

Salary Schedules



2023 - 2024

Approved: 4/13/2023

Amended: 5/22/23 Added Occupational Therapist, LETERS Stipend, Hours per day to page 11

Salary Schedule Table of Contents

TAB

- 1 Administrative Annual Salary Schedule**
- 2 Certified Teachers Annual Salary & Substitute Teachers Salary Schedule**
- 3 Classified Support Personnel Daily Rate Salary Schedule & Certified Support Indexes**
- 4 Classified Multi-Media, IA's, Admin & Clerical Asst. Daily Rate Salary Schedule**
- 5 Classified Maintenance, Custodial, Technology, & Accounting Hourly Rate Salary Schedule**
- 6 Classified Food Services Hourly Rate Salary Schedule**
- 7 Classified Transportation, Mechanic, & Health Services Hourly Rate Salary Schedule**
- 8 Summer School, Extended School Services, & Supplemental Hourly Rate Salary Schedule**
- 9 Instructional Supplement Salary Schedule**
- 10 Co/Extra-Curricular Supplemental Salary Schedule**
- 11 Community and Family Engagement/Covington Partners**

ADMINISTRATOR

Years	Assistant	Executive	Director	Director	Director	Director	Director	HS/MS	HS AP	MS AP / HS	ELE/JEB/TLC	Elementary
Exp	Supt.	Director	I	I	II	II	III	Principal	before 7-1-22	after 7-1-22	Principal	AP
	Certified	Certified	Certified	Classified	Certified	Classified	Classified	Certified	Certified	Certified	Certified	Certified
	240 days	235 Days	235 days	235 days	235 days	235 days	235 days	235 days	235 days	220 days	235 days	205 days
0	\$109,007	\$102,586	\$96,164	\$95,594	\$85,599	\$85,024	\$63,257	\$102,037	\$93,882	\$87,889	\$96,415	\$82,026
1	\$110,579	\$104,062	\$97,545	\$96,975	\$86,819	\$86,245	\$64,172	\$103,509	\$95,220	\$89,143	\$97,804	\$83,191
2	\$112,156	\$105,544	\$98,931	\$98,361	\$88,043	\$87,467	\$65,090	\$104,980	\$96,562	\$90,398	\$99,178	\$84,358
3	\$113,733	\$107,024	\$100,314	\$99,744	\$89,266	\$88,691	\$66,001	\$106,455	\$97,907	\$91,657	\$100,567	\$85,523
4	\$115,308	\$108,504	\$101,700	\$101,128	\$90,489	\$89,917	\$66,919	\$107,925	\$99,245	\$92,910	\$101,951	\$86,687
5	\$116,887	\$109,985	\$103,083	\$102,514	\$91,713	\$91,138	\$67,831	\$109,396	\$100,590	\$94,169	\$103,334	\$87,857
6	\$118,463	\$111,466	\$104,467	\$103,897	\$92,933	\$92,362	\$68,745	\$110,871	\$101,932	\$95,426	\$104,717	\$89,021
7	\$120,037	\$112,943	\$105,850	\$105,280	\$94,158	\$93,586	\$69,660	\$112,327	\$103,271	\$96,678	\$106,098	\$90,188
8	\$121,613	\$114,423	\$107,233	\$106,664	\$95,382	\$94,812	\$70,578	\$114,095	\$104,615	\$97,937	\$107,479	\$91,352
9	\$124,357	\$117,000	\$109,643	\$109,074	\$97,514	\$96,944	\$72,149	\$116,376	\$106,953	\$100,126	\$109,892	\$93,387
10	\$125,929	\$118,479	\$111,028	\$110,460	\$98,734	\$98,164	\$73,064	\$117,846	\$108,294	\$101,382	\$111,275	\$94,554
11	\$127,818	\$120,255	\$112,693	\$112,117	\$100,215	\$99,637	\$74,160	\$119,614	\$109,919	\$102,902	\$112,944	\$95,973
12	\$129,706	\$122,032	\$114,358	\$113,774	\$101,696	\$101,110	\$75,255	\$121,382	\$111,545	\$104,423	\$114,613	\$97,391
13	\$131,976	\$124,169	\$116,358	\$115,764	\$103,476	\$102,879	\$76,572	\$123,506	\$113,496	\$106,251	\$116,619	\$99,095
14	\$134,484	\$126,529	\$118,569	\$117,964	\$105,443	\$104,834	\$78,027	\$125,853	\$115,653	\$108,270	\$118,835	\$100,977

CERTIFIED TEACHERS AND SUBSTITUTES

Years Experience	RANK III	RANK II	RANK I	RANK IV	Substitute Teachers	
	185 days	185 days	185 days	185 days	.5 Day	\$167
0	\$43,736	\$46,766	\$51,651	\$40,404	Certified Teacher	
1	\$44,071	\$47,546	\$52,319	\$40,404	Rank IV	\$161
2	\$44,641	\$48,435	\$53,239	\$40,404	.5 Day	\$81
3	\$45,414	\$49,294	\$54,233	\$40,404	96 or More College Hours or College Graduate	
4	\$46,131	\$50,160	\$55,127	\$40,404	Rank V	\$156
5	\$46,836	\$51,017	\$56,011	\$40,404	.5 Day	\$78
6	\$47,653	\$51,873	\$56,884	\$40,404	64-95 College Semester Hours	
7	\$48,464	\$52,725	\$57,770	Substitute Teacher Assignments		
8	\$49,207	\$53,774	\$58,754	<p>Short Term: A person employed to substitute for a single teacher from one (1) to twenty (20) consecutive days inclusive, or a person who substitutes for several teachers for 20 or more consecutive days paid on a per diem basis from the schedule shown above. There are no other benefits.</p> <p>Long Term: A person employed to substitute for a single teacher and/or school for twenty-one (21) consecutive days or longer on a per diem basis from the schedule shown above for the first 20 days. On the 21st day when subbing for a single teacher and/or school and continuing, the person shall be paid 1/185 of the salary of a contracted teacher with the appropriate rank and experience. Any break in service (except for catastrophic circumstances, sick leave as defined by Covington Independent Public School policy, death of a family member, or absences prearranged and approved by the school principal and the personnel office prior to taking a long-term assignment) will result in pay reverting to day-one status. The pay increase process must then be repeated as future days are served in the same assignment.</p> <p>Permanent: A teacher employed to replace a contract teacher for the balance of the year. The salary shall be 1/185 of the salary shown on the teacher's schedule with his/her rank and experience for each of the days actually in the remainder of the school year. The teacher shall receive one day of sick leave for each month, or major portion thereof, thought.</p> <p>Contract: A teacher employed under contract for the purpose of substituting throughout the school year. The teacher shall receive all the benefits of other regular contract teachers.</p>		
9	\$49,990	\$54,892	\$59,913			
10	\$50,936	\$55,957	\$61,004			
11	\$51,925	\$57,017	\$62,101			
12	\$52,828	\$57,943	\$63,030			
13	\$53,759	\$58,926	\$63,986			
14	\$54,777	\$59,926	\$64,905			
15	\$55,888	\$61,111	\$65,956			
16	\$56,975	\$62,281	\$67,156			
17	\$58,017	\$63,401	\$68,310			
18	\$58,923	\$64,330	\$69,334			
19	\$59,828	\$65,278	\$70,330			
20	\$60,733	\$66,218	\$71,285			
21	\$61,782	\$67,199	\$72,219			
22	\$62,961	\$68,466	\$73,492			
23	\$64,069	\$69,642	\$74,711			
24	\$64,993	\$70,676	\$75,794			
25	\$65,909	\$71,643	\$76,782			
26	\$66,770	\$72,561	\$77,732			
27-up	\$67,620	\$73,447	\$78,621			

CLASSIFIED SUPPORT PERSONNEL, FRYSC, and CHILD CARE										
Years	School	Mentoring,	Com School	Middle & High	Elementary	Middle & High	Elementary	Cert Child	Child Care Cook	Occupational
Experience	Security	Res Dev, Outreach	Specialist	YSC Coord	FRC Coord	Advocate	Advocate	Care	Housekeeping	Therapist
	8 hour days	7 hour days	7 hour days	7 hour days	7 hour days	7 hour days	7 hour days	8 hour days	8 hour days	8 Hour Day
	187 days	235 days	235 days	240 days	240 days	168-240 days	187-235 days	190 days	190 days	204 days
0	\$124.69	\$195.56	\$137.85	\$195.52	\$182.02	\$161.76	\$141.57	\$125.80	\$14.20	\$262.22
1	\$128.51	\$201.31	\$141.80	\$201.36	\$187.52	\$166.63	\$145.64	\$129.42	\$14.58	\$266.15
2	\$132.34	\$207.39	\$146.05	\$207.38	\$193.13	\$172.81	\$149.99	\$133.01	\$14.96	\$272.79
3	\$136.28	\$213.56	\$150.41	\$213.61	\$198.96	\$176.83	\$154.46	\$136.50	\$15.34	\$276.91
4	\$139.82	\$220.05	\$154.96	\$220.06	\$204.90	\$182.11	\$159.14	\$140.12	\$15.72	\$281.08
5	\$142.88	\$226.73	\$159.31	\$226.71	\$211.02	\$187.63	\$163.60	\$143.95	\$16.11	\$285.57
6	\$146.81	\$233.51	\$163.46	\$233.47	\$217.36	\$193.24	\$167.88	\$147.90	\$16.49	\$292.75
7	\$150.33	\$240.49	\$168.32	\$240.42	\$223.91	\$199.06	\$172.87	\$151.59	\$16.87	\$300.11
8	\$153.36	\$247.59	\$173.05	\$246.84	\$229.89	\$204.97	\$177.37	\$155.28	\$17.25	\$307.68
9	\$157.03	\$254.86	\$177.55	\$253.04	\$236.15	\$210.83	\$182.15	\$158.67	\$17.53	\$315.48
10	\$160.57	\$261.44	\$181.97	\$259.44	\$242.23	\$216.30	\$186.66	\$162.32	\$17.80	\$323.46
11	\$164.11	\$268.03	\$186.39	\$266.18	\$248.32	\$221.78	\$191.17	\$165.98	\$18.07	\$331.66
12	\$167.40	\$273.39	\$190.12	\$271.51	\$253.29	\$226.22	\$195.00	\$169.30	\$18.35	\$334.76
13	\$170.58	\$278.59	\$193.73	\$276.67	\$258.10	\$230.52	\$198.70	\$172.52	\$18.62	\$337.92
14									\$18.89	\$341.10
15									\$19.16	\$344.32
16									\$19.44	\$347.56
17									\$19.71	\$350.84
18									\$19.98	\$355.46
19									\$20.26	\$360.17
20									\$20.53	\$364.97
21									\$20.80	\$369.78
22									\$21.08	\$374.69
23									\$21.35	\$379.66
24									\$21.62	\$383.61
25									\$21.89	\$387.60
26									\$22.17	\$391.66
27									\$22.44	\$395.74
Certified Support Personnel Index Salary Schedule										
		Psychologist	High School	Middle School	Elementary	Int. Spec.	Social			
		Psychomotrist	Counselor	Counselor	Counselor	after 6-30-02	Worker			
	Assignment	204 days	210 days	210 days	195 days	195 days	195 days			
	Index*	1.21	1.24	1.24	1.15	1.15	1.15			

CLASSIFIED INSTRUCTIONAL, ADMIN, & CLERICAL ASSISTANTS							
Years	IA - 1	Instr. Asst. II	Admin. Asst.	Admin. Asst. I	Admin. Asst.	Admin. Asst.	Clerical
Experience	Multi Media	Health Asst.	Superintendent	Director	Director	I & II	Assistant
	7 hour day	7 hour day	7 hour day	7 hour day	7 hour day	7 hour day	7 hour day
	185 days	185 days	235 days	235 days	235 days	210-235 days	210 days
0	\$16.02	\$14.20	\$169.23	\$166.32	\$139.30	\$124.74	\$14.20
1	\$16.39	\$14.58	\$174.31	\$171.31	\$143.48	\$128.49	\$14.58
2	\$16.78	\$14.96	\$179.54	\$176.40	\$147.77	\$132.31	\$14.96
3	\$17.17	\$15.34	\$184.93	\$181.70	\$152.20	\$136.28	\$15.34
4	\$17.57	\$15.72	\$190.46	\$187.11	\$156.77	\$140.43	\$15.72
5	\$17.99	\$16.11	\$196.19	\$192.72	\$161.48	\$144.59	\$16.11
6	\$18.32	\$16.49	\$202.08	\$198.53	\$166.32	\$148.95	\$16.49
7	\$18.84	\$16.87	\$208.13	\$204.47	\$171.32	\$153.43	\$16.87
8	\$19.28	\$17.25	\$214.38	\$210.61	\$176.45	\$158.00	\$17.25
9	\$19.73	\$17.53	\$220.81	\$216.95	\$181.74	\$162.80	\$17.53
10	\$20.19	\$17.80	\$227.43	\$223.49	\$187.21	\$167.67	\$17.80
11	\$20.65	\$18.07	\$227.43	\$223.49	\$187.21	\$167.67	\$18.07
12	\$20.85	\$18.35	\$235.44	\$230.24	\$192.82	\$172.66	\$18.35
13	\$21.27	\$18.62	\$238.47	\$231.16	\$192.82	\$172.66	\$18.62
14	\$21.48	\$18.89	\$241.49	\$237.92	\$198.64	\$177.85	\$18.89
15	\$21.70	\$19.16	\$244.50	\$237.92	\$198.64	\$177.85	\$19.16
16	\$21.92	\$19.44	\$248.32	\$244.67	\$198.64	\$177.85	\$19.44
17	\$22.13	\$19.71	\$248.32	\$244.67	\$198.64	\$177.85	\$19.71
18	\$22.35	\$19.98	\$255.34	\$251.42	\$198.64	\$177.85	\$19.98
19	\$22.57	\$20.26	\$255.34	\$251.42	\$204.58	\$183.19	\$20.26
20	\$22.80	\$20.53	\$262.59	\$258.17	\$204.58	\$183.19	\$20.53
21	\$23.03	\$20.80	\$262.59	\$258.17	\$204.58	\$183.19	\$20.80
22	\$23.26	\$21.08	\$269.82	\$264.92	\$204.58	\$183.19	\$21.08
23	\$23.50	\$21.35	\$269.82	\$264.92	\$204.58	\$183.19	\$21.35
24	\$23.73	\$21.62	\$280.32	\$273.10	\$210.70	\$188.67	\$21.62
25	\$23.97	\$21.89	\$285.94	\$278.57	\$214.92	\$192.45	\$21.89
26	\$24.21	\$22.17	\$291.37	\$283.87	\$218.99	\$196.11	\$22.17
27	\$24.45	\$22.44					\$22.44
	AA or 60+ Hrs						

CLASSIFIED MAINTENANCE, CUSTODIAL, TECHNOLOGY, & ACCOUNTING									
Years	Custodial	Custodian	Computer	HVAC Lead	HVAC	Lead Maint	Maint	Maint Worker I	Accounting
Experience	Supervisor		Maintenance	Technician	Technician	Worker	Worker II	Food Service	Supervisor
	8 hour days	8 hour days	8 hour days	8 hour days	8 hour days	8 hour days	8 hour days	8 hour days	7 hour days
	235 days	235 days	235 days	235 days	235 days	235 days	235 days	235 days	235 days
0	\$17.47	\$14.74	\$23.95	\$25.66	\$24.44	\$23.15	\$21.23	\$16.65	\$27.16
1	\$17.85	\$14.91	\$24.67	\$26.21	\$24.96	\$23.84	\$21.87	\$16.93	\$27.97
2	\$18.02	\$15.29	\$25.42	\$26.75	\$25.48	\$24.56	\$22.52	\$17.47	\$28.80
3	\$18.29	\$15.56	\$26.17	\$27.30	\$26.00	\$25.29	\$23.20	\$17.75	\$29.66
4	\$18.56	\$15.72	\$26.97	\$27.85	\$26.52	\$26.04	\$23.89	\$18.02	\$30.55
5	\$18.84	\$16.11	\$27.77	\$28.39	\$27.04	\$26.84	\$24.61	\$18.29	\$31.46
6	\$19.00	\$16.49	\$28.61	\$28.94	\$27.56	\$27.64	\$25.35	\$18.56	\$32.42
7	\$19.11	\$16.87	\$29.46	\$29.48	\$28.08	\$28.47	\$26.12	\$18.84	\$33.60
8	\$19.66	\$17.25	\$30.35	\$30.03	\$28.60	\$29.32	\$26.90	\$19.66	\$34.38
9	\$20.20	\$17.69	\$31.26	\$30.58	\$29.12	\$30.23	\$27.70	\$19.93	\$35.42
10	\$20.80	\$18.24	\$32.19	\$31.12	\$29.64	\$31.15	\$28.53	\$20.75	\$36.48
11	\$20.91	\$18.35	\$32.19	\$31.67	\$30.16	\$31.37	\$28.67	\$22.39	\$36.48
12	\$21.13	\$18.51	\$32.94	\$32.21	\$30.68	\$31.58	\$28.95	\$22.66	\$38.72
13	\$21.29	\$18.67	\$32.94	\$32.76	\$31.20	\$32.00	\$29.05	\$22.77	\$38.72
14	\$21.84	\$18.89	\$33.66	\$33.31	\$31.72	\$32.05	\$29.39	\$23.04	\$41.32
15	\$22.66	\$19.16	\$33.66	\$33.85	\$32.24	\$32.10	\$29.48	\$23.10	\$41.32
16	\$22.93	\$19.66	\$33.66	\$34.40	\$32.76	\$32.16	\$29.76	\$23.21	\$41.32
17	\$23.48	\$20.20	\$33.66	\$34.94	\$33.28	\$32.21	\$30.03	\$23.31	\$41.32
18	\$24.02	\$20.75	\$33.66	\$35.49	\$33.80	\$32.49	\$30.58	\$23.42	\$41.32
19	\$24.57	\$21.29	\$34.40	\$35.76	\$34.06	\$33.03	\$31.12	\$23.75	\$42.55
20	\$25.12	\$21.84	\$34.40	\$36.04	\$34.32	\$33.31	\$31.67	\$23.86	\$42.55
21	\$25.66	\$22.39	\$34.40	\$36.31	\$34.58	\$33.85	\$32.21	\$24.02	\$42.55
22	\$26.21	\$22.93	\$34.40	\$36.58	\$34.84	\$34.40	\$32.76	\$24.57	\$42.55
23	\$26.75	\$23.21	\$34.40	\$36.86	\$35.10	\$34.67	\$33.31	\$25.12	\$42.55
24	\$26.97	\$23.31	\$35.15	\$36.96	\$35.36	\$34.94	\$33.42	\$25.66	\$43.79
25	\$27.18	\$23.41	\$35.86	\$37.07	\$35.62	\$35.49	\$33.52	\$26.21	\$44.66
26	\$27.38	\$23.51	\$36.55	\$37.17	\$35.88	\$35.76	\$33.62	\$26.75	\$45.51
27	\$27.56	\$23.66		\$37.44	\$36.40	\$36.04	\$33.72	\$27.30	

CLASSIFIED FOOD SERVICES

Years	Campus	Elementary	Elementary	Cook	Food Service	FS Asst. I
Experience	FS Manager III	FS Manager II	FS Manager I		Assistant I	Substitute
	8 hour days	6.5 hour days	6.5 hour days	6 hour days	2-6 hour days	
	One 4 Hour Professional Development Day Required Annually					
	235 days	185 days	185 days	183 days	183 days	as needed
0	\$23.48	\$19.11	\$17.47	\$15.83	\$14.20	\$10.40
1	\$23.86	\$19.49	\$17.85	\$16.22	\$14.58	\$10.71
2	\$24.24	\$19.87	\$18.24	\$16.60	\$14.96	\$10.99
3	\$24.62	\$20.26	\$18.62	\$16.98	\$15.34	\$11.22
4	\$25.01	\$20.64	\$19.00	\$17.36	\$15.72	\$11.59
5	\$25.39	\$21.02	\$19.38	\$17.75	\$16.11	\$11.87
6	\$25.77	\$21.40	\$19.77	\$18.13	\$16.49	\$12.10
7	\$26.15	\$21.79	\$20.15	\$18.51	\$16.87	\$ -
8	\$26.54	\$22.17	\$20.53	\$18.89	\$17.25	\$ -
9	\$26.81	\$22.44	\$20.80	\$19.16	\$17.53	\$ -
10	\$27.08	\$22.71	\$21.08	\$19.44	\$17.80	\$ -
11	\$27.35	\$22.99	\$21.35	\$19.71	\$18.07	\$ -
12	\$27.63	\$23.26	\$21.62	\$19.98	\$18.35	\$ -
13	\$27.90	\$23.53	\$21.89	\$20.26	\$18.62	\$ -
14	\$28.17	\$23.81	\$22.17	\$20.53	\$18.89	\$ -
15	\$28.45	\$24.08	\$22.44	\$20.80	\$19.16	\$ -
16	\$28.72	\$24.35	\$22.71	\$21.08	\$19.44	\$ -
17	\$28.99	\$24.62	\$22.99	\$21.35	\$19.71	\$ -
18	\$29.27	\$24.90	\$23.26	\$21.62	\$19.98	\$ -
19	\$29.54	\$25.17	\$23.53	\$21.89	\$20.26	\$ -
20	\$29.81	\$25.44	\$23.81	\$22.17	\$20.53	\$ -
21	\$30.08	\$25.72	\$24.08	\$22.44	\$20.80	\$ -
22	\$30.36	\$25.99	\$24.35	\$22.71	\$21.08	\$ -
23	\$30.63	\$26.26	\$24.62	\$22.99	\$21.35	\$ -
24	\$30.90	\$26.54	\$24.90	\$23.26	\$21.62	\$ -
25	\$31.18	\$26.81	\$25.17	\$23.53	\$21.89	\$ -
26	\$31.45	\$27.08	\$25.44	\$23.81	\$22.17	\$ -
27+	\$31.72	\$27.35	\$25.72	\$24.08	\$22.44	\$ -

CLASSIFIED TRANSPORTATION /HEALTH SERVICES/DW MainCustSupv

Years Experience	Mechanic	Driver	Bus Monitor	Lead Mech DW Main/Cust Supv	RN-BSN Exempt	RN	LPN	Health Services Assistant
	8 hour days	hourly	hourly	8 hour days	7 hour days	7 hour day	7 hour day	7 hour days
	235 days	182 days	182 days	235 days	185 Days	185 days	185 days	185 days
0	\$26.21	\$19.38	\$14.20	\$27.97	\$43,736	\$28.08	\$20.80	\$14.20
1	\$26.75	\$19.57	\$14.58	\$28.72	\$44,071	\$28.60	\$21.32	\$14.58
2	\$27.30	\$19.77	\$14.96	\$29.47	\$44,641	\$29.12	\$21.84	\$14.96
3	\$27.85	\$19.93	\$15.34	\$30.27	\$45,414	\$29.38	\$22.36	\$15.34
4	\$28.12	\$20.20	\$15.72	\$31.07	\$46,131	\$29.64	\$22.88	\$15.72
5	\$28.39	\$20.48	\$16.11	\$31.91	\$46,836	\$30.16	\$23.14	\$16.11
6	\$28.94	\$20.58	\$16.49	\$32.76	\$47,653	\$30.42	\$23.40	\$16.49
7	\$29.21	\$20.75	\$16.87	\$33.65	\$48,464	\$30.68	\$23.92	\$16.87
8	\$30.03	\$21.02	\$17.25	\$34.56	\$49,207	\$31.20	\$24.18	\$17.25
9	\$30.30	\$21.29	\$17.53	\$35.50	\$49,990	\$32.24	\$24.96	\$17.53
10	\$30.58	\$21.84	\$17.80	\$36.46	\$50,936	\$33.28	\$25.48	\$17.80
11	\$31.12	\$22.39	\$18.07	\$36.58	\$51,925	\$33.80	\$26.52	\$18.07
12	\$31.67	\$22.93	\$18.35	\$36.86	\$52,828	\$34.32	\$27.04	\$18.35
13	\$32.76	\$23.48	\$18.62	\$37.67	\$53,759	\$34.84	\$27.56	\$18.62
14	\$33.31	\$24.02	\$18.89	\$37.95	\$54,777	\$35.36	\$28.08	\$18.89
15	\$33.85	\$24.57	\$19.16	\$38.06	\$55,888	\$36.40	\$29.12	\$19.16
16	\$34.40	\$25.12	\$19.44	\$38.22	\$56,975	\$36.92	\$29.64	\$19.44
17	\$34.94	\$25.39	\$19.71	\$38.49	\$58,017	\$37.44	\$30.16	\$19.71
18	\$35.49	\$25.66	\$19.98	\$38.77	\$58,923	\$37.96	\$30.68	\$19.98
19	\$35.76	\$26.21	\$20.26	\$39.04	\$59,828	\$38.48	\$30.94	\$20.26
20	\$36.04	\$26.75	\$20.53	\$39.31	\$60,733	\$39.00	\$31.20	\$20.53
21	\$36.58	\$27.30	\$20.80	\$39.59	\$61,782	\$39.52	\$32.24	\$20.80
22	\$36.86	\$28.12	\$21.08	\$39.86	\$62,961	\$40.56	\$33.28	\$21.08
23	\$37.13	\$28.39	\$21.35	\$40.40	\$64,069	\$41.08	\$33.80	\$21.35
24	\$37.67	\$28.94	\$21.62	\$42.04	\$64,993	\$41.60	\$34.32	\$21.62
25	\$38.22	\$29.48	\$21.89	\$42.59	\$65,909	\$42.12	\$34.84	\$21.89
26	\$38.77	\$29.76	\$22.17	\$43.13	\$66,770	\$42.64	\$35.10	\$22.17
27	\$39.31	\$30.03	\$22.44	\$43.68	\$67,620	\$43.68	\$35.36	\$22.44

*Driver trainers will receive \$2.10 more per hour

KTRS after 7/1/22

SUMMER SCHOOL, EXTENDED SCHOOL SERVICES, & HOURLY SUPPLEMENTS

Years	Directors, Assistant Directors, Certified Teachers, and Instructional Assistants							
Experience	Summer School / ESS / After School Program / Summer Program							
	Rank I	Rank II	Rank III	Rank IV	Inst. Asst.			
0 - 3	\$40.00	\$40.00	\$40.00	\$40.00	\$20.00	Summer School Director - \$4,950.00		
4 - 9	\$40.00	\$40.00	\$40.00	\$40.00	\$20.00	Substitute Teachers - \$40.00 hour		
10-up	\$40.00	\$40.00	\$40.00	N/A	\$20.00			

Note: Summer school rates are an additional \$10 per hour.

Hourly Supplements

Use the District Hourly Supplemental Authorization Forms

\$15.00	\$15.00	\$15.00	\$20.00	\$16.50	\$18.50	\$19.50	\$20.00	\$24.00
Student Worker	Classified Summer Maintenance Worker	Campus Monitor	Classified CLC	Planning Supervisor	Hourly Music Instruction	CAHS Summer Teacher	Bus Chaperone	Fitness Club Coach (Cert)
	Non-Student	Community Schools Supervision	Activity Leader			Part-time	Classified Fitness Club Coach	Teacher/Instructional Activity Support
	Concessions Worker	Homework Room					Asst CLC Coordinator	
	Game / Event Worker	Friday DT						
		Computer Maintenance						
		Non-Student						
		Tank Monitor						
		Certified Teacher						
		Maintenance Worker						
		Detention						
		Classified/Instructional						
		Activity Support						
\$25.00	\$28.00	\$29.00			\$32.00		\$63.00	\$33.00
Language Tutor	Summer Program	CIPS Board			Speech Therapist		Architect	BSN/RN Sub Nurse
Elementary Athletic Official	Lead Coordinator	Admin. Asst. Per Hour			Part-time			
		SBDM						Note: RN/LPN sub based on page 7
		Admin. Asst. Per Meeting						hourly rates/exp

INSTRUCTIONAL SUPPLEMENTS

Require A Contract With Recommendation From Building Administrator

\$550.00	\$600.00	\$700.00	\$750.00	\$800.00	\$950.00	\$1,000.00	\$1,200.00	\$1,300.00
National Honor Society	Student Council HMS Sponsor	Debate/Speech Holmespun	Title I Parent School Coordinator	AP Start Up Grant Odyssey of the Mind Coach	HHS Co-op Program Coord	Lead Teacher Exceptional Children	Speech Path Asst. Supervisor	Annual Sponsor
	Horizons	Senior Class		Robotics	Student Council	HHS/HMS Academic		
	Junior Class Sponsor	Sponsor			HHS Sponsor	Asst. Coach		
		FBLA			Dramatics	Elementary Lead & Academic Coach		
						Program ReviewLead		
\$1,500.00	\$1,575.00	\$1,850.00	\$1,875.00	\$2,000.00	\$2,100.00	\$2,200.00	\$2,375.00	\$2,625.00
School WebMaster LETTERS 2023-24 only	SPED Alt. Certification	Academic Chair 6-10 Members	HMS Academic Head Coach	National Board Certified	Academic Chair 11-15 Members	TLC Supplement	Academic Chair 16-up Members	Fixed Assets Register
	CAHS/TLC Head Teacher			Social Media Specialist EDD and PHD	Coord FS Manager	SPED Staff EBD/FMD/MMD		Lead PE Teacher
	Academic Chair 1-5 Members				HHS Tech Coordinator			Title I Parent District Coord.
	Program Review Coordinator							Math Mentor
								D-Wide Family Translator/Adv
\$3,000.00	\$3,150.00	\$3,400.00	\$50.00	\$3,675.00	\$5,000.00	\$5,500.00	\$6,000.00	
HHS Academic Head Coach	Bulldog Leadership	ESS District Program Leader	Classified Daily Supplement 2 or more classes	Special Ed Coordinator JEB, TLC, HHS	CEF Liaison Equity	HHS Tech Support	Webmaster District Safety Coordinator	
	Transition Coordinator				Strategic Planning			
	Team Leader Small Learning Communities			\$1,000-\$8,500*	\$1,000-\$9,000*			
				CLC Activity Leader	CLC Asst Coord			
\$1.00-\$8,500.00	Salary Schedule Transitional Supplement							

CO/EXTRA CURRICULOR SUPPLEMENTS

Band, Basketball, Baseball, Cheerleading, Football, Soccer, Swim/Diving, Track, ROTC, Cross-Country, Choir/Play Production, Tennis, Volleyball, Special Olympics, Athletic Training, & Wrestling

\$375.00	\$400.00	\$500.00	\$525.00	\$550.00	\$600.00	\$625.00	\$650.00	\$700.00
Band Music & Marching Camp(per week)	Band Percussion Rehearsal/Comp	Band Color Guard Design Football/Basketball Announcer/Timekeeper eSports Asst. Coach	Intramurals Coach	Cheerleading Elementary	ROTC Drill Team Coach	Band Color Guard Camp	Cheerleading Middle School Band Marching Design	Band Marching Camp & Season
\$750.00	\$850.00	\$900.00	\$1,100.00	\$1,000.00	\$1,200.00	\$1,250.00	\$1,425.00	\$1,450.00
Football/Basketball Statistician	ELE/MS Soccer & Volleyball Head Coach	Intramurals Director Special Olympics Head Coach MS Football Asst. Coach	Basketball Elementary Coach Band Color Guard Rehearsal/Comp	eSports Head Coach	Band Percussion Camp	Cross Country Asst. Coach Cheerleading Jr. Varsity	Tennis Head Coach Bowling Coach Golf Coach	MS Football Head Coach
Cheerleading Freshman								
\$1,500.00	\$1,550.00	\$1,650.00	\$1,800.00	\$1,950.00	\$2,000.00	\$2,100.00	\$2,150.00	\$2,400.00
Soccer/Track Swin/Dive Volleyball	Football MS Coordinator	ROTC Rifle Team Asst. Coach	Cross Country Head Coach	Football Freshman Asst. Coach	Basketball MS Coach	Intramurals All Sports Coord.	Basketball Freshman Coach	ROTC Rifle Team Head Coach
Baseball/Softball	Weightlifting Coord Girls				Cheerleading			
Wrestling Asst. Coach	Weightlifting Coord Boys				Varsity			
\$2,575.00	\$2,750.00	\$3,000.00	\$3,200.00	\$3,000.00	\$3,625.00	\$4,350.00	\$4,500.00	\$4,650.00
Football Freshman Head Coach	Girls Varsity Basketball Coordinator	Band HS/MS Asst. Director Concession Manager	Band Marching Asst. Director		Choir/Arts Alignment Play/Musical Production Director	Football Asst. Varsity Coach	Baseball/Softball Soccer/Track Swim/Dive Volleyball Wrestling Head Coach	Band Director
\$4,950.00	\$5,100.00	\$5,175.00	\$5,350.00	\$6,950.00	\$7,150.00	\$11,000.00		
Basketball Asst. Varsity Coach	Asst. Student Activities Coord.	Basketball/Football Asst. Head Coach	Band Marching Director	Intramurals Sports Facilitator	Athletic Trainer	Basketball/Football Head Coach		

Community and Family Engagement/Covington Partners			
Salaried Positions - Daily Rates (Grant Funded)			
Years Experience	CLC Operations Coordinator (235)	CLC Coordinator (220)	CLC Coordinator - Daily Rate
	8 hour days	8 hour days	8 hour days
0	\$52,830	\$49,458	\$224.81
1	\$54,186	\$50,727	\$230.58
2	\$55,575	\$52,028	\$236.49
3	\$57,000	\$53,362	\$242.55
4	\$58,425	\$54,696	\$248.62
5	\$59,885	\$56,063	\$254.83
6	\$61,383	\$57,465	\$261.20
7	\$62,917	\$58,901	\$267.73
8	\$64,490	\$60,374	\$274.43
9	\$66,103	\$61,884	\$281.29
10	\$67,755	\$63,430	\$288.32
11	\$69,449	\$65,016	\$295.53
12	\$71,185	\$66,641	\$302.91
13	\$72,965	\$68,308	\$310.49
14	\$74,351	\$69,606	\$316.39
OST Teacher	OST Activity Leader	Fitness Coach	Student Worker
\$40/hour	\$20/hour	\$20/hour	\$15/hour