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Board approved September 27, 2022

Certified Salary Schedule

Base Contract Days	187
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LEVEL	RANK I		RANK II		RANK III	
	Annual Rate	Daily Rate	Annual Rate	Daily Rate	Annual Rate	Daily Rate
0	\$ 46,928	\$ 250.95	\$ 42,680	\$ 228.24	\$ 38,344	\$ 205.05
1	\$ 47,742	\$ 255.31	\$ 43,411	\$ 232.14	\$ 38,991	\$ 208.51
2	\$ 48,158	\$ 257.53	\$ 43,823	\$ 234.35	\$ 39,405	\$ 210.72
3	\$ 48,921	\$ 261.61	\$ 44,435	\$ 237.62	\$ 39,884	\$ 213.28
4	\$ 49,896	\$ 266.82	\$ 45,615	\$ 243.93	\$ 41,364	\$ 221.20
5	\$ 50,802	\$ 271.67	\$ 46,430	\$ 248.29	\$ 42,096	\$ 225.11
6	\$ 51,212	\$ 273.86	\$ 46,844	\$ 250.50	\$ 42,510	\$ 227.33
7	\$ 51,984	\$ 277.99	\$ 47,477	\$ 253.89	\$ 43,040	\$ 230.16
8	\$ 52,497	\$ 280.73	\$ 47,889	\$ 256.09	\$ 43,452	\$ 232.37
9	\$ 52,911	\$ 282.95	\$ 48,305	\$ 258.32	\$ 43,868	\$ 234.59
10	\$ 55,446	\$ 296.50	\$ 51,130	\$ 273.42	\$ 46,830	\$ 250.43
11	\$ 56,459	\$ 301.92	\$ 52,055	\$ 278.37	\$ 47,670	\$ 254.92
12	\$ 56,873	\$ 304.13	\$ 52,473	\$ 280.60	\$ 48,084	\$ 257.13
13	\$ 57,739	\$ 308.76	\$ 53,236	\$ 284.68	\$ 48,746	\$ 260.67
14	\$ 58,439	\$ 312.51	\$ 53,800	\$ 287.70	\$ 49,262	\$ 263.44
15	\$ 58,851	\$ 314.71	\$ 54,212	\$ 289.90	\$ 49,674	\$ 265.64
16	\$ 59,265	\$ 316.92	\$ 54,626	\$ 292.12	\$ 50,088	\$ 267.85
17	\$ 59,679	\$ 319.14	\$ 55,038	\$ 294.32	\$ 50,498	\$ 270.05
18	\$ 60,091	\$ 321.34	\$ 55,452	\$ 296.53	\$ 50,912	\$ 272.26
19	\$ 60,505	\$ 323.55	\$ 55,866	\$ 298.75	\$ 51,328	\$ 274.48
20	\$ 60,917	\$ 325.76	\$ 56,282	\$ 300.97	\$ 51,740	\$ 276.69
21	\$ 61,332	\$ 327.98	\$ 56,694	\$ 303.17	\$ 52,154	\$ 278.90
22	\$ 61,744	\$ 330.18	\$ 57,106	\$ 305.38	\$ 52,566	\$ 281.10
23	\$ 62,160	\$ 332.41	\$ 57,520	\$ 307.59	\$ 52,980	\$ 283.32
24	\$ 62,572	\$ 334.61	\$ 57,932	\$ 309.79	\$ 53,394	\$ 285.53
25	\$ 62,984	\$ 336.81	\$ 58,347	\$ 312.02	\$ 53,808	\$ 287.74
26	\$ 63,568	\$ 339.94	\$ 58,883	\$ 314.88	\$ 54,298	\$ 290.36
27	\$ 64,157	\$ 343.09	\$ 59,425	\$ 317.78	\$ 54,796	\$ 293.03
28	\$ 64,752	\$ 346.27	\$ 59,971	\$ 320.70	\$ 55,297	\$ 295.71
29	\$ 65,349	\$ 349.46	\$ 60,524	\$ 323.66	\$ 55,803	\$ 298.41
30	\$ 66,616	\$ 356.24	\$ 61,691	\$ 329.90	\$ 56,877	\$ 304.15

RANK IV	
Annual Rate	Daily Rate
\$ 37,701	\$ 201.61

RANK V	
Annual Rate	Daily Rate
\$ 30,381	\$ 162.47

Montgomery County Classified Hourly Salary Schedule

2022-2023

Job Title	Days	Hours	TABLE	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
Attendance Monitor	180	8	SLEO	\$13.43	\$13.56	\$13.69	\$13.82	\$13.94	\$14.08	\$14.22	\$14.36	\$14.50	\$14.64	\$14.78	\$14.92	\$15.06	\$15.22	\$15.36	\$15.51	\$15.66	\$15.81	\$15.96	\$16.12	\$16.27	\$16.44	\$16.59	\$16.75	\$16.92	\$17.07	\$17.25	\$17.41	\$17.58	\$17.75	\$17.92
Grounds Monitor	180	8	SLEO	\$13.43	\$13.56	\$13.69	\$13.82	\$13.94	\$14.08	\$14.22	\$14.36	\$14.50	\$14.64	\$14.78	\$14.92	\$15.06	\$15.22	\$15.36	\$15.51	\$15.66	\$15.81	\$15.96	\$16.12	\$16.27	\$16.44	\$16.59	\$16.75	\$16.92	\$17.07	\$17.25	\$17.41	\$17.58	\$17.75	\$17.92
K Law Enforcement Officer	220	8	LEO	\$21.30	\$21.52	\$21.73	\$21.93	\$22.15	\$22.36	\$22.59	\$22.81	\$23.03	\$23.25	\$23.48	\$23.72	\$23.94	\$24.18	\$24.41	\$24.66	\$24.89	\$25.14	\$25.38	\$25.64	\$25.89	\$26.14	\$26.40	\$26.66	\$26.92	\$27.18	\$27.45	\$27.72	\$27.99	\$28.27	\$28.54
PT General Farm Worker			FARM	\$11.34	\$11.45	\$11.54	\$11.67	\$11.76	\$11.89	\$11.99	\$12.12	\$12.23	\$12.37	\$12.49	\$12.60	\$12.72	\$12.83	\$12.96	\$13.09	\$13.20	\$13.31	\$13.45	\$13.59	\$13.72	\$13.85	\$13.99	\$14.12	\$14.26	\$14.41	\$14.53	\$14.65	\$14.78	\$14.93	\$15.06
Custodian	258	8	CUS	\$11.21	\$11.39	\$11.55	\$11.75	\$11.90	\$12.11	\$12.25	\$12.42	\$12.64	\$12.79	\$13.00	\$13.13	\$13.31	\$13.51	\$13.68	\$13.83	\$14.02	\$14.20	\$14.38	\$14.58	\$14.72	\$14.90	\$15.08	\$15.26	\$15.44	\$15.59	\$15.82	\$15.97	\$16.15	\$16.35	\$16.49
@ Assistant Lead Custodian	258	8	ACUS	\$11.36	\$11.55	\$11.71	\$11.91	\$12.05	\$12.26	\$12.41	\$12.57	\$12.80	\$12.94	\$13.15	\$13.29	\$13.46	\$13.68	\$13.83	\$13.99	\$14.18	\$14.35	\$14.54	\$14.74	\$14.88	\$15.06	\$15.23	\$15.42	\$15.59	\$15.76	\$15.98	\$16.12	\$16.31	\$16.50	\$16.65
Lead Custodian	258	8	LCUS	\$11.69	\$11.87	\$12.03	\$12.22	\$12.36	\$12.57	\$12.73	\$12.89	\$13.11	\$13.26	\$13.46	\$13.60	\$13.78	\$13.99	\$14.15	\$14.30	\$14.49	\$14.66	\$14.87	\$15.06	\$15.19	\$15.37	\$15.54	\$15.74	\$15.92	\$16.07	\$16.29	\$16.43	\$16.63	\$16.83	\$16.97
Maintenance Worker I (General)	258	8	WORK	\$12.64	\$12.75	\$12.88	\$13.00	\$13.14	\$13.26	\$13.39	\$13.51	\$13.64	\$13.77	\$13.90	\$14.04	\$14.18	\$14.32	\$14.46	\$14.60	\$14.73	\$14.88	\$15.02	\$15.18	\$15.32	\$15.47	\$15.61	\$15.77	\$15.91	\$16.07	\$16.23	\$16.39	\$16.54	\$16.70	\$16.86
Maintenance Worker II (Skilled)	258	8	LMW	\$14.27	\$14.38	\$14.49	\$14.63	\$14.74	\$14.87	\$15.00	\$15.12	\$15.26	\$15.39	\$15.53	\$15.65	\$15.80	\$15.92	\$16.07	\$16.21	\$16.35	\$16.51	\$16.67	\$16.82	\$16.99	\$17.15	\$17.33	\$17.49	\$17.66	\$17.83	\$18.00	\$18.18	\$18.36	\$18.54	\$18.72
L Maintenance Technician III (Licensed)	258	8	TECH	\$18.36	\$18.53	\$18.70	\$18.87	\$19.04	\$19.21	\$19.40	\$19.58	\$19.75	\$19.94	\$20.11	\$20.30	\$20.50	\$20.68	\$20.87	\$21.07	\$21.25	\$21.46	\$21.66	\$21.86	\$22.06	\$22.27	\$22.47	\$22.68	\$22.90	\$23.10	\$23.29	\$23.54	\$23.76	\$23.98	\$24.20
L Maintenance Technician IV (Team Lead)	258	8	MAIN	\$19.77	\$19.97	\$20.15	\$20.26	\$20.35	\$20.47	\$20.56	\$20.66	\$20.75	\$20.86	\$20.96	\$21.07	\$21.16	\$21.26	\$21.37	\$21.48	\$21.58	\$21.69	\$21.80	\$21.90	\$22.01	\$22.11	\$22.22	\$22.33	\$22.43	\$22.56	\$22.66	\$22.77	\$22.89	\$22.99	\$23.10
Assistant Director of Facilities & Grounds	258	8	ADFC	\$15.29	\$15.42	\$15.55	\$15.68	\$15.82	\$15.95	\$16.09	\$16.23	\$16.38	\$16.51	\$16.66	\$16.79	\$16.94	\$17.08	\$17.25	\$17.39	\$17.54	\$17.69	\$17.85	\$18.00	\$18.16	\$18.32	\$18.48	\$18.64	\$18.81	\$18.96	\$19.13	\$19.31	\$19.48	\$19.65	\$19.82
Computer Maintenance Tech	257	7	TECC	\$17.42	\$17.59	\$17.75	\$17.93	\$18.10	\$18.27	\$18.46	\$18.63	\$18.81	\$19.00	\$19.17	\$19.36	\$19.55	\$19.74	\$19.93	\$20.12	\$20.31	\$20.52	\$20.71	\$20.92	\$21.12	\$21.32	\$21.53	\$21.74	\$21.96	\$22.16	\$22.38	\$22.60	\$22.81	\$23.04	\$23.26
Food Service Worker/Monitor	181	6-7	FSW	\$10.17	\$10.25	\$10.46	\$10.63	\$10.84	\$11.03	\$11.25	\$11.43	\$11.60	\$11.90	\$12.05	\$12.24	\$12.41	\$12.61	\$12.74	\$12.92	\$13.11	\$13.29	\$13.43	\$13.60	\$13.80	\$13.98	\$14.15	\$14.31	\$14.51	\$14.66	\$14.81	\$15.01	\$15.19	\$15.31	\$15.46
Assistant Food Service Manager	181	8	AFSM	\$10.61	\$10.79	\$10.98	\$11.17	\$11.38	\$11.56	\$11.78	\$11.96	\$12.13	\$12.43	\$12.60	\$12.78	\$12.95	\$13.14	\$13.28	\$13.46	\$13.65	\$13.83	\$13.97	\$14.14	\$14.34	\$14.51	\$14.69	\$14.85	\$15.04	\$15.20	\$15.35	\$15.56	\$15.74	\$15.84	\$15.98
Food Service Manager	182	8	FSM	\$11.15	\$11.33	\$11.53	\$11.71	\$11.92	\$12.10	\$12.33	\$12.51	\$12.67	\$12.97	\$13.13	\$13.31	\$13.49	\$13.69	\$13.82	\$14.00	\$14.18	\$14.37	\$14.50	\$14.68	\$14.88	\$15.05	\$15.23	\$15.38	\$15.59	\$15.74	\$15.89	\$16.09	\$16.26	\$16.39	\$16.53
School Nutrition Operations Coordinator	257	8	SNOC	\$15.67	\$15.83	\$15.97	\$16.13	\$16.29	\$16.45	\$16.60	\$16.77	\$16.93	\$17.08	\$17.25	\$17.40	\$17.56	\$17.71	\$17.87	\$18.02	\$18.18	\$18.35	\$18.50	\$18.65	\$18.81	\$18.96	\$19.12	\$19.27	\$19.44	\$19.60	\$19.75	\$19.91	\$20.06	\$20.22	\$20.38
School Nutrition Administrative Coordinator	257	8	SNAC	\$15.67	\$15.83	\$15.97	\$16.13	\$16.29	\$16.45	\$16.60	\$16.77	\$16.93	\$17.08	\$17.25	\$17.40	\$17.56	\$17.71	\$17.87	\$18.02	\$18.18	\$18.35	\$18.50	\$18.65	\$18.81	\$18.96	\$19.12	\$19.27	\$19.44	\$19.60	\$19.75	\$19.91	\$20.06	\$20.22	\$20.38
Bus Driver	#	#	BUS	\$13.62	\$13.81	\$13.99	\$14.17	\$14.34	\$14.53	\$14.69	\$14.87	\$15.06	\$15.21	\$15.41	\$15.58	\$15.76	\$15.93	\$16.10	\$16.28	\$16.46	\$16.54	\$16.60	\$16.73	\$16.81	\$16.92	\$16.99	\$17.07	\$17.16	\$17.35	\$17.52	\$17.69	\$17.85	\$18.02	\$18.20
Bus Monitor (Hired prior to 07.01.2018)	#	#	BUSS	\$10.72	\$10.92	\$11.07	\$11.28	\$11.93	\$12.20	\$12.33	\$12.56	\$12.69	\$12.80	\$13.52	\$13.83	\$13.93	\$14.17	\$14.42	\$14.51	\$14.63	\$14.68	\$14.89	\$14.99	\$15.08	\$15.23	\$15.34	\$15.48	\$15.58	\$15.70	\$15.82	\$15.92	\$16.04	\$16.17	\$16.34
Bus Monitor (Hired on/after 07.01.2018)	#	#	BUSM	\$9.78	\$10.00	\$10.13	\$10.32	\$10.98	\$11.25	\$11.37	\$11.61	\$11.73	\$11.86	\$12.58	\$12.86	\$13.00	\$13.24	\$13.44	\$13.56	\$13.70	\$13.80	\$13.91	\$14.05	\$14.15	\$14.28	\$14.41	\$14.53	\$14.63	\$14.73	\$14.89	\$14.99	\$15.11	\$15.27	\$15.41
A Mechanic I	258	8	MECH	\$16.18	\$16.45	\$16.71	\$16.97	\$17.23	\$17.49	\$17.75	\$18.01	\$18.27	\$18.54	\$18.80	\$19.06	\$19.32	\$19.59	\$19.84	\$20.10	\$20.36	\$20.63	\$20.89	\$21.15	\$21.41	\$21.68	\$21.93	\$22.19	\$22.45	\$22.72	\$22.98	\$23.24	\$23.50	\$23.77	\$24.03
A Lead Mechanic	258	8	LMEC	\$20.36	\$20.63	\$20.89	\$21.15	\$21.41	\$21.68	\$21.93	\$22.30	\$22.57	\$22.84	\$23.06	\$23.27	\$23.44	\$23.65	\$23.81	\$23.96	\$24.15	\$24.32	\$24.51	\$24.68	\$24.86	\$25.04	\$25.22	\$25.38	\$25.55	\$25.75	\$25.92	\$26.14	\$26.32	\$26.53	\$26.77
Assistant Transportation Director	258	8	ATD	\$16.57	\$16.71	\$16.85	\$16.99	\$17.13	\$17.29	\$17.43	\$17.58	\$17.73	\$17.88	\$18.03	\$18.19	\$18.35	\$18.51	\$18.66	\$18.83	\$18.99	\$19.15	\$19.32	\$19.49	\$19.66	\$19.83	\$20.00	\$20.18	\$20.35	\$24.17	\$24.35	\$24.51	\$24.69	\$24.86	\$25.08

Driver Trainer - paid \$1 above regular driver hourly rate for number of hours worked as driver trainer
 Food Service Catering - paid \$1 above regular hourly rate for number of hours worked as catering

B	Bachelors Degree Required	@	Phase-out
L	Requires Journeyman License. If Approved Master License paid \$2.50 per hour above scale	#	Hours, Days etc may vary due to limitations of grants/other etc.
M	Masters Degree Required	*	Instructional Assistant scale includes: Childcare Monitors & Alternative, Intervention, Instructional, KECSAC, Kindergarten, Library, Office Preschool, Special Education Assistants
PT	Part-time	**	Secretary scale includes: Alternative, Central Office, Guidance, Principal Assistants
		***	Program Assistant scale includes: Central Office, DPP, Maintenance, Technology, Transportation, Curriculum/Special Education
K	Based upon availability of KLEPPF funding, all Law Enforcement personnel will be paid at a rate of up to \$4000 each or \$2.27 per hour. KLEPPF rate changes will cause officer salaries/hourly rate adjustments. Salaries and hourly rates will be listed at rate above if KLEPPF not available. KLEPPF=Kentucky Law Enforcement Foundation Program Fund	A	ASE Certified Mechanic - First 2 areas approved \$1.00 per hour for each, for next three areas they receive stipend of \$0.50 per hour for each. Upon completion of the six areas (not 57), the candidate will be considered a master school bus technician (areas 1-6 completed) and will be paid 5.00 per hour. Areas include 51 - Body Systems & Special Equipment, 52 - Diesel Engines, 53 - Drive Train, 54 - Brakes, 55 - Suspension & Steering, 56 - Electrical/Electronic Systems, and 57 - Air Conditioning Systems & Controls. Prior approval and evidence of completion should be submitted to Central Office.

Montgomery County Classified Salary Schedule
2022-2023

Job Title	Days	Hours	TABLE	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
Director of Childcare	235	8	CCD	\$42,540	\$42,966	\$43,395	\$43,829	\$44,268	\$44,710	\$45,158	\$45,608	\$46,065	\$46,526	\$46,990	\$47,461	\$47,935	\$48,414	\$48,899	\$49,389	\$49,881	\$50,380	\$50,884	\$51,393	\$51,907	\$52,426	\$52,950	\$53,480	\$54,015	\$54,554	\$55,089	\$55,614	\$56,143	\$56,678	\$57,220
Director of Facilities & Grounds	258	8	DFG	\$60,567	\$61,160	\$61,745	\$62,039	\$62,337	\$62,636	\$62,936	\$63,237	\$63,539	\$63,843	\$64,150	\$64,457	\$64,766	\$65,077	\$65,389	\$65,703	\$66,018	\$66,335	\$66,653	\$66,973	\$67,295	\$67,618	\$67,942	\$68,269	\$68,596	\$68,926	\$69,257	\$69,590	\$69,924	\$70,261	\$70,599
B,C Director of Finance	257	8																																
Director of Food Service	257	8	FSD	\$50,962	\$51,429	\$51,900	\$52,377	\$52,858	\$53,345	\$53,834	\$54,331	\$54,831	\$55,337	\$55,848	\$56,363	\$56,884	\$57,410	\$57,942	\$58,478	\$59,021	\$59,568	\$60,121	\$60,681	\$61,244	\$61,813	\$62,390	\$62,970	\$63,558	\$64,151	\$64,749	\$65,354	\$65,965	\$66,582	\$67,206
B,K Director of Law Enforcement	220	8	DLE	\$45,718	\$46,176	\$46,638	\$47,103	\$47,575	\$48,050	\$48,532	\$49,016	\$49,507	\$50,001	\$50,502	\$51,007	\$51,517	\$52,031	\$52,552	\$53,077	\$53,608	\$54,144	\$54,685	\$55,232	\$55,785	\$56,343	\$56,906	\$57,475	\$58,050	\$58,630	\$59,217	\$59,809	\$60,407	\$61,012	\$61,621
Director of Transportation	258	8	TDIR	\$50,962	\$51,429	\$51,900	\$52,377	\$52,858	\$53,345	\$53,834	\$54,331	\$54,831	\$55,337	\$55,848	\$56,363	\$56,884	\$57,410	\$57,942	\$58,478	\$59,021	\$59,568	\$60,121	\$60,681	\$61,244	\$61,813	\$62,390	\$62,970	\$63,558	\$64,151	\$64,749	\$65,354	\$65,965	\$66,582	\$67,206
B,C MTSS Coordinator	200	8																																
M Occupational Therapist	190	8	OT	\$53,968	\$54,264	\$55,308	\$55,860	\$56,420	\$56,984	\$57,554	\$58,129	\$58,711	\$59,298	\$59,890	\$60,489	\$61,093	\$61,705	\$62,322	\$62,946	\$63,575	\$64,211	\$64,853	\$65,502	\$66,156	\$66,817	\$67,486	\$68,161	\$68,842	\$69,532	\$70,226	\$70,928	\$71,638	\$72,355	\$73,078
M Physical Therapist	190	8	PT	\$53,968	\$54,264	\$55,308	\$55,860	\$56,420	\$56,984	\$57,554	\$58,129	\$58,711	\$59,298	\$59,890	\$60,489	\$61,093	\$61,705	\$62,322	\$62,946	\$63,575	\$64,211	\$64,853	\$65,502	\$66,156	\$66,817	\$67,486	\$68,161	\$68,842	\$69,532	\$70,226	\$70,928	\$71,638	\$72,355	\$73,078
Technology Specialist/CIO	257	8	CIO	\$50,962	\$51,429	\$51,900	\$52,377	\$52,858	\$53,345	\$53,834	\$54,331	\$54,831	\$55,337	\$55,848	\$56,363	\$56,884	\$57,410	\$57,942	\$58,478	\$59,021	\$59,568	\$60,121	\$60,681	\$61,244	\$61,813	\$62,390	\$62,970	\$63,558	\$64,151	\$64,749	\$65,354	\$65,965	\$66,582	\$67,206

B	Bachelors Degree Required		@	Phase-out
L	Requires Journeyman License. If Approved Master License paid \$2.50 per hour above scale		#	Hours, Days etc may vary due to limitations of grants/other etc.
M	Masters Degree Required		*	Instructional Assitant scale includes: Childcare Monitors & Alternative, Intervention, Instructional, KECSAC, Kindergarten, Library, Office Preschool, Special Education Assistants
PT	Part-time		**	Secretary scale includes: Alternative, Central Office, Guidance, Principal Assistants
C	Rank & Experience Based on Certified Salary Schedule		***	Program Assistant scale includes: Central Office, DPP, Maintenance, Technology, Transportation, Curriculum/Special Education
K	Based upon availability of KLEFPF funding, all Law Enforcement personnel will be paid at a rate of up to \$4000 each or \$2.27 per hour. KLEFPF rate changes will cause officer salaries/hourly rate adjustments. Salaries and hourly rates will be listed at rate above if KLEFPF not available. KLEFPF=Kentucky Law Enforcement Foundation Program Fund		A	ASE Certified Mechanic - First 2 areas approved \$1.00 per hour for each, for next three areas they receive stipend of \$0.50 per hour for each. Upon completion of the six areas (not S7), the candidate will be considered a master school bus technician (areas 1-4 completed) and will be paid 5.00 per hour. Areas include S1 – Body Systems & Special Equipment, S2 – Diesel Engines, S3 – Drive Train, S4 – Brakes, S5 – Suspension & Steering, S6 – Electrical/Electronic Systems, and S7 – Air Conditioning Systems & Controls. Prior approval and evidence of completion should be submitted to Central Office.

Certified Substitutes 2022-2023	
Teaching Certification	\$ 140
Bachelor's Degree+	\$ 120
64+ College Hours	\$ 100

Each substitute must hold regular certification or an emergency certification from the State Department of Education. A substitute teacher holding regular certification and a valid endorsement for the specialized subject taught at the secondary level or appropriate certification for the elementary level will receive the regular pay of a teacher for his/her rank and experience after the teacher has taught the same class for twenty continuous days. The change in salary is not retroactive and begins on day 21.

CLASSIFIED SUBSTITUTES

Classified Substitutes shall be paid at level 0 hourly rate for the position worked.

*Based upon availability of federal childcare assistance due to COVID 19 Pandemic, all childcare workers and supervisors will be paid an extra supplemental pay of \$3000 per year, which may be paid at an hourly rate.

Leadership Responsibility Factor

Position	Contract Days	Stipend Amount
High School Principal	240	\$ 20,000.00
High School Assistant Principal	230	\$ 8,200.00
Middle School Principal	240	\$ 17,000.00
Middle School Assistant Principal	230	\$ 7,000.00
Elementary School Principal	240	\$ 15,000.00
Elementary School Assistant Principal	210	\$ 3,000.00
Curriculum Resource Teacher	NA	\$ 3,000.00

Central Office/District	Contract Days	Stipend Amount
Deputy Superintendent of Support Operations	240	\$ 25,000.00
Chief Academic Officer	240	\$ 22,000.00
Director of Finance**	257	\$ 18,000.00
Director of Curriculum, Instruction, and Assessment	240	\$ 18,000.00
Director of Pupil Personnel	240	\$ 18,000.00
Director of Special Education	240	\$ 18,000.00
Assistant Director of Special Education	210	\$ 10,000.00
Director of Alternative Services	240	\$ 10,000.00

**Rank and Experience based on 187 day certified salary. Masters of Business Administration and/or Certified Public Accountant will earn additional stipend of \$3,000.00

EXTRA DUTY POSITION	STIPEND AMOUNT
Black Achievers Program Coordinator (2)	\$1,500.00
District Academic Team Coordinator	\$5,500.00
District ESL Coordinator	\$2,310.00
District Gifted/Talented Coordinator	\$3,000.00
District Health Coordinator	\$3,452.00
District Strength and Conditioning Coach	\$4,000.00
District Student Information System Coordinator	\$3,452.00
Doctorate (Education or Philosophy)	\$3,000.00
National Board Certification	\$3,000.00
Student Placement Coordinator- KECSAC Schools	\$2,000.00
Wellness Stipend*	\$650.00

(e.g. daytime waiver):	RATE OF PAY
Academic Instruction - Certified & Homeschool Staff	Regular Hourly Rate up to \$25
Certified Substitutes RANK IV & V	\$15 per hour
Rank I, II, III - 0 yrs experience	\$20 per hour
Non-Academic Instruction (Certified & Classified who have at least 1 year experience)	\$12 per hour
Student Supervisor (Certified, includes Saturday School, After School Detention, Field Trip Supervisor, Music Accompanist, etc.)	\$20 per hour
Spanish Interpreter	\$20 per hour
Special Education Services Needed Beyond Contract(OT, Diagnosticians, Preschool, Psychologists, etc.) Must be pre-approved by the Director of Special Education	Regular Hourly Rate up to Daily Rate

PROFESSIONAL DEVELOPMENT:	RATE OF PAY
P.D. Presenter for 1 day (.5 hour of planning per hour of instruction)	\$25 per hour
P.D. Presenter for 1/2 day	\$25 per hour (Up to 2 hours planning)
Mandatory Professional Development attendance above required hours	Regular hourly rate up to \$25

SUMMER COORDINATOR PAY	RATE OF PAY
Rate only applies to employees who are not contracted to perform other duties during this time.	Regular hourly rate up to \$25
	5 hrs planning per week of camp/program

OTHER	RATE OF PAY
Teaching Extra Class	\$3500 per class
Youth Workers (high school)	State and Approved Minimum Wage

College Students employed as Instructional Assistants	Substitute Instructional Assistant Rate
Community Instructors/Special Events Workers/Ticket Takers	\$12 Per Hour
Other Non-School Employees 21 or older	Instructional Assistant (Level 0)
All Substitute Instructional Assistants	Substitute Instructional Assistant Rate
Classified Employees	Regular rate of pay set for position + Overtime over 40 hours
Psychologist Interns	Rank III Level 0 Pay & No Extended days
Speech Language Pathologist Assistant	Rank III Level 0 Pay & No Extended days
Migrant Recruiter/Advocate	Paid at Rank and Experience. May be limited on days and prorated accordingly.

Staff working less than the prescribed hours, with supervisor approval, will be pro-rated based on the time worked.

*Funded by School Nutrition

Deeper Learning Teacher Leader Stipend funded by CKEC Grant 2022-2023 - \$1500 2023-2024 - \$1500 2024-2025 - \$2000

Special Education and Exceptional Children

Position	Hired Prior to July 1, 2018	Hired After July 1, 2018
Speech Language Pathologist	\$1,500.00	\$0.00
Speech Language Pathologist Salary Supplement *given only when funded in state budget as approved by legislature	\$2,000.00	\$2,000.00
LBD Teachers	\$69.00	\$0.00
FMD Teachers	\$69.00	\$0.00
Speech/Language Pathologists	\$69.00	\$0.00
Speech/Language Pathologist Assistant	\$69.00	\$0.00
Teacher for the Hearing Impaired	\$69.00	\$0.00
Teacher for the Visually Impaired	\$69.00	\$0.00

Extended Days

Position	Hired Prior to July 1, 2018	Hired After July 1, 2018
Band Director - High		15
Band Assistant Director - High		10
Choir Director - High		10
District Orchestra Director (2)		5
Guidance Counselor - High	20	20
Guidance Counselor - Elementary & Middle	18	18
JROTC- High	53	33
KECSAC Teacher		\$25/hour, 33 days, 4 hours/day
Librarian/Media Specialist	18	18
MTSS Coordinator**		13
School Psychologist	13	13
Technology Integration Specialist		33
Agriculture Teacher	53	53
Business(includes Marketing) Teacher	5	5
Consumer Science Teacher	5	5
**Rank and Experience based on 187 day certified salary.		

Extra Duty--High School Athletics	Stipend Amount Started Prior to July 1, 2016	Stipend Amount Hired After July 1, 2016
High School Athletic Director		\$ 11,000.00
Administrative Assistant for MS & HS Athletics		\$ 1,500.00
High School Assistant Athletic Director for Game Coverage		\$ 2,000.00
Archery Head Coach		\$ 3,000.00
Archery Assistant Coach		\$ 2,000.00
Baseball Head Coach		\$ 7,500.00
Baseball Assistant Coach (3)		\$ 2,200.00
Basketball Boys Head Coach		\$ 11,000.00
Basketball Boys Assistant Coach (JV Head)		\$ 3,500.00
Basketball Boys Assistant Coach (Freshman Head)		\$ 2,500.00
Basketball Boys Assistant Coach (V, JV, Freshman)		\$ 2,000.00
Basketball Girls Head Coach		\$ 11,000.00
Basketball Girls Assistant Coach (JV Head)		\$ 3,500.00
Basketball Girls Assistant Coach (Freshman Head)		\$ 2,500.00
Basketball Girls Assistant Coach (V, JV, Freshman)		\$ 2,000.00
Bass Fishing Head Coach		\$ 5,200.00
Bass Fishing Assistant Coach		\$ 2,000.00
Bowling Boys Head Coach	\$ 5,200.00	\$ 3,000.00
Bowling Girls Head Coach		\$ 3,000.00
Bowling Boys/Girls Assistant Coach	\$ 2,900.00	\$ 1,000.00
Cheerleader Head Coach	\$ 5,200.00	\$ 5,200.00
Cheerleader Assistant Coach (2 including spirit)		\$ 2,000.00
Cross Country Head Coach		\$ 3,000.00
Cross Country Assistant Coach (3)		\$1,500.00 (2) \$1,000.00 (1)
E-Sports Head Coach		\$ 1,500.00
Football Head Coach		\$ 11,000.00
Football Assistant Head Coach		\$ 3,500.00
Football Assistant Coaches including Freshman (5)		\$ 2,000.00
Football Assistant Coach, Winn Funds (3*)		\$ 2,000.00
Golf Boys Head Coach		\$ 3,000.00
Golf Girls Head Coach	\$ 5,200.00	\$ 3,000.00
Golf Assistant Coach (Shared Boys/Girls)		\$ 1,000.00
Soccer Boys Head Coach		\$ 7,500.00
Soccer Boys Assistant Coach (2)	\$ 2,900.00	\$ 2,200.00
Soccer Girls Head Coach		\$ 7,500.00
Soccer Girls Assistant Coach (2)		\$ 2,200.00

Softball Head Coach		\$	7,500.00	
Softball Assistant Coach (3)		\$	2,200.00	
Swim Team Head Coach	\$	5,200.00	\$	3,000.00
Swim Team Assistant Coach		\$	2,000.00	
Tennis Boys Head Coach	\$	5,200.00	\$	3,000.00
Tennis Girls Head Coach	\$	5,200.00	\$	3,000.00
Tennis Assistant Coach (Shared Boys/Girls)		\$	1,000.00	
Ticket Managers (Total \$5700 stipend amount can be split among multiple people and prorated accordingly.)	\$	2,900.00	\$	5,700.00
Track Head Coach	\$	5,200.00	\$	3,000.00
Track Assistant Coach (4)		\$	1,500.00	
Volleyball Head Coach		\$	5,200.00	
Volleyball Assistant Coach (3)		\$	2,000.00	
Weight Lifting/Conditioning		\$	2,000.00	
Wrestling Head Coach		\$	5,200.00	
Wrestling Assistant Coach (2)		\$	2,000.00	

*Pending participants of 90+, a third position may be added to be reviewed annually.

With prior approval, positions may be split equally as long as duties are divided equally.

Extra Duty--High School Academics	Stipend Amount
Academic Team Coach	\$ 5,200.00
Academic Team Assistant Coach	\$ 2,000.00
Annual/Yearbook Sponsor	\$ 1,400.00
Band Director*	\$ 5,000.00
Band Assistant Director*	\$ 2,500.00
Band Performance Instructor (3) 2*	\$ 1,400.00
Assistant Band Performance Instructor (2) 1*	\$ 1,000.00
Beta Club Sponsor	\$ 1,000.00
Building Assessment Coordinator/Program Review Coordinator	\$ 2,000.00
Chess Team Head Coach	\$ 2,000.00
Chorus Director*	\$ 2,900.00
Co-Ed-Y/KYA/KUNA Sponsor	\$ 1,960.00
Department Head Agriculture	\$ 600.00
Department Head English	\$ 600.00
Department Head Foreign Language	\$ 600.00
Department Head Guidance	\$ 600.00
Department Head Health & Physical Education	\$ 600.00
Department Head Math	\$ 600.00
Department Head Music, Arts & Humanities	\$ 600.00
Department Head Science	\$ 600.00
Department Head Social Studies	\$ 600.00
Educational Theatre Association/International Thespian Society Sponsor	\$ 2,000.00
Educational Theatre Association/International Thespian Society Assistant Sponsor	\$ 1,000.00
ESS Coordinator	\$ 2,400.00
Gifted and Talented Education School Coordinator	\$ 2,310.00
Key Club Sponsor (Kiwanis funds)	\$ 600.00
Mock Trial Team Head Coach	\$ 5,200.00

Mock Trial Team Assistant Coach	\$ 2,900.00
National Honor Society Advisor	\$ 1,000.00
Newspaper Sponsor	\$ 1,400.00
Orchestra Director*	\$ 2,900.00
Prom/Project Prom- "Drug & Alcohol Free" Sponsor (2)	\$ 1,400.00
Prom/Project Prom Assistant Sponsor	\$ 600.00
Senior Class Activities Sponsor (Graduation)	\$ 600.00
Spring Musical Director	\$ 4,000.00
Spring Musical Assistant Director/Accompanist	\$ 1,600.00
Spring Musical Vocal Director	\$ 1,400.00
Spring Musical Orchestra Director	\$ 1,400.00
Spring Musical Drama Set Coordinator	\$ 1,400.00
Spring Musical Makeup Artist	\$ 800.00
STC Coordinator	\$ 1,250.00
STLP Head Coach	\$ 1,000.00
STLP Assistant Coach	\$ 500.00
Student Council Sponsor	\$ 520.00
Technical Preparation Coordinator	\$ 1,200.00
Vocational Coordinator	\$ 1,200.00
Teaching During Planning or Before/After School Classes MCHS (per class)	\$ 3,500.00

With prior approval, positions may be split equally as long as duties are divided equally.

Extra Duty--Middle School Athletics	Stipend Amount
Middle School Athletic Director	\$ 4,000.00
Middle School Assistant Athletic Director for Game Coverage	\$ 1,000.00
Baseball-Boys Head Coach	\$ 3,000.00
Baseball-Boys Assistant Coach	\$ 1,500.00
Basketball - Boys 6th Grade Coach	\$ 2,000.00
Basketball - Boys 7th Grade Coach	\$ 2,000.00
Basketball - Boys 8th Grade Coach	\$ 3,000.00
Basketball - Girls 6th Grade Coach	\$ 2,000.00
Basketball - Girls 7th Grade Coach	\$ 2,000.00
Basketball - Girls 8th Grade Coach	\$ 3,000.00
Cheerleader Head Coach	\$ 3,000.00
Cheerleader Assistant Coach (2)	\$ 1,500.00
Football - 7th and 8th Grade Head Coach	\$ 3,000.00
Football - 7th and 8th Grade Assistant Coach (3)	\$ 1,500.00
Soccer Girls Head Coach- 7th & 8th	\$ 3,000.00
Soccer Boys Head Coach- 7th & 8th	\$ 3,000.00
Soccer Boys Assistant Coach- 7th & 8th	\$ 1,500.00
Soccer Girls Assistant Coach- 7th & 8th	\$ 1,500.00
Softball-Girls Head Coach	\$ 3,000.00
Softball-Girls Assistant Coach	\$ 1,500.00
Ticket Managers (Total \$4,000 stipend amount can be split among multiple people and prorated accordingly.)	\$ 4,000.00
Track Head Coach	\$ 3,000.00
Track Assistant Coach (2)	\$ 1,500.00
Volleyball - 7th and 8th Grade Head Coach	\$ 3,000.00
Volleyball - 7th and 8th Grade Assistant Coach (2)	\$ 1,500.00
Wrestling Head Coach	\$ 3,000.00
Wrestling Assistant Coach (2)	\$ 1,500.00

With prior approval, positions may be split equally as long as duties are divided equally.

Extra Duty--Middle School Academics	Stipend Amount
Academic Team Head Coach	\$ 5,000.00
Academic Team Assistant Coach	\$ 2,200.00
Band Department Chair Music	\$ 600.00
Beta Club Sponsor	\$ 600.00
Building Assessment Coordinator/Program Review Coordinator	\$ 2,000.00
Chess Team Head Coach	\$ 1,000.00
ESS Coordinator	\$ 1,600.00
Mock Trial	\$ 3,000.00
Musical Director	\$ 2,000.00
Musical Assistant Director	\$ 800.00
Musical Vocal Director	\$ 700.00
Musical Set Design	\$ 700.00
STC Coordinator	\$ 1,250.00
STLP Coach	\$ 1,000.00
STLP Assistant Coach	\$ 500.00
Team Coordinators (6)	\$ 600.00
Y Club Sponsor	\$ 600.00
Yearbook Sponsor	\$ 600.00
Extra Duty --Elementary	Stipend Amount
Academic Team Head Coach	\$ 1,850.00
Academic Team Assistant Coach	\$ 1,200.00
Building Assessment Coordinator/Program Review Coordinator	\$ 1,450.00
ESS Coordinator	\$ 650.00
STC Coordinator	\$ 1,250.00
STLP Head Coach - KETS	\$ 1,000.00
STLP Assistant Coach - KETS	\$ 500.00
Yearbook	\$ 300.00
Title I Lead Teacher (paid by each school's Title I allocation)	\$ 1,000.00

With prior approval, positions may be split equally as long as duties are divided equally.