

**Fort Thomas Independent Schools
Certified Salary Schedule
2020-2021**

(188 DAYS)

YEAR	RANK IV	RANK III	RANK IIIA	RANK II	RANK IIA	RANK I
0	34,514	41,120	42,168	45,698	47,003	50,404
1	34,514	41,871	42,918	46,539	47,849	50,968
2	34,514	42,641	43,687	47,401	48,713	51,538
3	34,514	43,427	44,471	48,285	49,592	52,114
4	34,514	44,224	45,271	49,183	50,488	52,700
5	34,514	45,038	46,085	50,095	51,400	53,290
6	34,514	46,283	47,329	51,353	52,661	55,236
7	34,514	47,572	48,619	52,646	53,955	57,250
8	34,514	48,897	49,944	53,973	55,285	59,351
9	34,514	50,259	51,306	55,341	56,646	61,531
10	34,514	51,661	52,709	56,742	58,047	63,796
11	34,514	53,110	54,156	58,179	59,484	66,151
12	34,514	53,606	54,653	58,723	60,034	66,558
13	34,514	54,109	55,157	59,277	60,585	66,967
14	34,514	54,614	55,658	59,835	61,145	67,379
15	34,514	55,124	56,171	60,400	61,710	67,797
16	34,514	55,641	56,691	60,969	62,278	68,216
17	34,514	56,165	57,210	61,544	62,853	68,631
18	34,514	57,559	58,606	62,356	63,667	69,320
19	34,514	58,994	60,038	63,182	64,489	70,012
20	34,514	60,465	61,511	64,023	65,325	70,711
21	34,514	61,975	63,023	64,868	66,175	71,416
22	34,514	63,527	64,571	65,728	67,033	72,130
23	34,514	65,119	66,164	66,599	67,907	72,852
24	34,514	65,427	66,475	67,293	68,600	73,507
25	34,514	65,737	66,783	67,993	69,303	74,176
26	34,514	66,048	67,096	68,705	70,014	74,850
27	34,514	66,359	67,407	69,421	70,730	75,528
28	34,514	66,676	67,723	70,150	71,457	76,211
29+	34,514	67,661	68,716	71,592	72,916	77,671

ADMINISTRATOR INDICES
2020-21

Position	Days	Index
Asstistant Superintendent	260	1.82
High School Principal	260	1.78
High School Assistant Principal	260	1.56
High School Counselor	215	1.195
Middle School Principal	260	1.62
Middle School Assistant Principal	260	1.52
Middle School Counselor	208	1.12
Elementary Principal	260	1.58
Elementary Assistant Principal	220	1.25
Elementary Counselor	198	1.06
Athletic Director	260	1.39
Director of Technology	260	1.50
Director of Special Education	260	1.50
Director of Operations	260	1.50

2020-21 Classified Salary Schedule II

Psychologist and Speech Pathologist rate is based on 188 Days on Certified Rank I Schedule														
Social Worker, Network Administrator and Athletic Director rate is based on 188 Days on Certified Rank II Schedule														
All Other Positions based on 188 Days on Certified Rank III Schedule														
	School Psychologist (100%) 220 Days	Speech Language Pathologist (100%) 188 Days	Occupational Therapist (100%) 188 Days	Treasurer (100%) 260 Days	Achievement Coordinator (100%) 188 Days	Athletic Director (Index 1.39) 260 Days	Network Administrator (88%) 260 Days	Computer Technician (88%) 260 Days	Nutritionist (60%) 220 Days	Nurse/Health Coordinator (90%) 200 Days	School Nurse (82%) 125 Days	School Social Worker (75%) 187 Days	Preventative Maintenance HVAC (90%) 260 Days	HHS Bookstore Manager (65%) 223 Days
0	50,404	50,404	41,120	41,120	41,120	45,698	40,214	36,185	24,672	37,008	33,718	34,273	37,008	26,728
1	50,968	50,968	41,871	41,871	41,871	46,539	40,955	36,846	25,122	37,684	34,334	34,904	37,684	27,216
2	51,538	51,538	42,641	42,641	42,641	47,401	41,713	37,524	25,584	38,377	34,965	35,550	38,377	27,716
3	52,114	52,114	43,427	43,427	43,427	48,285	42,491	38,216	26,056	39,085	35,610	36,214	39,085	28,228
4	52,700	52,700	44,224	44,224	44,224	49,183	43,281	38,917	26,534	39,802	36,264	36,887	39,802	28,746
5	53,290	53,290	45,038	45,038	45,038	50,095	44,084	39,634	27,023	40,535	36,932	37,571	40,535	29,275
6	55,236	55,236	46,283	46,283	46,283	51,353	45,190	40,729	27,770	41,654	37,952	38,515	41,654	30,084
7	57,250	57,250	47,572	47,572	47,572	52,646	46,329	41,864	28,543	42,815	39,009	39,485	42,815	30,922
8	59,351	59,351	48,897	48,897	48,897	53,973	47,496	43,029	29,338	44,007	40,095	40,480	44,007	31,783
9	61,531	61,531	50,259	50,259	50,259	55,341	48,700	44,228	30,156	45,233	41,213	41,506	45,233	32,669
10	63,796	63,796	51,661	51,661	51,661	56,742	49,933	45,462	30,996	46,495	42,362	42,557	46,495	33,580
11	66,151	66,151	53,110	53,110	53,110	58,179	51,198	46,737	31,866	47,799	43,550	43,635	47,799	34,522
12	66,558	66,558	53,606	53,606	53,606	58,723	51,676	47,173	32,163	48,245	43,957	44,042	48,245	34,844
13	66,967	66,967	54,109	54,109	54,109	59,277	52,164	47,616	32,465	48,698	44,369	44,458	48,698	35,171
14	67,379	67,379	54,614	54,614	54,614	59,835	52,655	48,061	32,769	49,153	44,784	44,876	49,153	35,499
15	67,797	67,797	55,124	55,124	55,124	60,400	53,152	48,509	33,075	49,612	45,202	45,300	49,612	35,831
16	68,216	68,216	55,641	55,641	55,641	60,969	53,653	48,964	33,385	50,077	45,626	45,727	50,077	36,167
17	68,631	68,631	56,165	56,165	56,165	61,544	54,158	49,425	33,699	50,549	46,056	46,158	50,549	36,507
18	69,320	69,320	57,559	57,559	57,559	62,356	54,873	50,652	34,535	51,803	47,198	46,767	51,803	37,413
19	70,012	70,012	58,994	58,994	58,994	63,182	55,600	51,915	35,396	53,095	48,375	47,386	53,095	38,346
20	70,711	70,711	60,465	60,465	60,465	64,023	56,340	53,209	36,279	54,418	49,581	48,017	54,418	39,302
21	71,416	71,416	61,975	61,975	61,975	64,868	57,083	54,538	37,185	55,778	50,820	48,651	55,778	40,284
22	72,130	72,130	63,527	63,527	63,527	65,728	57,840	55,904	38,116	57,175	52,092	49,296	57,175	41,293
23	72,852	72,852	65,119	65,119	65,119	66,599	58,607	57,304	39,071	58,607	53,397	49,949	58,607	42,327
24	73,507	73,507	65,427	65,427	65,427	67,293	59,218	57,575	39,256	58,884	53,650	50,470	58,884	42,527
25	74,176	74,176	65,737	65,737	65,737	67,993	59,834	57,848	39,442	59,163	53,904	50,995	59,163	42,729
26	74,850	74,850	66,048	66,048	66,048	68,705	60,460	58,122	39,629	59,443	54,159	51,529	59,443	42,931
27	75,528	75,528	66,359	66,359	66,359	69,421	61,091	58,396	39,816	59,723	54,415	52,066	59,723	43,134
28	76,211	76,211	66,676	66,676	66,676	70,150	61,732	58,675	40,006	60,009	54,675	52,612	60,009	43,340
29+	77,671	77,671	67,661	67,661	67,661	71,592	63,001	59,542	40,597	60,895	55,482	53,694	60,895	43,980

2020-21 Extra Service Pay Schedule

		District	
Odyssey of the Mind	1,620	Elem. Basketball Supervisor	3,860
Extracurricular Assistant	250		
HHS		HHS Continued	
Arts Facilities Manager	5,406	Football- Freshman	6,698
Arts Facilities Assistant Manager	2,555	Football- Freshman Asst.	4,362
Academic Team- FPS	981	Football - Sixty-Minute Club	1,493
Academic Team- HS Asst.	2,060	Football - Sixty-Minute Club	1,493
Academic Team- HS Head	4,138	Football - Sixty-Minute Club	1,493
Archery	2,644	Football - Sixty-Minute Club	1,493
Archery - Assistant	1,020	Football - Sixty-Minute Club	1,493
AV Specialist/Technician	2,911	Golf Boys	2,550
Band- Asst. Director (2/3 Split)	2,759	Golf Girls	2,550
Band- Asst. Director (1/3 Split)	1,379	Green Club	810
Band - Percussion	3,328	History Club/National History Day	981
Band - Color Guard	3,328	Journalism - Newspaper & Magazine	1,834
Band - Winter Guard	2,244	Journalism - Highlander Yearbook	2,987
Band - Winter Percussion	2,244	Intramural Basketball	810
Baseball/Softball Field Maintenance (If not split)	4,000	Junior Class/Prom	1,493
Baseball Field Maintenance	2,000	Literacy Leader- High School	2,645
Baseball	4,966	Literary Magazine - Blueprints	469
Baseball - 10 Year Coach	6,208	Media Specialist - Secondary	2,987
Baseball- Assistant (1/2 Split)	1,275	Mock Trial	981
Baseball- Assistant (1/2 Split)	1,275	National Art Honor Society	469
Baseball- JV	3,789	National English Honor Society	469
Baseball- Freshmen	2,351	National Math Honor Society	469
Basketball - Boys	8,276	National Honor Society	1,493
Basketball - Girls	8,276	National Honor Society	1,493
Basketball - Girls - 10 Year Coach	10,345	Robotics- High School	1,025
Basketball- Assistant Boys	4,543	Robotics- High School	1,025
Basketball- Assistant Girls	2,272	Senior Class/Graduation	1,415
Basketball- Assistant Girls	2,272	Soccer Boys	5,205
Basketball- Freshman Boys	2,265	Soccer Girls	5,205
Basketball- Freshman Boys Asst.	1,653	Soccer- Freshmen Boys	2,222
Basketball- Freshman Girls	3,918	Soccer- Freshmen Girls	2,222
Basketball- JV Boys	5,100	Soccer- JV Boys	3,328
Basketball- JV Girls	5,100	Soccer- JV Girls	3,328
Bowling Coach	2,644	Soccer- Varsity Asst. Boys	2,222
Broadcast Journalism	2,987	Soccer- Varsity Asst. Girls	2,222
Broadcast Journalism - 10 Year Coach	3,734	Soccer Complex Coordinator	3,060
Cheerleading- Freshman	3,000	Softball, Fast Pitch - Freshmen	2,351
Cheerleading- JV	3,000	Softball, Fast Pitch	4,966
Cheerleading- Varsity	4,478	Softball, Fast Pitch- Asst.	2,550
Chess Club - HHS	810	Softball, Fast Pitch- JV	3,789
Cross Country	4,479	Softball Field Maintenance	2,000
Cross Country - 10 Year Coach	5,599	Speech Team - HHS	4,138
Cross Country - Varsity Asst.	1,898	Debate Team - HHS	3,102
Dance Team	4,927	STLP - HHS	810
Dance Team - JV	3,328	Strings - High	810
Dept Chair Business/Tech Ed	2,550	Student Council- High School	1,834
Dept Chair English	5,077	Studio Art	981
Dept Chair FCS	2,175	Swimming	4,479
Dept Chair Health & Phys Ed	2,175	Swimming - 10 Year Coach	5,599
Dept Chair World Languages	3,540	Swimming- Assistant	2,987
Dept Chair Math	5,077	Swimming - Diving	2,000
Dept Chair Science	5,077	Technology Student Assoc. (TSA) Sponsor	810
Dept Chair Social Studies	5,077	Tennis - Girls Head Coach	1,785
Dept Chair Special Ed	3,540	Tennis - Boys Head Coach	1,785
Dept Chair Humanities (Secondary 6-12)	5,077	Tennis - Girls Assistant	1,020
Detention Hall	1,493	Tennis - Boys Assistant	1,020
Detention Hall	1,493	Track Boys	4,138
Drama/Musical - High School	1,691	Track Girls	4,138
Drama/Musical - High School - 10 Year Coach	2,114	Track Girls - 10 Year Coach	5,173
Drama/Musical Assistant - High School	1,000	Track- Assistant Boys	2,550
Drama/Play - High School	1,691	Track- Assistant Girls	2,550
Drama/Play - High School - 10 Year Coach	2,114	Track- Freshman Boys	2,222
Drama/Play Assistant - High School	1,000	Track- Freshman Girls	2,222
Drama/Musical - Extra	1,691	Tri M Music Honors Society (1/2)	235
Asst Drama/Musical - Extra	1,000	Tri M Music Honors Society (1/2)	235
Environothon	810	Vocal Music- High School	2,987
E-Sports Coach	981	Volleyball	4,138
FBLA	810	Volleyball- Freshman	1,898
FCCLA	1,834	Volleyball- JV	2,550
FCCLA - 10 Year Coach	2,293	Unified Sports Coach - Bowling	1,020
Football	16,000	Unified Sports Coach - Track	1,020
Football Asst.	6,698	We the People	981
Football Asst.	6,698	World Language French	469
Football Asst.	6,698	We the People - 10 Year Coach	1,226
Football Asst.	6,698	World Language German	469
Football Asst.	6,698	World Language Spanish	469
Football - Equipment Manager	1,493	Wrestling	2,500

2020-21 Extra Service Pay Schedule

HMS		Johnson	
Academic Team- MS Asst.	1,572	Academic Team Elem - Johnson	1,620
Academic Team- MS Head	3,103	Chess Club - Johnson	810
Athletic Coordinator - HMS	4,159	Girls on the Run - Johnson (1/2 Split)	405
Basketball- 6th Boys-A	1,898	Girls on the Run - Johnson (1/2 Split)	405
Basketball- 6th Boys-B	1,898	Grade Level Leader - K	332
Basketball- 6th Girls-A	1,898	Grade Level Leader - 1	332
Basketball- 6th Girls-B	1,898	Grade Level Leader - 2	332
Basketball- 7th Boys	1,898	Grade Level Leader - 3	332
Basketball- 7th Girls	1,898	Grade Level Leader - 4	332
Basketball- 8th Boys	1,898	Grade Level Leader - 5	332
Basketball- 8th Girls	1,898	Grade Level Leader - Specials	332
Cheerleading- 6th	1,414	Journalism- Johnson	810
Cheerleading- 7th - 1/2 Split	707	Engineering - Johnson	810
Cheerleading- 7th - 1/2 Split	707	Robotics - Johnson	810
Cheerleading- 8th	1,414	STLP - Co-Sponsor - Johnson	405
Chess Club - HMS	810	STLP - Co-Sponsor - Johnson	405
Club - Drama Sponsor	981	Studio Art - Johnson	810
Club - Drama Asst. Sponsor	810	Media Specialist - Elementary	2986.8
Club - Get Fit	810	Vocal Music- Johnson	810.28
Club - KY Youth Assembly (KYA)	810	Moyer	
Club - Book	810	Academic Team Elem - Moyer	1,620
Club - World Language	469	Chess Club - Moyer	810
Club - FCCLA (HMS)	810	Drama - Elementary (1/2 Split)	1,216
Cross Country- Middle School	1,898	Girls on the Run - Moyer (1/2)	405
Cross Country Asst. - Middle School	981	Girls on the Run - Moyer (1/2)	405
Dance Team	2,224	Grade Level Leader - K	332
Dept Chair English	2,005	Grade Level Leader - 1	332
Dept Chair Math	2,005	Grade Level Leader - 2	332
Dept Chair Practical Living	2,005	Grade Level Leader - 3	332
Dept Chair Science	2,005	Grade Level Leader - 4	332
Dept Chair Social Studies	2,005	Grade Level Leader - 5	332
Dept Chair Special Ed	2,005	Grade Level Leader - Specials	332
Detention Hall	2,986	Journalism	810
Drama/Musical-Middle School	1,691	Engineering - Moyer	810
Drama/Musical-Middle School - 10 Year Coach	2,114	Robotics - Moyer	810
Drama/Musical Assistant - Middle School	1,000	STLP - Moyer - 1/2 Split	405
Literacy Leader- 1/3 Split	727	STLP - Moyer - 1/2 Split	405
Literacy Leader- 1/3 Split	727	Studio Art - Moyer	810
Literacy Leader- 1/3 Split	727	Media Specialist - Elementary	2986.8
Intramural Basketball - HMS	810	Vocal Music - Moyer	810
Math Counts	810	Woodfill	
Media Specialist - Secondary	2,987	Academic Team Elem - Woodfill (1/2)	810
Middle School Yearbook	981	Academic Team Elem - Woodfill (1/2)	810
Middler (Newspaper)	981	Academic Team Elem - Woodfill (1/2) - 10 Year Coach	1,013
Robotics- Middle School	2,050	Chess Club - Woodfill	810
Speech Team - HMS	3,103	Drama - Elementary (1/2 Split)	1,216
STLP - HMS	810	Girls on the Run - Woodfill	810
Strings - Middle School	1,493	Grade Level Leader - K	332
Strings - Middle School - 10 Year Coach	1,866	Grade Level Leader - 1	332
Student Council- Middle School	981	Grade Level Leader - 2	332
Studio Art	810	Grade Level Leader - 3	332
Team Leader - 6A	2,005	Grade Level Leader - 4	332
Team Leader - 6B	2,005	Grade Level Leader - 5	332
Team Leader - 7A	2,005	Grade Level Leader - Specials	332
Team Leader - 7B	2,005	Grade Level Leader - Special Ed	332
Team Leader - 8A	2,005	Journalism- Woodfill	810
Team Leader - 8B	2,005	Journalism- Woodfill - 10 Year Coach	1,013
Team Leader - 6/7C	2,005	Engineering - Woodfill	810
Track - Middle School - Boys	1,898	Robotics - Woodfill	810
Track - Middle School - Girls	1,898	STLP - Woodfill	810
Vocal Music- Middle School	1,493	Studio Art - Woodfill	810
Vocal Music- Middle School - 10 Year Coach	1,866	Media Specialist - Elementary	2,987
Volleyball- Middle School	1,898	Unified Sports Coach - Bocce (1/3 Split)	340
Volleyball- Middle School	1,898	Unified Sports Coach - Bocce (1/3 Split)	340
Volleyball- Middle School (6th Grade)	1,423	Unified Sports Coach - Bocce (1/3 Split)	340
		Vocal Music- Woodfill	810

Fort Thomas Independent Schools

Substitute Pay Schedule

Effective 10/19/2020

CERTIFIED SUBSTITUTES

Category		Daily Rate
1	Current Teacher Certification	\$125
2	Bachelor's Degree or Above	\$110
3	64 - 128 College Hours	\$95

The daily rate for a substitute teacher who serves in the same position for a period of 20 or more consecutive days shall be determined by appropriate placement on the current Certified Salary Schedule for regular teachers. This rate shall apply to the total number of days the substitute serves in that particular position.

CLASSIFIED SUBSTITUTES

Classified substitutes will be paid at zero years of experience for the position on the appropriate classified salary schedule.

Fort Thomas Independent Schools

Supplemental Teaching Services Salary Schedule

2020-21 School Year

REGULAR AFTER SCHOOL PROGRAMS (ESS, GIFTED, THEATRICAL SERVICES MGR., OTHER)

Years Exp.	Certified Rate
0-4	\$21.00
5-9	\$25.00
10-15	\$30.00
16-21	\$34.00
22+	\$38.50

SUMMER SCHOOL AND SUMMER ENRICHMENT

Summer School is paid at actual contact hours plus 10% above for planning and preparation. No planning is paid for summer enrichment.

Years Exp.	SUMMER ENRICHMENT		SUMMER SCHOOL (includes 10% planning)
	Certified Rate	Non-Certified Rate	Certified Rate
0-4	\$26.50	\$18.00	\$29.00
5-9	\$31.00	\$18.00	\$34.00
10-15	\$35.00	\$18.00	\$39.00
16-21	\$40.00	\$18.00	\$43.50
22+	\$44.00	\$18.00	\$48.50

WORLD LANGUAGE CLUB

Teachers will be paid \$400 per session. The foreign language sessions will be offered after school at each elementary school for 12 one-hour sessions, one per week.

FITNESS CENTER COORDINATOR/SUBSTITUTE

Fitness Center Coordinator will be paid \$20.00 per hour and the Fitness Center Coordinator Substitute will be paid \$15.00 per hour.

SATURDAY SCHOOL

Teachers will be paid \$25.00 per hour for Saturday school sessions.

PLANNING PERIOD CLASS COVERAGE

Teachers will be paid \$25.00 for each planning period used to cover a class.

CURRICULUM DEVELOPMENT, LITERACY ACADEMY, ETC.

Teachers will be paid \$25.00 per hour for curriculum development work or as incentives for attending selected approved, district-sponsored professional growth activities.

With approval of the professional development coordinator, teachers may use curriculum development work or attendance at selected professional growth sessions as flexible PD credit.

PROFESSIONAL DEVELOPMENT PRESENTER

Teachers who provide professional development for the district shall be paid their hourly rate for preparation time as well as for presentation time. The total number of hours allowed for preparation time cannot exceed the total time for the presentation without written approval from the Superintendent or district professional development coordinator.

Teachers may elect to substitute PD credit in lieu of a stipend for presentation time but not for preparation time.