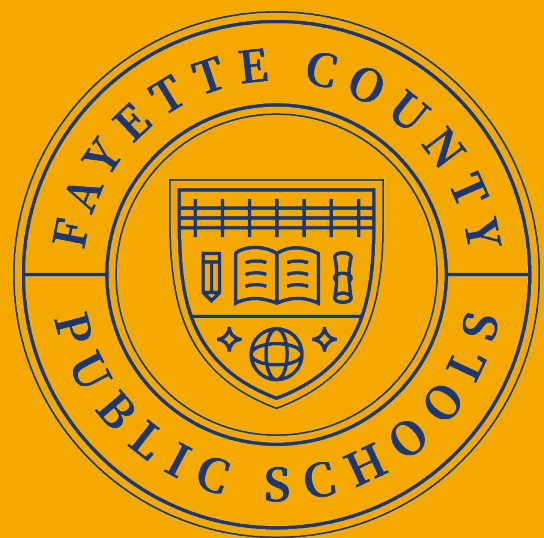

Fayette County Public Schools

2023-2024 Salary Schedule

Prepared by
The Office of Budget & Financial Planning
Effective July 1, 2023



Certified Salary Schedule 2023-2024

This salary schedule is based on the implementation of a compensation study. Certified employees received a minimum 4% increase for the 2023-2024 school year.

Step	Rank 3.1 (AB)	Rank 3.2 (AB+15)	Rank 2.1 (MA)	Rank 2.2 (MA+15)	Rank 1.1 (MA+30)	Rank 1.2 (PhD)
	189 Days	189 Days	189 Days	189 Days	189 Days	189 Days
0	50,085	51,338	53,904	55,252	58,015	60,915
1	50,962	52,236	54,848	56,219	59,030	61,981
2	51,854	53,150	55,808	57,203	60,063	63,066
3	52,761	54,080	56,784	58,204	61,114	64,170
4	53,685	55,027	57,778	59,222	62,184	65,293
5	55,295	56,677	59,511	60,999	64,049	67,251
6	56,263	57,669	60,553	62,067	65,170	68,428
7	57,247	58,678	61,612	63,153	66,310	69,626
8	58,249	59,705	62,691	64,258	67,471	70,844
9	59,268	60,750	63,788	65,382	68,651	72,084
10	61,047	62,573	65,701	67,344	70,711	74,247
11	61,962	63,511	66,687	68,354	71,772	75,360
12	62,892	64,464	67,687	69,379	72,848	76,491
13	63,835	65,431	68,702	70,420	73,941	77,638
14	64,793	66,412	69,733	71,476	75,050	78,803
15	66,736	68,405	71,825	73,621	77,302	81,167
16	67,737	69,431	72,902	74,725	78,461	82,384
17	68,753	70,472	73,996	75,846	79,638	83,620
18	69,785	71,529	75,106	76,983	80,832	84,874
19	70,831	72,602	76,232	78,138	82,045	86,147
20	72,956	74,780	78,519	80,482	84,506	88,732
21	74,051	75,902	79,697	81,689	85,774	90,063
22	75,161	77,040	80,892	82,915	87,061	91,414
23	76,289	78,196	82,106	84,159	88,366	92,785
24	77,433	79,369	83,337	85,421	89,692	94,176
25	79,756	81,750	85,838	87,983	92,383	97,002
26	80,953	82,976	87,125	89,303	93,768	98,457
27	82,167	84,221	88,432	90,643	95,175	99,934
28	83,399	85,484	89,758	92,002	96,602	101,433
29	84,650	86,767	91,105	93,382	98,052	102,954
30	85,920	88,068	92,471	94,783	99,522	104,498

Rank IV (189 Days) \$41,452

Rank V (189 Days) \$35,980

Beginning with the 2003-2004 school year, retired teachers will be placed on the approved Teacher Salary Schedule with their appropriate degree and not more than 20 years of experience. For retirees working under the provisions of the Daily Wage Threshold, placement on the salary schedule will be in the cell closest, but not to exceed, their maximum earning levels as allowed by KTRS. One (1) year of experience credit step-up requires a minimum of 140 days employed per KRS 157.320. Exempt employees are also paid on this salary schedule.

Rank compensated will be determined by EPSB.

Approved: May 22, 2023

Effective: July 1, 2023

2023-2024 Teachers' Salary Schedule

Experience Credit for Salary Calculations:

New hires will be given a maximum credit of twenty years (20) teaching experience outside Fayette County Public School system*. This experience must have been in a school approved by the accrediting authority in the state in which the professional experience was rendered.

This salary schedule is for 189 days - 9.5 months. In accordance with KRS 157.320, a teacher who is employed by a board for at least one hundred forty (140) days of a school year and who performs teaching duties for the equivalent of at least seventy (70) full school days during that school year, regardless of the schedule on which those duties were performed, shall be credited with one (1) year of experience. A teacher who is employed by a board for at least one hundred forty (140) days during each of two (2) school years and who performs teaching duties for the equivalent of at least seventy (70) full school days during those years shall be credited with one (1) year of experience.

Education Credit for Salary Calculations:

Credits and/or rank change to be considered in determining the salary of a teacher must be completed prior to September 15th of the current school year with appropriate documentation (listed in the table below) submitted to the Department of Human Resources by the last day of school before the winter break of the current school year.

Rank 2 - A thirty-two hour planned Fifth Year Program or a Master's Degree accepted by Education Professional Standards Board as sufficient to issue the employee a Rank 2 certificate.

Rank I - A thirty-hour planned program approved by the institution attended and accepted by the Education Professional Standards Board as sufficient to issue the employee a Rank I certificate.

Rank Change	Required Documents
Bachelors plus 15 hours (Rank 3.2)	Official Transcript of 15 graduate hours and current valid KY teaching certificate on file with the district
Masters (Rank 2.1)	Official degree awarded transcript and original Rank 2 KY certificate
Masters plus 15 hours (Rank 2.2)	Official transcript of 15 graduate hours above masters, and current valid Rank 2 KY certificate on file with the district
Masters + 30 (Exempt classified personnel)	Official transcripts of 30 graduate hours above masters that pertain to current classified position
Rank I (Rank 1.1) (Certified personnel)	Official transcripts of Rank 1 grad hours or additional master's degree and current valid Rank 1 KY teaching certificate on file with district
PHD (Rank 1.2) (Certified)	Official degree awarded transcript and current valid Rank 1 KY certificate on file with the district
PHD (Rank 1.2) (Exempt classified)	Official degree awarded transcripts that pertain to the current classified position in the district

The increase in salary for each "plus 15" level is based on graduate semester hours of training and such semester hours cannot be a part of the requirements for the previous degree or rank. Transcripts must indicate that the additional 15 hours were outside of the degree or rank. Graduate coursework completed at the same time as your Masters or degree program will not be considered for the "plus 15".

In accordance with HB 940, the Kentucky Education Reform Act, and its corresponding funding provision, SEEK (Support Education Excellence in Kentucky), any teacher who has a higher rank certified by the Division of Teacher Certification effective after September 15 shall not be entitled to the salary at the higher rank until the beginning of the next school year. Graduate semester hours earned at the AB+15 or MA+15 pay levels effective after September 15 shall not be entitled to the salary at the higher pay level until the beginning of the next school year.

In accordance with KRS 157.420, salary expenditures shall be paid only for teachers holding properly authorized certificates.

Retired teachers will be paid from the approved Teacher Salary schedule based on their Daily Wage Threshold established by KTRS.

Certified and Classified Salaried positions follow the guidelines outlined in the "Teacher's Salary Schedule" unless there is a separate salary schedule approved for that specific position such as Occupational Therapist, Physical Therapist or Board Certified Behavior Analyst.

2023-2024 Teachers' Salary Schedule

Salary notices are sent to employees prior to winter break to verify current salary levels. Any errors should be reported to the Human Resources Department. It is the employee's responsibility to provide documentation to Human Resources for salary changes. All underpaid salaries and deductions related to district level errors are retroactive a maximum of two school years.

National Board Certification - KRS 157.395 requires local districts to pay an annual salary supplement of \$2,000 to teachers who attain National Board for Professional Teaching Standards certification and are employed as teachers or mentors in the field of their national certification.

Teachers/mentors must be teaching or mentoring in the subject and age range of their NBPTS certification for 50% or more of their time. Teachers who meet those criteria are eligible for the \$2,000 annual salary supplement for the life of the NBPTS certificate. Principals will receive an annual verification form to sign documenting this criterion.

New National Board Teachers must submit the appropriate EPSB application, processing fee, and National Board approval letter or their new National Board Rank 1 KY certificate and the National Board approved letter prior to the last day of school in the first semester to receive the salary increase and stipend for the current school year. Salary increase will take effect after the new Rank I certificate and National Board letter are received.

Other Recognized Certifications

- American Speech and Hearing Association Certificate of Clinical Competence – Speech/Language Pathology
- American Speech and Hearing Association Certificate of Clinical Competence – Audiology
- Certified Energy Manager
- Certified Payroll Professional
- Certified School Financial Manager (CSFM)
- Certified School Financial Officer (CSFO)
- Infinite Campus Certified System Administrator
- International Society for Technology in Education (ISTE)
- LEED Green Associate Certification
- Licensed Clinical Social Worker
- Licensed Professional Clinical Counselor
- Licensed Psychologist
- National Counselor Certification
- Nationally Certified School Psychologist
- National Certified School Social Worker
- OSHA Authorized General Industry Trainer
- Professional Environmental Educator Certification
- Professional Google Workspace Administrator
- Professional Human Capital Leader in Education (pHCLE)
- Professional Human Resources (PHR)
- Registered Occupational Therapist
- Senior Professional Human Resources (SPHR)
- School Nutrition Specialist Credential
- State Certified Driver Trainer

Qualifying exempt status employees who meet the criteria and attain a certification issued by an organization that aligns with and enhances their position, is above the minimum requirements, may be eligible for a \$2,000 annual certification additive. Certificate must be submitted to the Human Resources Department for evaluation. If the certification is issued after the start of the employee's work calendar, the salary additive will be prorated. The maximum number of certification salary additives that a qualifying exempt employee may receive is one.

2023-2024 Teachers' Salary Schedule

Certification must be maintained to remain eligible for the certification salary additive. If the certification expires, no longer applies to the position or becomes outdated, the certification salary additive will be removed. Verification of certification renewal must be submitted to Human Resources prior to certificate expiration. When transferring salaried positions, the certification salary additive will be maintained, if the certification applies to the new position.

Bilingual/Multilingual Proficiency Certification (1 language only)

Qualifying exempt status employees who demonstrate bilingual or multilingual proficiency shall receive an additive at a rate of \$2,000.

Promise Academies (William Wells Brown and Harrison Elementary) – For the 2023-2024 school year, certified personnel required to work the extended school day will be given a supplement prorated based on their full-time equivalent (FTE). The supplemental for a full-time certified employee at William Wells Brown and Harrison is \$5000. The amounts listed are based on the extended hours worked. If an employee fails to complete the extended work day, the supplement will be adjusted accordingly.

Additional supplemental pay may be established as an incentive for critical need areas/schools as determined by the Superintendent.

***Additional years of experience may be approved for critical needs positions as determined by the Superintendent.**

****Any changes on this salary schedule will take effect on July 1 of the school year pertaining to this salary schedule and is not retroactive.**

2023-2024 Substitute Teacher/Para Salary Schedule

Classified Para Educator Substitute	Non-Certified Teacher Substitute	Certified Teacher Substitute	Retired Certified Teacher Substitute
\$15.00 per hour	\$125 per day	\$150 per day	\$175 per day
Long term rate for assignments 21 days or longer	Not eligible for long term certified assignments	Long term rate for assignments 21 days or longer	Long term rate for assignments 21 days or longer
\$15.00 rate paid for days 1-20. Beginning on Day 21, rate equivalent to the same grade at step zero for the job group of the long-term assignment.	Eligible to work a maximum of 20 days in a certified assignment	\$150 rate paid for days 1-20 \$200 per day beginning on day 21	\$175 rate paid for days 1-20 \$200 per day beginning on day 21

Classified Substitute Rate

Classified substitutes (High School Diploma or GED required) and certified substitutes working as a classified substitute, will be paid a rate of **\$15.00** per hour. Classified substitutes with 48 college credit hours or who have passed the KY Paraeducator Test may be considered for long term paraeducator substitute positions. A long term classified substitute who works more than 20 days in the same position, will begin to make the rate of pay for the beginning level of that job class at step zero. This rate would change beginning on day 21 and continue until that assignment ends.

Retired Classified Substitutes

People who have retired from the Kentucky Retirement System may work up to 70 days each school year. Classified retirees will earn the rate posted for each substitute job.

Non-Certified Teacher Substitute Rate

Persons who have 64 college credit hours or more (GPA 2.5 or greater) or a BA (GPA 2.0 or greater) may qualify for an emergency substitute certificate and work as a substitute teacher for short term assignments in Fayette County Public Schools. These individuals will receive **\$125.00** per day.

Certified Teacher Substitutes

Substitutes with current teaching certificates will be paid a premium rate of **\$150.00** per day.

Retired Teacher Status

Teachers who retire from Fayette County Public Schools, a Kentucky school district, or another state's teacher retirement system will be paid a premium substitute rate of **\$175.00** per day. Kentucky teaching certification is required. Pre-approved specialized assignments may receive the Daily Wage Threshold rate.

Long Term Rate for Certified Substitutes

A certified substitute who accepts an assignment will be paid a daily rate of **\$200.00**, beginning on day 21 of that assignment. There will not be retro pay; the **\$200.00** rate begins on day 21. To be eligible for the additional pay, the assignment must be more than 20 consecutive days in the same position and same school year. The substitute must hold a valid Kentucky Provisional or Standard Certificate that is appropriate for the position in order to be eligible for the long term-assignment.

Substitute Administrator Assignment

Substitute administrators will be paid a rate of \$250 per day.

2023-2024 Substitute Teacher/Para Salary Schedule

****Special Education Incentive:** Substitutes working in special education assignments for a full day will receive an additional \$50.00 per day. Less than full time assignments will be prorated accordingly.

****High Priority School Incentive:** Substitutes working in identified locations will receive an additional \$25.00 per day. Less than full time assignments will be prorated accordingly.

****World Language Incentive:** Substitutes who have a proficiency certification in speaking a language other than English, will receive an additional \$15 per day for substitute teacher assignments and an additional \$2.00 per hour for classified hourly substitute assignments.

Kentucky Teachers Retirement

All certified substitutes are enrolled in a certified retirement account with the Kentucky Teachers Retirement System. Substitute teachers are not eligible for participation through payroll deductions for Social Security.

Retired teachers who return as substitute teachers may substitute up to 69% of the days a full time person is required to work. A second retirement account will be established for wages earned as a substitute. All members contribute a percentage of compensation on a pre-tax basis, apportioned to the retirement account and the medical insurance fund as determined by KTRS. After 5 full years of service, the member will be vested. Retirees returning to work as a substitute must have a minimum of 3 months break in service from their retirement date. The Daily Wage Threshold (DWT) applies to all money earned from KTRS employers during a regular school calendar year.

Certified Substitutes not previously a KTRS Retiree: Substitute Service amounting to 70% of the term will enable the member to make contributions for the full school year and receive a full year of service credit in the Teachers' Retirement System. All such contributions must be made on or before December 31 following June 30 of the fiscal year in which the substitute service was rendered.

Note: Teachers that are hired under sub status but receive their certification on or before August 30th will be given retro-pay from their start date. All substitutes must work at least one day each semester to remain an active substitute with Fayette County Public Schools.

Family Resource and Youth Service Center Coordinator Salary Schedules 2023-2024

This salary schedule is based on the implementation of a compensation study. Family Resource and Youth Service Center employees received a minimum 4% increase for the 2023-2024 school year.

Years of Experience	Family Resource and Youth Service	
	BA	MA
	240 Days	
0	48,000	50,400
1	48,758	51,247
2	49,528	52,108
3	50,310	52,984
4	51,105	53,874
5	51,912	54,779
6	52,731	55,699
7	53,564	56,635
8	54,410	57,586
9	55,269	58,554
10	56,142	59,537
11	57,028	60,538
12	57,929	61,555
13	58,843	62,589
14	59,772	63,640
15	60,716	64,709
16	61,675	65,796
17	62,649	66,902
18	63,638	68,026
19	64,643	69,169
20	65,664	70,331
21	66,700	71,512
22	67,754	72,714
23	68,823	73,935
24	69,910	75,177
25	71,014	76,440
26	72,135	77,724
27	73,274	79,030
28	74,431	80,358
29	75,607	81,708
30	76,801	83,081

Approved: May 22, 2023

Effective: July 1, 2023

Other Salary Schedules

2023-2024

This salary schedule is based on the implementation of a compensation study. Occupational Therapists, Physical Therapists, and Board Certified Behavior Analyst employees received a minimum 4% increase for the 2023-2024 school year.

Years of Experience	Occupational Therapist	Physical Therapist	Board Certified Behavior Analyst
	189 Days	189 Days	209 Days
0	60,102	62,040	78,793
1	61,052	63,019	80,038
2	62,016	64,014	81,301
3	62,995	65,025	82,585
4	63,989	66,052	83,889
5	65,000	67,095	85,214
6	66,026	68,154	86,559
7	67,069	69,231	87,926
8	68,128	70,324	89,315
9	69,203	71,434	90,725
10	70,296	72,562	92,157
11	71,406	73,708	93,613
12	72,534	74,872	95,091
13	73,679	76,054	96,592
14	74,842	77,255	98,117
15	76,024	78,475	99,667
16	77,225	79,714	101,240
17	78,444	80,972	102,839
18	79,683	82,251	104,463
19	80,941	83,550	106,112
20	82,219	84,869	107,788
21	83,517	86,209	109,490
22	84,836	87,570	111,219
23	86,175	88,953	112,975
24	87,536	90,358	114,759
25	88,918	91,784	116,571
26	90,322	93,234	118,411
27	91,749	94,706	120,281
28	93,197	96,201	122,180
29	94,669	97,720	124,110
30	96,164	99,263	126,069

Approved: May 22, 2023

Effective: July 1, 2023

Administrative Additive Schedule 2023-2024

Level	Amount
1	\$1,000
2	\$2,000
3	\$4,000
4	\$6,000
5	\$8,000
6	\$10,000
7	\$12,500
8	\$15,000
9	\$17,500
10	\$21,000
11	\$24,500
12	\$29,000
13	\$33,500
14	\$38,000
15	\$42,500
16	\$47,000
17	\$53,500
18	\$60,000
19	\$65,000
20	\$81,000

Level	Amount	Classifications
1 - 3	\$1,000 - \$4,000	Administrative Dean Elementary and District Level Managers/Coordinators
4 - 6	\$6,000 - \$10,000	Associate/Assistant Principals, Associate Directors, and District Supervisors**
7 - 12	\$12,500 - \$29,000	Principals and Directors*
13 - 14	\$33,500 - \$38,000	Executive Directors
15 - 19	\$42,500 - \$65,000	Assistant Superintendents and Chiefs
20	\$81,000	Deputy Superintendent
Negotiated	Negotiated	Superintendent

*Also includes Associate Chief Legal Officer, Internal Auditor, Associate Director of Technology, Executive Communications Officer, and School Leadership Support Specialist

**Also includes Director of Athletics, Administrative Dean HS and MS, Legal Compliance Officer, Information Security Manager, District Coordinator ESS/Social Workers, Program Director Home/Hospital, Academy Coach, PGES Coach, Law Enforcement Lt, Construction Services Coordinator, Associate Internal Auditor

Approved: May 22, 2023

Effective: July 1, 2023

Stipend Pay for Salaried Employees

Parameters Regarding Stipend Pay

Stipends are only to be paid to salaried personnel for intermittent duties not included in the Board approved salary schedule for supplemental positions. Substitutes are not eligible for stipend pay. (Classified hourly personnel who perform additional duties must be paid the appropriate hourly rate for their job classification, including overtime, for intermittent duties assigned by their principal or other supervisor.)

The principal or other supervisor will determine the classification of the stipend as outlined below, will verify that the duties have been performed, and will report the hours of service using appropriate district procedures and forms. **KTRS has advised that retirees not be permitted to receive stipend pay, to avoid exceeding their daily wage threshold.**

Regardless of job classification, twelve-month salaried employees are not eligible to receive stipend pay. Administrators less than 12 months may receive stipend pay **outside their work calendar.** (Extended days are considered part of the work calendar.)

Stipend compensation is a salary supplement and payments shall coincide with the cut-off dates detailed on the board-approved pay date schedule. If requests for payment are submitted after the deadline, payments will be made on the next scheduled pay date.

Stipend pay rates are established by the Board of Education. Deviation from these rates are not permitted. Salaried employees will not receive an hourly rate based on their daily rate of pay **except for programs approved by the Superintendent.**

Stipend Pay Classifications and Rates

I. Instruction of Students Outside of Regular School Day

Tier	Amount Per Hour	No of Years' Experience
I	\$30.00	0-10
II	\$34.00	11-20
III	\$37.00	21+

Examples: Extended School Services (ESS), before or after school instruction, Saturday instruction programs, and instruction of students in any other program that occurs outside of the regular school day. Beginning with the 2009-2010 school year Occupational, Physical Therapist, Speech Therapist, Psychologist and Diagnosticians will be paid from this tier regarding work performed related to reporting and evaluations.

II. Participation and/or presentation in professional development activities and other professional duties

Stipend Amount = **\$25.00 per hour**

Examples: Participation in school or district based professional development, preparation for presentation of professional development activity, participation in curriculum writing, participation in textbook/materials selection, other professional activities that do not involve direct instruction of students. Presenters may add additional time to allow for preparation at the rate of \$25.00/hour.

III. Supervision of Students Outside of Regular School Day

Stipend Amount = **\$15.00 per hour**

Examples: Bus room supervision, detention hall, game duty, supervision of any other student activity that does not include instruction of students.

Stipend Pay for Salaried Employees

IV. District Summer School and Other Summer Programs

Stipend Amount = **\$40 per hour**

V. Planning Period Used to Teach a Class during the Regular School Day for an Unfilled Substitute Assignment

Stipend Amount = Certified Tiered Rate for Planning Outside the School Day

**Classified Hourly Schedule
2023-2024
4% Increase**

Grade / Level	G1	G2	G3	G4	G5	G6	G7	G8	G9	G10	G11	G12	G13	G14	G15	G16	G17	G18	G19	G20
0	16.17	16.83	17.49	18.20	18.92	19.68	20.47	21.29	22.14	23.03	23.94	24.90	25.90	26.94	28.01	29.13	30.30	31.51	32.77	34.08
1	16.43	17.09	17.77	18.48	19.22	19.99	20.79	21.62	22.48	23.39	24.33	25.29	26.30	27.36	28.45	29.59	30.77	32.00	33.29	34.62
2	16.69	17.36	18.05	18.77	19.52	20.30	21.12	21.96	22.84	23.75	24.71	25.70	26.72	27.79	28.90	30.06	31.26	32.51	33.81	35.16
3	16.95	17.63	18.34	19.07	19.83	20.62	21.46	22.31	23.20	24.13	25.10	26.10	27.14	28.23	29.36	30.53	31.75	33.02	34.34	35.71
4	17.22	17.91	18.63	19.38	20.14	20.96	21.79	22.66	23.57	24.51	25.49	26.51	27.57	28.67	29.82	31.01	32.25	33.54	34.89	36.29
5	17.49	18.19	18.92	19.68	20.47	21.28	22.13	23.02	23.94	24.90	25.90	26.93	28.01	29.13	30.30	31.50	32.76	34.07	35.43	36.86
6	17.77	18.48	19.22	19.99	20.79	21.62	22.48	23.38	24.32	25.29	26.30	27.35	28.45	29.59	30.77	32.00	33.28	34.61	35.99	37.44
7	18.05	18.77	19.52	20.30	21.11	21.96	22.84	23.75	24.70	25.69	26.72	27.79	28.90	30.06	31.25	32.51	33.81	35.16	36.57	38.03
8	18.34	19.06	19.83	20.62	21.44	22.31	23.20	24.13	25.10	26.09	27.14	28.23	29.36	30.52	31.75	33.02	34.34	35.71	37.14	38.63
9	18.63	19.36	20.14	20.95	21.79	22.66	23.57	24.51	25.49	26.51	27.57	28.67	29.82	31.01	32.25	33.54	34.88	36.28	37.73	39.24
10	18.92	19.68	20.47	21.28	22.13	23.02	23.94	24.90	25.90	26.93	28.01	29.12	30.28	31.50	32.76	34.07	35.43	36.85	38.32	39.86
11	19.22	19.99	20.79	21.62	22.48	23.38	24.32	25.29	26.30	27.35	28.44	29.59	30.76	32.00	33.28	34.61	35.99	37.43	38.93	40.49
12	19.52	20.30	21.11	21.95	22.84	23.75	24.70	25.69	26.72	27.79	28.89	30.06	31.25	32.50	33.80	35.15	36.57	38.02	39.54	41.13
13	19.83	20.62	21.44	22.31	23.19	24.13	25.08	26.09	27.13	28.23	29.35	30.52	31.75	33.02	34.34	35.71	37.14	38.63	40.16	41.78
14	20.14	20.95	21.79	22.66	23.57	24.50	25.49	26.51	27.57	28.67	29.82	31.01	32.25	33.54	34.88	36.28	37.72	39.24	40.80	42.43
15	20.46	21.28	22.13	23.02	23.93	24.90	25.89	26.93	28.00	29.12	30.28	31.50	32.76	34.07	35.43	36.85	38.32	39.85	41.44	43.11
16	20.78	21.61	22.47	23.38	24.32	25.28	26.30	27.35	28.44	29.58	30.76	31.99	33.27	34.60	35.99	37.43	38.93	40.49	42.10	43.78
17	21.11	21.95	22.84	23.74	24.70	25.69	26.72	27.78	28.89	30.05	31.25	32.50	33.80	35.15	36.56	38.02	39.54	41.12	42.76	44.48
18	21.44	22.30	23.19	24.12	25.08	26.09	27.13	28.22	29.35	30.52	31.74	33.01	34.33	35.70	37.14	38.63	40.16	41.78	43.44	45.18
19	21.79	22.65	23.56	24.50	25.48	26.50	27.56	28.66	29.82	31.00	32.24	33.53	34.87	36.28	37.72	39.23	40.80	42.43	44.13	45.90
20	22.13	23.02	23.93	24.89	25.89	26.93	28.00	29.12	30.28	31.49	32.75	34.06	35.42	36.85	38.31	39.85	41.44	43.10	44.82	46.62
21	22.47	23.38	24.32	25.28	26.29	27.34	28.44	29.58	30.76	31.99	33.27	34.60	35.98	37.43	38.93	40.48	42.10	43.78	45.53	47.35
22	22.83	23.74	24.69	25.68	26.71	27.78	28.89	30.05	31.24	32.50	33.80	35.15	36.56	38.01	39.54	41.12	42.76	44.47	46.25	48.10
23	23.19	24.12	25.08	26.08	27.13	28.22	29.35	30.52	31.74	33.01	34.33	35.70	37.13	38.62	40.16	41.77	43.44	45.18	46.99	48.86
24	23.56	24.50	25.48	26.50	27.56	28.66	29.81	31.00	32.24	33.53	34.87	36.26	37.72	39.23	40.80	42.43	44.13	45.88	47.73	49.63
25	23.93	24.89	25.89	26.92	28.00	29.12	30.27	31.49	32.75	34.06	35.42	36.84	38.31	39.84	41.44	43.10	44.82	46.61	48.47	50.42
26	24.30	25.28	26.29	27.34	28.43	29.58	30.75	31.99	33.27	34.60	35.98	37.42	38.92	40.48	42.09	43.77	45.53	47.35	49.24	51.21
27	24.69	25.68	26.71	27.78	28.89	30.05	31.24	32.49	33.79	35.14	36.55	38.01	39.53	41.11	42.75	44.47	46.25	48.10	50.02	52.02
28	25.08	26.08	27.13	28.22	29.34	30.51	31.74	33.01	34.33	35.70	37.13	38.62	40.15	41.77	43.43	45.17	46.98	48.86	50.81	52.84
29	25.48	26.50	27.56	28.66	29.81	31.00	32.24	33.53	34.87	36.26	37.71	39.22	40.79	42.42	44.12	45.88	47.72	49.63	51.62	53.67
30	25.88	26.92	28.00	29.11	30.27	31.49	32.75	34.06	35.42	36.84	38.31	39.84	41.43	43.10	44.81	46.61	48.47	50.41	52.43	54.53

Approved: May 22, 2023

Effective: July 1, 2023

Classified Hourly Pay Increases for Education and Experience

Salary notices are sent to employees prior to winter break to verify current salary levels. Any errors should be reported to the Human Resources Department. It is the employee's responsibility to provide documentation to Human Resources for salary changes. All underpaid salaries and deductions related to district level errors are retroactive a maximum of two school years.

Experience Step-Up Cut-Off Date:

Experience credit for step-up on the salary schedule will be granted if the employee has received pay for a minimum of 70% of the previous year's annual work calendar.

Credit for Allowable Experience:

Effective July 1, 2021, a classified employee may bring in a maximum of 20 years of previous experience outside of FCPS. Previous experience must be full time and job duties of previous position(s) must pertain to current position. Completed previous experience forms will be evaluated by the Department of Human Resources and each employee will be placed at the appropriate experience level. A former FCPS employee who is not a retired FCPS employee and is returning to work at FCPS in a classified position, will be given credit for past FCPS experience.

Transfers between Job Classifications:

Effective July 1, 2018, all FCPS experience credit will be granted for classified employees transferring to another classified position within FCPS. Hourly classified employees are grouped into job classifications. Experience credit for current levels will be transferable to any hourly position regardless of job classification. Step increases awarded due to continuing education credit, license upgrades and/or program certificates will only carry over if it directly relates to the new hourly position. For example, if you were given one step level increase for a maintenance certificate the one level awarded will not carry over with you into a law enforcement position.

Classified hourly employees transferring to a certified position will not carry over their hourly experience. Classified hourly employees transferring to classified salaried positions will be allowed to carry all of their FCPS experience, as well as any outside experience applicable to the new position. Previous outside experience applicable to the new classified salaried position shall not exceed 20 years. Effective July 1, 2021, when transferring to a classified salaried position from a classified hourly position, an additive for a certification issued by a nongovernmental organization will be applied at \$200 per level earned, not to exceed 10 levels. The amount for the additive for a certification issued by a nongovernmental organization is not to exceed \$2,000 annually to compensate for levels earned. If an employee transfers to an hourly or salaried position for which a certification does not apply, the certification credit will be removed. Classified salaried and certified employees transferring to classified hourly positions will carry all of their FCPS experience to the new position. Effective July 1, 2021, previous outside experience applicable to the new hourly position shall not exceed 20 years.

Experience Credit for Retirees:

Certified retirees who return to work for a classified position are allowed a maximum of 20 years' experience plus the steps given for their education. A classified retiree may only return to a permanent position of 4 hours per day or more. Classified retirees who return to work will be granted their full years of experience on record upon retirement. Classified retirees may work as a classified substitute (sub para, sub secretary, sub food service, sub custodian) for up to 70 days each school year unless prior approval is granted.

Classified Hourly Pay Increases for Education and Experience

College Education Credit:

Credit for education from an accredited college or university will be granted to regular, permanent classified employees. Credit for education is not cumulative and the increase will be effective the date Human Resources receives the official degree awarded transcripts with no retro pay.

- 2 levels for an AA degree
- 4 levels for a BA/BS degree
- 5 levels for a MA/MS degree
- 6 levels for a PhD degree

Post-Secondary Credit:

Credit for education **relevant to the employee's current job** will be granted for post-secondary degrees from an accredited public or proprietary vocational/technical or business institution as follows and will only be given once for the highest level of education attained. Credit for education is not cumulative and the increase will be effective the date that Human Resources receives the official degree awarded transcripts with no retro pay.

- 1 level for a 1-year post-secondary degree
- 2 levels for a 2-year post-secondary degree

Continuing Education Credit, License Upgrades, and Program Certificates:

Documentation for all areas listed below must be received during the current school year and the pay increase will be effective as of the date the certification is submitted to Human Resources. Employees shall earn no more than 2 certifications each contract year, with a maximum of 10 certifications applied to salary. Upon hire, no more than 2 certifications will be applied to salary. Certification must be maintained to remain eligible for certification credit. If the certification expires, no longer applies to the position or becomes outdated, the certification credit will be removed.

Bilingual/Multilingual (1 Language only)

- 2 levels for Bilingual Proficiency - Credit for bilingual or multilingual proficiency will be granted for regular, permanent classified hourly employees.

Administrative Support Personnel – Administrative Support personnel may be eligible to receive pay level increases through the following programs.

- Certified Educational Office Employee (CEOE) certificate issued through the Professional Standards Program of the National Association of Educational Office Professionals.
 - 1 level for Associate Professional
 - 2 levels for Advanced II
 - 3 levels for Advanced III
 - 4 levels for completion of the CEOE
- Microsoft Office Specialist or Microsoft Certified Application Specialist -1 level of credit.
- Certified Payroll Professional - 2 levels
- Direct Contact Service Professional Certification (DCSP)- 1 level
- Certified School Finance Manager/Officer (District Business Offices) - 2 levels
- Professional Human Resources (District Business Offices) - 2 levels

Automotive Maintenance Personnel – Automotive maintenance personnel may be eligible to receive pay level increases by working towards their Automotive Service Excellence (ASE) Certification. Certification must be maintained to remain eligible for certification credit. Credit is earned as follows:

- 1 level for successful completion of 1-2 tests.
- 2 levels for successful completion of 3 tests.
- 3 levels for successful completion of 5 tests.

Classified Hourly Pay Increases for Education and Experience

Child Nutrition Personnel – Food service employees are eligible to receive pay level increases for the following program and certification must be maintained to remain eligible for credit.

American School Food Service Association Certification Program -1 level

- School Nutrition Association (SNA) Certification Level 1 – 1 level
- School Nutrition Association Certification Level 2 - 1 level
- School Nutrition Association Certification Level 3 – 1 level
- School Nutrition Association Certification Level 4 – 1 level

Managers and Supervisors may be eligible to receive pay level increases for the following certification. Certification must be maintained in order to remain eligible for credit.

- School Nutrition Specialist Credential – 2 levels

Maintenance Personnel – Maintenance employees are eligible to receive pay level increases through the following license upgrades. Certification must be maintained in order to remain eligible for credit:

- 1 level for a craft Apprentice License and 2 years of verifiable craft experience
- 2 levels for a craft Journeyman’s License or FCC License
- 3 levels for a craft Masters’ License or craft Contractor’s License or State Fire Inspector’s License.
- 2 levels KSPMA General Maintenance Certification Level I; an additional 1 level for completion of KSPMA General Maintenance Certification Level II
- 1 level for Backflow Certification from Bluegrass Cross Connection Prevention Association

Lead Technicians and Supervisors may be eligible to receive pay level increases for the following programs. Certification must be maintained in order to remain eligible for credit.

- 2 levels for completion of Certified Manager of Maintenance (CMM) certification
- 3 levels for completion of Facilities Management Administrator (FMA) or Certified School Plant Manager (KSPMA) certification
- 4 levels for Certified Plant Engineer (CPE) certification

(Management certification is not cumulative with either Craft Certification or Management Certification.)

Operations - Operations employees are eligible to receive a pay level increase for the following certifications. Certification must be maintained in order to remain eligible for the pay level.

- 1 level for Class B CDL (Grounds)
- 2 levels for Class A CDL (Utilities)
- 1 level for Forklift License
- 3 levels for Certified Playground Safety Inspector (CPSI) Certification - Utilities
- 1 level for American Concrete Institute (ACI) Certification - Utilities
- 1 level for Welding Certification - Utilities
- 1 level for Pesticide Spray License - Grounds
- 1 level for Aerial Lift Certification
- State Certified Driver Trainer – 1 level

Para Educator Personnel – Para Educator personnel are eligible to receive pay level increases through the following programs. Certification must be maintained in order to remain eligible for certification credit.

- Child Development Associate (CDA) Certificate- 1 level
- Bluegrass Career and Technical College Para educator Certification Program-1 level
- Kentucky Paraeducator Certification - 1 level
- Safety Crisis Management - Manage & De-escalate - 1 level
- Safety Crisis Management - Manage & De-escalate & Emergency Safety Interventions - 2 levels
- ParaPro Assessment (ETS) - 1 level
- PBS Media Literacy Educator Certification - 1 level

Classified Hourly Pay Increases for Education and Experience

Police Personnel-Police employees are eligible to receive a one pay level increase for the following certifications. Certification must be maintained in order to remain eligible for the pay level.

- 1 level Defensive Tactics Certification
- 1 level Range Instructor Certification
- 1 level Emergency Operations Coordinator (EOC) Certification
- 1 level Special Investigator Certification
- 1 level Police Instructor Certification
- 2 levels Police Training Officer Certification
- 1 level Intermediate Telecommunicator Certification
- 1 level Advanced Telecommunicator Certification
- 2 levels Intermediate Law Enforcement Officer Certification
- 1 level Advanced Law Officer Enforcement Certification
- 1 level Communications Training Officer Certification

Technology Personnel – Technology employees are eligible to receive a pay level increase for the following:

- Microsoft Fundamentals Level Certifications (MTA Excluded)
- Microsoft Associate Level Certifications
- Microsoft Expert Level Certifications
- Certified Customer Service Professional
- Comp TIA Certifications (Excluding IT Fundamentals) (Max of 3 certifications)
- Google Cloud Certified Administrator or Professional Level Certification
- Extreme Networks Certified Specialist Certification
- Certified Information Systems Security Professional (CISSP) (2 Levels)
- CWNP Certified Wireless Technician, Administrator, Professional, or Expert Level Certification (2 Levels)
- Certified Associate Project Management (CAPM) (1 Level)
- Infinite Campus Certified System Administrator (1 Level)
- Professional Google Workspace Administrator (2 Levels)

Transportation Personnel – Transportation employees are eligible to receive a pay level increase for the following:

- State Certified Driver Trainer – 1 level
- State Certified AAMVA CDL Examiner – 3 levels
- Certified CPR/AED/First Aid Trainer – 1 level

Additional pay may be established as an incentive for critical need areas/schools as determined by the Superintendent.

****Additional years of experience may be approved for critical needs positions as determined by the Superintendent.***

*****Any changes on this salary schedule will take effect on July 1 of the school year pertaining to this salary schedule and is not retroactive.***

**Supplemental Salary Schedule for District Level, District Assigned, or Districtwide Positions
2023-2024**

Title	Band A 100%	Band B 75%	Band C 50%	Band D 25%
District - Academic Challenge Coordinator	\$800	\$600	\$400	\$200
District - Campus Public Engagement Liaison	\$2,400	\$1,800	\$1,200	\$600
District - Content Lead	\$4,655	\$3,491	\$2,328	\$1,164
District - DEIB Lead	\$1,600	\$1,200	\$800	\$400
District - Elevate Lead Coordinator	\$4,655	\$3,491	\$2,328	\$1,164
District - Energy Manager / Sustainability Lead (participation in E=use program)	\$600	\$450	\$300	\$150
District - Fine Arts Showcase Coordinator	\$800	\$600	\$400	\$200
District - High School LGBTQ Club Sponsor	\$3,150	\$2,363	\$1,575	\$788
District - Middle School Athletic Director	\$12,000	\$9,000	\$6,000	\$3,000
District - Principal Mentor Lead	\$10,000	\$7,500	\$5,000	\$2,500
District - School Technology Coordinator	\$4,800	\$3,600	\$2,400	\$1,200
District - Special Education Lead	\$4,655	\$3,491	\$2,328	\$1,164
District - Special Project Coordinator	\$1,600	\$1,200	\$800	\$400
District - STLP Coordinator (KETS Funded)	\$800	\$600	\$400	\$200
District - Student Information System Coordinator (SIS)	\$4,800	\$3,600	\$2,400	\$1,200
District - Technology Extra Curricular	\$800	\$600	\$400	\$200

Approved: May 22, 2023

Effective: July 1, 2023

**Supplemental Salary Schedule for Non-Athletic Duties
2023-2024**

Title	Band A 100%	Band B 75%	Band C 50%	Band D 25%
Academic Coordinator (includes Competition, Team Sponsor, etc.) - Secondary	\$4,700	\$3,525	\$2,350	\$1,175
Academic Coordinator (includes Competition, Team Sponsor, etc.) - Elementary	\$1,600	\$1,200	\$800	\$400
Band Director (Plus 20 days) - High School	\$6,250	\$4,688	\$3,125	\$1,563
Band - Assistant Director (Plus 20 days) - High School	\$3,150	\$2,363	\$1,575	\$788
Band - Secondary				
Guard	\$4,500	\$3,375	\$2,250	\$1,125
Percussion	\$3,150	\$2,363	\$1,575	\$788
Winds	\$2,000	\$1,500	\$1,000	\$500
Jazz Band	\$1,000	\$750	\$500	\$250
Marching Tech	\$2,000	\$1,500	\$1,000	\$500
Band/Orchestra Director - Middle School	\$1,600	\$1,200	\$800	\$400
Band/Orchestra Assistant Director - Middle School	\$800	\$600	\$400	\$200
Building Assessment Coordinator	\$1,600	\$1,200	\$800	\$400
Choral Director - High School	\$3,150	\$2,363	\$1,575	\$788
Choral Director - Middle School	\$1,600	\$1,200	\$800	\$400
Committee/Grade Chair	\$800	\$600	\$400	\$200
Curriculum/Program Coordinator	\$800	\$600	\$400	\$200
Department/Academy Chair	\$4,700	\$3,525	\$2,350	\$1,175
Drama Sponsor				
Elementary	\$800	\$600	\$400	\$200
Middle (Fall Production)	\$1,600	\$1,200	\$800	\$400
Middle (Spring Production)	\$1,600	\$1,200	\$800	\$400
High (Fall Production)	\$2,350	\$1,763	\$1,175	\$588
High (Spring Production)	\$2,350	\$1,763	\$1,175	\$588
Extra Curricular Activity (Academic)	\$800	\$600	\$400	\$200
Extra Curricular Activity (Non Academic)	\$800	\$600	\$400	\$200
Grant Manager (Grant Funded)	\$800	\$600	\$400	\$200
Orchestra Director- High School	\$3,150	\$2,363	\$1,575	\$788
Orchestra Assistant Director (Upper/Lower String) - High School	\$1,600	\$1,200	\$800	\$400
Professional Development Chair	\$800	\$600	\$400	\$200
Publication/Yearbook/Communications Sponsor	\$1,600	\$1,200	\$800	\$400
SBDM Secretary	\$800	\$600	\$400	\$200
Sponsor - Debate, Student Council, Speech - Secondary	\$3,150	\$2,363	\$1,575	\$788
Sponsor (Club/Team/Class)	\$800	\$600	\$400	\$200
Subject/Grade Area Rep/Team Lead/Dept Chair	\$1,600	\$1,200	\$800	\$400
Team Leader				
2 Person Team	\$1,200	\$900	\$600	\$300
3 Person Team	\$1,750	\$1,313	\$875	\$438
4 Person Team	\$2,350	\$1,763	\$1,175	\$588
5 Person Team	\$2,950	\$2,213	\$1,475	\$738
Transportation Captain	\$1,200	\$900	\$600	\$300
Vocal - Elementary Only	\$800	\$600	\$400	\$200
Vocal - High School				
Ensemble Coach	\$2,000	\$1,500	\$1,000	\$500
Instructor	\$1,000	\$750	\$500	\$250
Clinician	\$400	\$300	\$200	\$100
Web Coordinator	\$800	\$600	\$400	\$200
Yearbook Sponsor - High School	\$4,700	\$3,525	\$2,350	\$1,175
Zero Hour (must relinquish planning period to teach class during regular school hours)	\$6,018	\$4,514	\$3,009	\$1,505

*Secondary includes middle school and high school.

Approved: May 22, 2023

Effective: July 1, 2023

**Supplemental Salary Schedule for Middle School Athletics
2023-2024**

Title	Band A 100%	Band B 75%	Band C 50%	Band D 25%
Basketball – Boys (Head)	\$3,150	\$2,363	\$1,575	\$788
Basketball – Girls (Head)	\$3,150	\$2,363	\$1,575	\$788
Basketball – Boys (Asst.) *	\$1,600	\$1,200	\$800	\$400
Basketball – Girls (Asst.) *	\$1,600	\$1,200	\$800	\$400
Cheerleader Sponsor	\$3,150	\$2,363	\$1,575	\$788
Cheerleading (Asst.) *	\$800	\$600	\$400	\$200
Dance Team	\$800	\$600	\$400	\$200
Cross Country - Boys/Girls (Head)	\$3,150	\$2,363	\$1,575	\$788
Football (Head)	\$3,150	\$2,363	\$1,575	\$788
Football (Asst.) *	\$1,600	\$1,200	\$800	\$400
Intramural Director*	\$1,600	\$1,200	\$800	\$400
Lacrosse (Head) Boys	\$3,150	\$2,363	\$1,575	\$788
Lacrosse (Asst.)* Boys	\$1,600	\$1,200	\$800	\$400
Lacrosse (Head) Girls	\$3,150	\$2,363	\$1,575	\$788
Lacrosse (Asst.)* Girls	\$1,600	\$1,200	\$800	\$400
Track and Field - Boys (Head)	\$3,150	\$2,363	\$1,575	\$788
Track and Field - Girls (Head)	\$3,150	\$2,363	\$1,575	\$788
Track and Field - Boys (Asst.) *	\$1,600	\$1,200	\$800	\$400
Track and Field - Girls (Asst.) *	\$1,600	\$1,200	\$800	\$400
Volleyball - Girls (Head)	\$3,150	\$2,363	\$1,575	\$788
Volleyball – Girls (Asst.) *	\$1,600	\$1,200	\$800	\$400
Middle School Athletic Director	\$3,150	\$2,363	\$1,575	\$788
Middle School Coach - Discretionary (Sports or Positions Not Listed Above)	\$800	\$600	\$400	\$200

*Please refer to FCPS Athletic Guidelines for maximum number of assistant coaches permitted.

Approved: May 22, 2023

Effective: July 1, 2023

**Supplemental Salary Schedule for High School Athletics
2023-2024**

Title	Band A 100%	Band B 75%	Band C 50%	Band D 25%
Archery - Boys & Girls (1 position)	\$3,150	\$2,363	\$1,575	\$788
Baseball (Head)	\$6,250	\$4,688	\$3,125	\$1,563
Baseball (Asst.) *	\$3,150	\$2,363	\$1,575	\$788
Basketball - Boys (Head)	\$6,250	\$4,688	\$3,125	\$1,563
Basketball - Boys (Asst.) *	\$3,150	\$2,363	\$1,575	\$788
Basketball - Girls (Head)	\$6,250	\$4,688	\$3,125	\$1,563
Basketball - Girls (Asst.) *	\$3,150	\$2,363	\$1,575	\$788
Bass Fishing - Boys & Girls (1 position)	\$1,600	\$1,200	\$800	\$400
Bowling - Boys & Girls (1 position)	\$3,150	\$2,363	\$1,575	\$788
Cheerleader Sponsor (Head)	\$6,250	\$4,688	\$3,125	\$1,563
Cheerleader Sponsor (Asst.)	\$3,150	\$2,363	\$1,575	\$788
Cross-Country - Boys & Girls (1 position)	\$3,150	\$2,363	\$1,575	\$788
Dance Sponsor (Head)	\$3,150	\$2,363	\$1,575	\$788
E-Sports	\$1,600	\$1,200	\$800	\$400
Football (Head)	\$9,350	\$7,013	\$4,675	\$2,338
Football (Asst.) *	\$4,700	\$3,525	\$2,350	\$1,175
Golf - Boys & Girls (1 position)	\$3,150	\$2,363	\$1,575	\$788
Lacrosse (Head) Boys	\$6,250	\$4,688	\$3,125	\$1,563
Lacrosse (Asst.) * Boys	\$3,150	\$2,363	\$1,575	\$788
Lacrosse (Head) Girls	\$6,250	\$4,688	\$3,125	\$1,563
Lacrosse (Asst.) * Girls	\$3,150	\$2,363	\$1,575	\$788
Soccer (Head) Boys	\$6,250	\$4,688	\$3,125	\$1,563
Soccer (Asst.) * Boys	\$3,150	\$2,363	\$1,575	\$788
Soccer (Head) Girls	\$6,250	\$4,688	\$3,125	\$1,563
Soccer (Asst.) * Girls	\$3,150	\$2,363	\$1,575	\$788
Softball (Head)	\$6,250	\$4,688	\$3,125	\$1,563
Softball (Asst.) *	\$3,150	\$2,363	\$1,575	\$788
Swimming & Diving - (Head)	\$3,900	\$2,925	\$1,950	\$975
Swimming & Diving - (Asst)	\$1,600	\$1,200	\$800	\$400
Tennis- Boys & Girls (1 position)	\$3,150	\$2,363	\$1,575	\$788
Track & Field - (Head)	\$6,250	\$4,688	\$3,125	\$1,563
Track & Field - (Asst) *	\$3,150	\$2,363	\$1,575	\$788
Volleyball (Head)	\$6,250	\$4,688	\$3,125	\$1,563
Volleyball (Asst) *	\$3,150	\$2,363	\$1,575	\$788
Wrestling (Head) - Boys	\$3,900	\$2,925	\$1,950	\$975
Wrestling (Asst) - Boys*	\$1,600	\$1,200	\$800	\$400
Wrestling (Head) - Girls	\$3,900	\$2,925	\$1,950	\$975
Wrestling (Asst) - Girls*	\$1,600	\$1,200	\$800	\$400
Athletic Director	\$15,600	\$11,700	\$7,800	\$3,900
Assistant Athletic Director (School or Booster Funded)	\$4,700	\$3,525	\$2,350	\$1,175
Intramural Director	\$3,150	\$2,363	\$1,575	\$788
High School Coach - Discretionary (Sports or Positions Not Listed Above)	\$800	\$600	\$400	\$200

*Please refer to FCPS Athletic Guidelines for maximum number of assistant coaches permitted.

Current coaches hired before July 1, 2006 under the previous supplemental salary amounts with current extended days, will continue with their supplemental salary/extended days until resignation (of that specific duty and/or at that specific school), retirement or other leave. All coaches hired after July 1, 2006 will be paid on the current supplemental salary schedule.

Approved: May 22, 2023

Effective: July 1, 2023

Supplemental Pay

Parameters Regarding Supplemental Pay

All Supplemental duty positions are for the current contract year only. Both the position and the accompanying pay conclude at the end of the contract year. Supplemental duties are to be performed outside the regular work day.

Funds to support supplemental positions shall be allocated to school councils. Funds will be allocated based on the school's February 1 projected enrollment with adjustments made on Day 10.

Payments for all supplemental duties, (including athletics), regardless of the source of payment, shall be based on the Board-approved Supplemental Salary Schedule. No principal, council or booster club may authorize or pay more for a position than has been approved by the Board. Deviation from the amounts listed in the Supplemental Salary Schedule and payment bands are not allowed.

Principals shall confer with the SBDM council regarding the assignment.

District employment policies shall be followed in filling all supplemental positions. All supplemental positions must be assigned using the District's online supplemental duty assignment system.

Athletics shall follow Kentucky High School Athletic Association (KHSAA) bylaws and FCPS Middle and High School Athletic Guidelines.

Certified employees must be considered for supplemental positions before hiring classified employees or people not employed with FCPS. Non-Employees are not eligible for most Instructional Supplemental pay but they are eligible for Athletic Supplemental pay.

No certified employee shall be given an additional planning period as a result of a supplemental duty assignment.

Classified hourly employees selected for a non-athletic supplemental duty will be paid at their regular (or overtime) hourly rate based on their regular position. Classified employees must be paid for actual hours worked. If the resulting cost exceeds the Board-approved cost for the assigned supplemental duty, the school will be responsible for the difference.

Principals will write specific expectations for each supplemental duty. Each employee who has been assigned to a supplemental duty will receive from the principal a written statement outlining the expectations for performance of the duty. Principals will conduct an evaluation of each supplemental duty position to determine the importance of the supplemental duty in helping the school to meet defined goals as determined by the SBDM council. These evaluations will be kept at the school level.

Supplemental Pay

Parameters Regarding Supplemental Allocations

All supplemental salaries must be paid through the District payroll. If funds other than the school's supplemental duty allocation are used to pay the supplemental duty, the cost of the fringe benefits must be added to the funds when remitting them to the District. The cost of the fringe benefits is adjusted annually for certified, classified and non-FCPS personnel. Funds must be received in the Department of Budget and Financial Planning before supplemental duty positions will be processed for payment. The Department of Budget and Financial Planning annually publishes the appropriate fringe benefits rate to use.

Recommended Best Practices* for Hiring Retirees for Supplemental Duties:

Due to income restrictions imposed on retirees by KTRS, KTRS retirees working as a certified employee (including certified substitute) for the school district should not work a supplemental duty.

KTRS retirees should only be considered for athletic (not academic) supplemental duty, if:

- They are not employed in a certified position; **or**
- They are employed in a classified position; **or**
- They are not employed in any FCPS position; **AND**
- Form 30E has been completed with Human Resources and submitted to KTRS for exemption approval BEFORE the duty has begun.

***Veering from these Recommended Best Practices will require a signed release from the retiree. The required release form can be obtained from Human Resources.**

Supplemental Pay Rates

Guide for Determining Pay Rates for Bands

Band A 100% - Assumes 100% of the duty for the entire year or season.

Band B 75% - Assumes majority of the duties for the year or season but may share some duties with other personnel

Band C 50% - Assumes approximately half of the duties for the year or season but may share with other personnel

Band D 25% - Assumes a part of the duties for the year or season or may serve in the role on an intermittent basis as needed.

Guide for Determining Pay Rates for Grants

Band A 100% - Assumes 100% of the grant manager duties for grants above \$100,000

Band C 50% - Assumes 100% of the grant manager duties for grants of \$20,000-\$100,000 or splits Band A with grant manager duties 50/50 with another grant manager.

*Grant Manager supplemental duty may only be assigned if:

The grant allows for the payment of a grant manager/coordinator from the grant funds and sufficient funds are available after all grant expenses have been budgeted. The person assigned to the grant does not have grant managing/coordinating as part of their regular job duties.

Miscellaneous Rate Schedules 2023-2024

STUDENT WORKER SALARY SCHEDULE

Hourly Rate of Pay
\$12.50

Additional Pay for Experience
\$.25 per hour additional if 70 days worked the prior year

1. Student workers are identified as those students currently enrolled in Fayette County Public Schools or graduated from Fayette County Public Schools the prior year.

2. Individuals who are hired for part time or temporary work will be placed on the appropriate salary schedule at the appropriate level.

Any day in which a student works 3.5 hours or more will be counted as a "day worked."

ATHLETIC OFFICIAL FEES

Fayette County Public Schools will follow guidelines and fee schedules set by KHSAA for contest officials. Please refer to the KHSAA Officials Licensing Guidebook.

CONSULTANT RATE

Presenters will negotiate with the district and its individual schools for fair market value rate for consultants, with the only exception being recently retired Fayette County Public School employees, who may earn no more than their final daily rate for consultant services rendered to the district within six (6) months of their date of retirement.
Employees cannot be consultants of the District unless they have a Federal ID number that is not their social security number.
Effective July 1, 2007 KTRS retirees wishing to provide consultant services for the District must file Form 30-E with KTRS and be granted a contributions exemption before a professional services contract will be awarded by the District or the services are performed.
An approved current year contract must be on file before payment can be made.

Approved: May 22, 2023

Effective: July 1, 2023

JOB CLASS CODES WITH GRADES

Code	Job Name	Grade/ Rate	Code	Job Name	Grade/ Rate	Code	Job Name	Grade/ Rate
8390	ACCOUNTING MANAGER	16	8353	HOME/SCHOOL LIAISON	03	8172	STDT ACT FUNDS BUDGET ANALYST	08
8163	ACCOUNTS PAYABLE SPECIALIST	05	7705	HR SPECIALIST	08	8357	STUDENT INFO SUPPT SPEC III	18
8765	ADMIN ASST TO CHIEF OFFICER	11	7706	HR ADMINISTRATIVE ASSISTANT III	09	8943	SUMMER BUS MONITOR	01
7762	ADMINISTRATIVE ASSISTANT II	04	7887	MIGRANT ADVOCATE/RECRUITER	10	8930	SUMMER DISPATCHER	04
7765	ADMINISTRATIVE ASSISTANT III	05	7318	INSTRUCTIONAL PARAEDUCATOR	02	8236	SUMMER FD SVC WORKER	02
8616	ARCHITECTURE PROJECT MANAGER	12	7361	INSTRUCTIONAL RESOURCE TECHNICIAN	04	8208	SUMMER FOOD SVC MANAGER	05
7774	ATTENDANCE SPECIALIST-MIDDLE	02	7651	INSURANCE SPECIALIST	08	8238	SUMMER FOOD SVC WORKER	01
8774	ATTENDANCE SPECIALIST-HIGH SCHOOL/HOMEBOUND	02	7320	KINDERGARTEN PARAEDUCATOR	02	8445	SUMMER MAINT CREW LEADER	07
7922	AUTOBODY WORKER II	13	8767	LAW ENFORCEMENT ADMIN ASST III	05	8630	SUMMER PLANT OPS WORKER	02
7316	BILINGUAL PARAEDUCATOR	03	7824	LAW ENFORCEMENT OFFICER	15	8939	SUMMER SCHOOL DRIVER	09
7183	BUDGET ANALYST I	09	8284	LAW ENFORCEMENT SERGEANT	18	8985	SUMMER WAREHOUSE WORKER	04
7185	BUDGET ANALYST III	14	8933	LEAD BUS DRIVER TRAINER	13	8794	SYSTEMS ANALYST	14
7941	BUS DRIVER	09	7606	LEAD CUSTODIAN	04	8164	TAX AUDITING SPECIALIST	5
7942	BUS MONITOR	01	7623	LEAD GROUNDS EQUIPMENT MECHANIC	10	8165	TAX PROCESSING SPECIALIST	05
7951	BUS VEHICLE MECHANIC ASST	09	7625	LEAD GROUNDS WORKER	08	8162	TAX PROCESSING SUPERVISOR	11
7952	BUS VEHICLE MECHANIC I	12	8191	LEAD PAYROLL SPECIALIST	10	7553	TECHNOLOGY SUPPORT MANAGER	20
7953	BUS VEHICLE MECHANIC II	14	7632	LEAD UTILITY WORKER	08	7554	TECHNOLOGY SUPPORT SPECIALIST I	07
7954	BUS VEHICLE MECHANIC SUPERVISOR	18	7982	LEAD WAREHOUSE WORKER	08	8795	TECHNOLOGY SUPPORT SPECIALIST II	14
7515	COMPUTER PROGRAMMER	18	8779	LEAD WEB APPLICATION DEVELOPER	20	8253	TECHNOLOGY SUPPORT SPECIALIST III	18
8266	CONSTRUCTION ACCOUNTING MNGR	10	7763	LEGAL ADMINISTRATIVE ASSISTANT	10	7555	TECHNOLOGY SUPPORT TEAM LEAD	18
8166	CONSTRUCTION BUDGET ANALYST	10	7785	MAIL SPECIALIST	04	8608	TEMPORARY OPERATIONS WORKER	02
8624	CUSTODIAL EQUIP MECHANIC	04	7441	MAINTENANCE FOREMAN	13	8331	TEMPORARY SPECIAL ED PARA	03
7603	CUSTODIAL SERVICES TRAINER	12	7435	MAINTENANCE SUPERVISOR	20	8374	TEMPORARY TUTOR	\$15.00
7605	CUSTODIAL SUPERVISOR	06	7445	MAINTENANCE TECH I	05	8361	TEXTBOOK AND MATERIALS TECHNICIAN	05
7609	CUSTODIAN	02	7444	MAINTENANCE TECH II	07	7164	TRANSP ACCTS PAYABLE CLERK	05
7516	DATABASE ADMINISTRATOR	18	7443	MAINTENANCE TECH III	09	8203	TRANSPORTATION DATA ASST W/ CDL	09
8792	DIGITAL CURRICULUM SUPPORT SPECIALIST I	14	7442	MAINTENANCE TECH IV	11	8910	TRANSPORTATION DISPATCHER	12
8232	DIGITAL CURRICULUM SUPPORT SPECIALIST II	16	8982	MAINTENANCE WAREHOUSE WORKER	04	7902	TRANSPORTATION MANAGER	19
7908	DISPATCHER	04	8782	OFFICE ASSISTANT	02	7931	TRANSPORTATION RECORDS CLERK	11
8625	DISTRICT CUSTODIAL SUPERVISOR	06	8762	OUT-OF-AREA ATTENDANCE SPEC	04	8941	TRIP DRIVER	09
8627	DISTRICT CUSTODIAN	02	8610	PART-TIME CUSTODIAN	02	7631	UTILITY SERVICES SUPV	12
7622	DISTRICT GROUNDS SUPERVISOR	12	7191	PAYROLL SPECIALIST	08	7634	UTILITY WORKER I	05
8626	DISTRICT LEAD CUSTODIAN	04	7660	PERSONNEL SPECIALIST	10	7633	UTILITY WORKER II	06
7412	DRAFTING SPECIALIST	09	7122	PRINTING ASST	04	7924	VEH UPHOL & GLASS WORKER	09
7317	EARLY START PARAEDUCATOR	02	7116	PRINTING SUPERVISOR	16	7913	VEHICLE MECHANIC ASST	07
8427	EDUCATION TV TECHNICIAN	13	8297	RISE KINDERGARTEN PARAEDUCATOR	02	7916	VEHICLE MECHANIC I	08
7338	EDUCATIONAL INTERP I	15	8333	PROM ACAD-PARAEDUCATOR	02	7915	VEHICLE MECHANIC II	10
7339	EDUCATIONAL INTERP III	20	8322	PROM ACAD-KINDERGARTEN PARA	02	8204	VEHICLE OP CONTROL ANALYST W/ CDL	09
7425	ENERGY SYSTEMS OPERATOR/DISP	11	8334	PROM ACAD-SAFE PARAEDUCATOR	02	7981	WAREHOUSE SUPERVISOR	12
8775	EXEC ASST TO SUPERINTENDENT	13	8324	PROM ACAD-SP ED PARAEDUCATOR	03	7984	WAREHOUSE WORKER I	04
8183	FINANCE ANALYST	09	7724	PROCUREMENT SPECIALIST	15	7983	WAREHOUSE WORKER II	05
8161	FISCAL ASSISTANT	05	7791	RECEPTIONIST	02	8908	WEEKEND DISPATCHER	04
8222	FOOD SERVICE ACCOUNT SPECIALIST	04	7885	REGISTRAR	03	8449	WORK CONTROL COORDINATOR	05
7234	FOOD SERVICE ASST I	01	8337	REGISTERED BEHAVIOR TECH	05	8173	WORKERS COMP ANALYST	08
7233	FOOD SERVICE ASST II	02	8621	RISK MANAGEMENT SPECIALIST	08			
8205	FOOD SERVICE BUDGET ANALYST	08	8201	ROUTING CLERK	07			
8225	DISTRICT CHEF	08	7319	SAFE PARAEDUCATOR	02			
7615	FOOD SERVICE MAINTENANCE FOREMAN	13	8906	SAFETY TRAINING SUPERVISOR	13	8938	SUB BUS DRIVER	\$30.00
7440	FOOD SERVICE MAINTENANCE TECHNICIAN I	05	7163	SCHOOL ACCOUNT SPECIALIST - ELEM/MID	04	8944	SUB BUS MONITOR	\$15.00
8604	FOOD SERVICE MAINTENANCE TECHNICIAN II	07	8171	SCHOOL ACCOUNT SPECIALIST - HIGH	04	8352	SUB EDUCATIONAL INTERPRETER	\$30.00
8231	FOOD SERVICE ASSISTANT MANAGER	03	7773	SCHOOL ADMINISTRATIVE ASST I	03	8235	SUB FOOD SVC WORKER	\$15.00
8603	FOOD SERVICE MAINTENANCE TECHNICIAN III	09	7777	SCHOOL ADMIN ASST II - ELEM	04	8310	SUB PARAEDUCATOR	\$15.00
8605	FOOD SERVICE MAINTENANCE TECHNICIAN IV	11	7778	SCHOOL ADMIN ASST II - HIGH	04	7772	SUB SECRETARY	\$15.00
7212	FOOD SERVICE MANAGER I	04	7779	SCHOOL ADMIN ASST II - MIDDLE	04	8609	SUBSTITUTE CUSTODIAN	\$15.00
7211	FOOD SERVICE MANAGER II	05	7782	SCHOOL OFFICE ASSISTANT	02	7726	SUB SPECIALIST I	\$15.00
8210	FOOD SERVICE MANAGER III	06	8299	SCHOOL OFFICE AST-SPEC EDUC	03	7727	SUB SPECIALIST II	\$20.00
8227	FOOD SERVICE MANAGER IV	07	8539	SCHOOL BUSINESS OFFICE TRAINER	10	7728	SUB SPECIALIST III	\$25.00
8226	FOOD SERVICE PROGRAM ASST II	08	7540	SENIOR TECH SUPPORT SPECIALIST	20	7729	SUB SPECIALIST IV	\$30.00
8212	FOOD SERVICE DISTRICT SUPERVISOR	13	8342	SPECIAL EDUCATION ASSISTANT	03	7730	SUB SPECIALIST V	\$35.00
8223	FOOD SERVICE TRAINER	08	8325	SPECIAL EDUCATION PARAEDUCATOR	03		RELIEF DRIVER	\$20/SHIFT
7720	FOOD SERVICE PROCUREMENT SPECIALIST	11	8326	SPECIAL EDUCATION PARA/HEALTH AIDE	03		RELIEF MONITOR	\$10/SHIFT
7530	FOOD SERVICE TECHNOLOGY SUPPORT SPECIALIST II	14	7529	STUDENT INFORMATION SUPPORT SPECIALIST I	14			
8613	FT CUSTODIAL EQUIP MECH HELPER	02	7552	STUDENT INFORMATION SUPPORT SPECIALIST II	16			
7624	GROUNDS EQUIP MECHANIC	07	8794	SYSTEMS ANALYST	14	8305	AFTER SCHOOL PROGRAM ASST	\$15.00
7628	GROUNDS WORKER I	03	7771	STAFF SUPP ADMIN ASST I (12MO)	03	8304	AFTER SCHOOL PROGRAM COORD	\$27.00
7627	GROUNDS WORKER II	05				8308	EXTENDED SCHOOL SERVICES	\$15.00

Approved: May 22, 2023

Effective: July 1, 2023