43,718	88,528
25	\$19.44	\$17.32	\$21.56	\$43,436	\$23.30	\$38.16	\$25.29	\$26.97	\$72,342	\$96,848	\$70,481	\$29.69	\$54,730	\$44,330	89,767
26	\$19.78	\$17.61	\$21.96	\$44,044	\$23.70	\$38.70	\$25.75	\$27.41	\$73,354	\$98,203	\$71,467	\$30.10	\$55,228	\$44,951	91,024
27	\$20.15	\$17.92	\$22.39	\$44,661	\$24.12	\$39.23	\$26.23	\$27.81	\$74,360	\$99,580	\$72,468	\$30.53	\$55,726	\$45,580	92,298
28	\$20.50	\$18.23	\$22.78	\$45,286	\$24.55	\$39.77	\$26.72	\$28.22	\$75,423	\$100,974	\$73,483	\$30.96	\$56,224	\$46,219	93,590
Sub Pay	n/a	\$9.92	n/a	n/a	\$12.73	n/a	\$13.50	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

Hourly Rate
 Less: Work
 Extra Trip (Bus)
 \$0.00 \$13.50

Employees must work 140 days at .5 or above to receive their annual step increase.
 Classified Salaried Professionals, with job descriptions requiring a Bachelor's degree, must participate in KTRS. Individuals not holding a Bachelor's Degree or filling a position not requiring a degree must participate in CERS.
 Extra Trips will be paid at the sub bus driver pay rate.

2019-20 Walton-Verona Extracurricular Salary Schedule

Activity	Level	Position	Boys/Girls	Number	Salary	Total
Athletics:						
Football	Varsity /JV	Head Coach	Boys	1	\$7,500.00	\$7,500.00
	Varsity /JV	Asst. Coach	Boys	6	\$2,500.00	\$15,000.00
	MS	Head Coach	Boys	1	\$2,500.00	\$2,500.00
	MS	Asst. Coach	Boys	1	\$1,000.00	\$1,000.00
Soccer	Varsity	Head Coach	Boys	1	\$3,000.00	\$3,000.00
	Varsity	Head Coach	Girls	1	\$3,000.00	\$3,000.00
	Varsity	Asst. Coach	Girls	1	\$1,000.00	\$1,000.00
	JV	Head Coach	Boys	1	\$1,500.00	\$1,500.00
	JV	Head Coach	Girls	1	\$1,500.00	\$1,500.00
	MS	Head Coach	Boys	1	\$1,000.00	\$1,000.00
	MS	Head Coach	Girls	1	\$1,000.00	\$1,000.00
Cross Country	HS	Head Coach	Boys	1	\$3,000.00	\$3,000.00
	HS	Head Coach	Girls	1	\$3,000.00	\$3,000.00
	MS	Head Coach	Boys	1	\$1,000.00	\$1,000.00
	MS	Head Coach	Girls	1	\$1,000.00	\$1,000.00
Volleyball	Varsity	Head Coach	Girls	1	\$3,000.00	\$3,000.00
	JV	Head Coach	Girls	1	\$1,500.00	\$1,500.00
	9th	Head Coach	Girls	1	\$1,200.00	\$1,200.00
	8th	Head Coach	Girls	1	\$1,200.00	\$1,200.00
	7th	Head Coach	Girls	1	\$1,200.00	\$1,200.00
Basketball	Varsity	Head Coach	Boys	1	\$7,500.00	\$7,500.00
	Varsity	Head Coach	Girls	1	\$7,500.00	\$7,500.00
	Varsity	Asst. Coach	Boys	1	\$2,000.00	\$2,000.00
	Varsity	Asst. Coach	Girls	1	\$2,000.00	\$2,000.00
	JV	Head Coach	Boys	1	\$4,000.00	\$4,000.00
	JV	Head Coach	Girls	1	\$4,000.00	\$4,000.00
	9th	Head Coach	Boys	1	\$3,000.00	\$3,000.00
	9th	Head Coach	Girls	1	\$3,000.00	\$3,000.00
	8th	Head Coach	Boys	1	\$2,000.00	\$2,000.00
	8th	Head Coach	Girls	1	\$2,000.00	\$2,000.00
	7th	Head Coach	Boys	1	\$2,000.00	\$2,000.00
	7th	Head Coach	Girls	1	\$2,000.00	\$2,000.00
Wrestling	Varsity	Head Coach	All	1	\$5,500.00	\$5,500.00
	JV / Varsity	Asst. Coach	All	2	\$1,500.00	\$3,000.00
	MS / JV	Head Coach	All	1	\$2,000.00	\$2,000.00
Tennis	Varsity	Head Coach	Boys	1	\$2,250.00	\$2,250.00
	Varsity	Head Coach	Girls	1	\$2,250.00	\$2,250.00
Baseball	Varsity	Head Coach	Boys	1	\$3,750.00	\$3,750.00
	JV	Asst. Coach	Boys	1	\$2,000.00	\$2,000.00
	MS	Head Coach	Boys	1	\$1,000.00	\$1,000.00
Softball	Varsity	Head Coach	Girls	1	\$3,750.00	\$3,750.00
	JV	Asst. Coach	Girls	1	\$2,000.00	\$2,000.00
	9th	Head Coach	Girls	1	\$1,000.00	\$1,000.00
Track	Varsity	Head Coach	Boys	1	\$3,000.00	\$3,000.00
	Varsity	Head Coach	Girls	1	\$3,000.00	\$3,000.00
	HS	Asst. Coach	All	2	\$1,500.00	\$3,000.00
	MS	Head Coach	All	1	\$1,500.00	\$1,500.00
	MS	Asst. Coach	All	1	\$1,000.00	\$1,000.00
Golf	Varsity	Head Coach	Boys	1	\$2,000.00	\$2,000.00
	JV	Asst. Coach	Boys	1	\$1,000.00	\$1,000.00
	Varsity	Head Coach	Girls	1	\$2,000.00	\$2,000.00
Cheerleading	Varsity	Head Coach	Girls	1	\$3,750.00	\$3,750.00
	JV	Head Coach	Girls	1	\$2,000.00	\$2,000.00
	MS	Head Coach	Girls	1	\$1,500.00	\$1,500.00
Bass Fishing	Varsity	Head Coach	All	1	\$1,000.00	\$1,000.00
Intramural Basketball Coordinator	All	n/a	All	1	\$1,500.00	\$1,500.00
Intramural Basketball Assistants	All	n/a	All	2	\$750.00	\$1,500.00

added during 18/19
added during 18/19

2019-20 Walton-Verona Extracurricular Salary Schedule

Intramural Volleyball Coordinator	All	n/a	All	1	\$1,000.00	\$1,000.00
Athletic Director	All	n/a	All	4	\$15,000.00	\$15,000.00
Asst. Athletic Director	All	n/a	All	1	\$6,500.00	\$6,500.00
Athletic Trainer (Certified)	All	n/a	All	1	\$6,000.00	\$6,000.00
Full-Time Employee Coach Incentive*	HS	n/a	All	13	\$500.00	\$6,500.00
Full-Time Employee Coach Incentive*	MS	n/a	All	8	\$250.00	\$2,000.00
Total Athletics:						\$173,350.00
<i>*limited to one incentive per season</i>						
Other:						
Class Sponsors	Senior		All	3	\$1,200.00	\$3,600.00
	Junior		All	2	\$1,000.00	\$2,000.00
Project Prom Coordinator	HS		All	1	\$1,000.00	\$1,000.00
Department Head / Team Lead	HS		All	9	\$1,000.00	\$9,000.00
	MS		All	7	\$1,000.00	\$7,000.00
Vocational Coordinator	HS		All	1	\$1,000.00	\$1,000.00
TEDS Coordinator	HS		All	1	\$1,000.00	\$1,000.00
Beta Club	HS		All	1	\$1,000.00	\$1,000.00
	MS		All	1	\$1,000.00	\$1,000.00
Y Club	HS		All	1	\$1,000.00	\$1,000.00
	MS		All	1	\$1,000.00	\$1,000.00
Summer Band	HS		All	1	\$1,600.00	\$1,600.00
Marching Band/Pep Band	HS		All	1	\$5,000.00	\$5,000.00
Marching Band/Pep Band Asst.	HS		All	1	\$2,500.00	\$2,500.00
After School Chorus	HS		All	1	\$2,000.00	\$2,000.00
Extra-Curricular Music	HS		All	1	\$1,250.00	\$1,250.00
Extra-Curricular Music	ES		All	1	\$1,000.00	\$1,000.00
Drama/Performing Arts	HS		All	1	\$2,500.00	\$2,500.00
Drama/Performing Arts Assistant	HS		All	1	\$750.00	\$750.00
Gifted Coaches	HS		All	4	\$3,500.00	\$14,000.00
	MS		All	1	\$1,750.00	\$1,750.00
Academic Team	HS		All	1	\$3,000.00	\$3,000.00
	MS		All	1	\$2,250.00	\$2,250.00
	ES		All	1	\$2,250.00	\$2,250.00
Yearbook	HS		All	1	\$1,500.00	\$1,500.00
	MS		All	1	\$1,000.00	\$1,000.00
	ES		All	1	\$300.00	\$300.00
Lego League	HS		All	1	\$1,000.00	\$1,000.00
	MS		All	1	\$1,000.00	\$1,000.00
Archery Club	MS		All	1	\$1,000.00	\$1,000.00
Assessment Coordinator	All		All	4	\$5,000.00	\$5,000.00
Sub Teacher Coordinator	All		All	1	\$2,250.00	\$2,250.00
Student Council	HS		All	1	\$500.00	\$500.00
Teacher Mentor	n/a		n/a	1	\$350.00	\$350.00
Perkins Consortium Stipend	All		n/a	2	\$1,500.00	\$3,000.00
Central Office Cleaning (per cleaning)	All		n/a	4	\$65.00	
Total Other:						\$80,350.00
Total All:						\$253,700.00

added during 18/19

deletion - converted to index

\$11,000 less than 18/19

addition for 19/20

deletion - no longer needed

deletion - no longer needed

\$4,000 less than 18/19

\$15,000 less than 18/19