

**CAMPBELL COUNTY BOARD OF EDUCATION SALARY SCHEDULE**  
**10 MONTH 200 DAY**  
**CERTIFIED EMPLOYEES**  
**2023-2024 SALARY SCHEDULE**  
**EFFECTIVE JULY 1, 2023**

**STATE INCREASE    5.00%    LOCAL INCREASE    \$0.00    TOTAL INCREASE    Various**  
**\$2,000.00**

<u>YRS.</u>		<u>B.S.</u>	<u>M.S.</u>	<u>M.S. + 30</u>	<u>ED.S</u>	<u>ED.D</u>
0	State	\$42,000.00	\$45,605.00	\$45,605.00	\$45,605.00	\$45,605.00
	Local	\$2,300.00	\$1,502.00	\$3,804.00	\$5,173.00	\$8,630.00
	State Salary Equity Funds	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00
	Total	\$45,250.00	\$48,057.00	\$50,159.00	\$51,728.00	\$55,185.00
	Daily Rate	\$226.25	\$240.29	\$250.80	\$258.64	\$275.93
	Daily Rate Var. Between Yrs.	\$8.47	\$7.18	\$7.60	\$3.44	\$3.11
	Salary Variance Between Yrs.	\$1,695.00	\$1,435.00	\$1,521.00	\$688.00	\$622.00
1	State	\$42,645.00	\$45,605.00	\$45,605.00	\$45,605.00	\$45,605.00
	Local	\$3,350.00	\$2,937.00	\$5,125.00	\$5,861.00	\$9,252.00
	State Salary Equity Funds	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00
	Total	\$46,945.00	\$49,492.00	\$51,680.00	\$52,416.00	\$55,807.00
	Daily Rate	\$234.73	\$247.46	\$258.40	\$262.08	\$279.04
	Daily Rate Var. Between Yrs.	\$0.08	\$0.08	\$0.09	\$0.08	\$0.00
	Salary Variance Between Yrs.	\$16.00	\$16.00	\$17.00	\$16.00	\$0.00
2	State	\$42,645.00	\$45,605.00	\$45,605.00	\$45,605.00	\$45,605.00
	Local	\$3,366.00	\$2,953.00	\$5,142.00	\$5,877.00	\$9,252.00
	State Salary Equity Funds	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00
	Total	\$46,961.00	\$49,508.00	\$51,697.00	\$52,432.00	\$55,807.00
	Daily Rate	\$234.81	\$247.54	\$258.49	\$262.16	\$279.04
	Daily Rate Var. Between Yrs.	\$0.50	\$0.52	\$0.50	\$2.83	\$3.66
	Salary Variance Between Yrs.	\$99.00	\$103.00	\$100.00	\$567.00	\$732.00
3	State	\$42,645.00	\$45,605.00	\$45,605.00	\$45,605.00	\$45,605.00
	Local	\$3,465.00	\$3,056.00	\$5,242.00	\$6,444.00	\$9,984.00
	State Salary Equity Funds	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00
	Total	\$47,060.00	\$49,611.00	\$51,797.00	\$52,999.00	\$56,539.00
	Daily Rate	\$235.30	\$248.06	\$258.99	\$265.00	\$282.70
	Daily Rate Var. Between Yrs.	\$1.66	\$2.05	\$1.93	\$4.18	\$4.69
	Salary Variance Between Yrs.	\$332.00	\$410.00	\$386.00	\$836.00	\$937.00
4	State	\$42,645.00	\$45,605.00	\$45,605.00	\$45,605.00	\$45,605.00
	Local	\$3,797.00	\$3,466.00	\$5,628.00	\$7,280.00	\$10,921.00
	State Salary Equity Funds	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00
	Total	\$47,392.00	\$50,021.00	\$52,183.00	\$53,835.00	\$57,476.00
	Daily Rate	\$236.96	\$250.11	\$260.92	\$269.18	\$287.38
	Daily Rate Var. Between Yrs.	\$2.05	\$2.89	\$4.34	\$4.39	\$4.70
	Salary Variance Between Yrs.	\$410.00	\$578.00	\$868.00	\$879.00	\$940.00
5	State	\$42,645.00	\$45,605.00	\$45,605.00	\$45,605.00	\$45,605.00
	Local	\$4,207.00	\$4,044.00	\$6,496.00	\$8,159.00	\$11,861.00
	State Salary Equity Funds	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00
	Total	\$47,802.00	\$50,599.00	\$53,051.00	\$54,714.00	\$58,416.00
	Daily Rate	\$239.01	\$253.00	\$265.26	\$273.57	\$292.08
	Daily Rate Var. Between Yrs.	\$4.17	\$7.96	\$6.24	\$6.56	\$7.11
	Salary Variance Between Yrs.	\$833.00	\$1,593.00	\$1,248.00	\$1,311.00	\$1,421.00

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**EFFECTIVE JULY 1, 2023**

**STATE INCREASE 5.00% LOCAL INCREASE \$0.00 TOTAL INCREASE Various**  
**\$2,000.00**

<u>YRS.</u>		<u>B.S.</u>	<u>M.S.</u>	<u>M.S. + 30</u>	<u>ED.S</u>	<u>ED.D</u>
6	State	\$45,370.00	\$49,365.00	\$49,365.00	\$49,365.00	\$49,365.00
	Local	\$2,315.00	\$1,877.00	\$3,984.00	\$5,710.00	\$9,522.00
	State Salary Equity Funds	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00
	Total	\$48,635.00	\$52,192.00	\$54,299.00	\$56,025.00	\$59,837.00
	Daily Rate	\$243.18	\$260.96	\$271.50	\$280.13	\$299.19
	Daily Rate Var. Between Yrs.	\$2.18	\$2.32	\$4.47	\$4.74	\$5.07
	Salary Variance Between Yrs.	\$436.00	\$463.00	\$894.00	\$947.00	\$1,015.00
7	State	\$45,370.00	\$49,365.00	\$49,365.00	\$49,365.00	\$49,365.00
	Local	\$2,751.00	\$2,340.00	\$4,878.00	\$6,657.00	\$10,537.00
	State Salary Equity Funds	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00
	Total	\$49,071.00	\$52,655.00	\$55,193.00	\$56,972.00	\$60,852.00
	Daily Rate	\$245.36	\$263.28	\$275.97	\$284.86	\$304.26
	Daily Rate Var. Between Yrs.	\$2.46	\$6.04	\$6.36	\$6.72	\$7.42
	Salary Variance Between Yrs.	\$491.00	\$1,207.00	\$1,271.00	\$1,344.00	\$1,484.00
8	State	\$45,370.00	\$49,365.00	\$49,365.00	\$49,365.00	\$49,365.00
	Local	\$3,242.00	\$3,547.00	\$6,149.00	\$8,001.00	\$12,021.00
	State Salary Equity Funds	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00
	Total	\$49,562.00	\$53,862.00	\$56,464.00	\$58,316.00	\$62,336.00
	Daily Rate	\$247.81	\$269.31	\$282.32	\$291.58	\$311.68
	Daily Rate Var. Between Yrs.	\$3.01	\$4.48	\$4.76	\$5.02	\$5.44
	Salary Variance Between Yrs.	\$602.00	\$896.00	\$953.00	\$1,004.00	\$1,088.00
9	State	\$45,370.00	\$49,365.00	\$49,365.00	\$49,365.00	\$49,365.00
	Local	\$3,844.00	\$4,443.00	\$7,102.00	\$9,005.00	\$13,109.00
	State Salary Equity Funds	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00
	Total	\$50,164.00	\$54,758.00	\$57,417.00	\$59,320.00	\$63,424.00
	Daily Rate	\$250.82	\$273.79	\$287.09	\$296.60	\$317.12
	Daily Rate Var. Between Yrs.	\$1.06	\$0.98	\$1.04	\$0.94	\$0.97
	Salary Variance Between Yrs.	\$212.00	\$197.00	\$208.00	\$188.00	\$194.00
10	State	\$45,370.00	\$49,365.00	\$49,365.00	\$49,365.00	\$49,365.00
	Local	\$4,056.00	\$4,640.00	\$7,310.00	\$9,193.00	\$13,303.00
	State Salary Equity Funds	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00
	Total	\$50,376.00	\$54,955.00	\$57,625.00	\$59,508.00	\$63,618.00
	Daily Rate	\$251.88	\$274.78	\$288.13	\$297.54	\$318.09
	Daily Rate Var. Between Yrs.	\$7.11	\$8.25	\$5.71	\$5.88	\$6.27
	Salary Variance Between Yrs.	\$1,422.00	\$1,649.00	\$1,143.00	\$1,175.00	\$1,253.00
11	State	\$48,900.00	\$53,380.00	\$53,380.00	\$53,380.00	\$53,380.00
	Local	\$1,948.00	\$2,274.00	\$4,438.00	\$6,353.00	\$10,541.00
	State Salary Equity Funds	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00
	Total	\$51,798.00	\$56,604.00	\$58,768.00	\$60,683.00	\$64,871.00
	Daily Rate	\$258.99	\$283.02	\$293.84	\$303.42	\$324.36
	Daily Rate Var. Between Yrs.	\$0.62	\$0.00	\$0.87	\$1.04	\$1.13
	Salary Variance Between Yrs.	\$124.00	\$0.00	\$173.00	\$209.00	\$225.00

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**STATE INCREASE    5.00%    LOCAL INCREASE    \$0.00    TOTAL INCREASE    Various**  
**\$2,000.00**

<u>YRS.</u>	<u>B.S.</u>	<u>M.S.</u>	<u>M.S. + 30</u>	<u>ED.S</u>	<u>ED.D</u>
12 State	\$48,900.00	\$53,380.00	\$53,380.00	\$53,380.00	\$53,380.00
Local	\$2,072.00	\$2,274.00	\$4,611.00	\$6,562.00	\$10,766.00
State Salary Equity Funds	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00
Total	\$51,922.00	\$56,604.00	\$58,941.00	\$60,892.00	\$65,096.00
Daily Rate	\$259.61	\$283.02	\$294.71	\$304.46	\$325.48
Daily Rate Var. Between Yrs.	\$2.37	\$2.89	\$5.06	\$5.20	\$5.67
Salary Variance Between Yrs.	\$473.00	\$578.00	\$1,012.00	\$1,040.00	\$1,135.00
13 State	\$48,900.00	\$53,380.00	\$53,380.00	\$53,380.00	\$53,380.00
Local	\$2,545.00	\$2,852.00	\$5,623.00	\$7,602.00	\$11,901.00
State Salary Equity Funds	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00
Total	\$52,395.00	\$57,182.00	\$59,953.00	\$61,932.00	\$66,231.00
Daily Rate	\$261.98	\$285.91	\$299.77	\$309.66	\$331.16
Daily Rate Var. Between Yrs.	\$1.96	\$1.11	\$1.01	\$0.98	\$0.97
Salary Variance Between Yrs.	\$392.00	\$223.00	\$201.00	\$197.00	\$193.00
14 State	\$48,900.00	\$53,380.00	\$53,380.00	\$53,380.00	\$53,380.00
Local	\$2,937.00	\$3,075.00	\$5,824.00	\$7,799.00	\$12,094.00
State Salary Equity Funds	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00
Total	\$52,787.00	\$57,405.00	\$60,154.00	\$62,129.00	\$66,424.00
Daily Rate	\$263.94	\$287.03	\$300.77	\$310.65	\$332.12
Daily Rate Var. Between Yrs.	\$6.57	\$4.84	\$5.09	\$5.40	\$5.86
Salary Variance Between Yrs.	\$1,315.00	\$968.00	\$1,017.00	\$1,079.00	\$1,171.00
15 State	\$48,900.00	\$53,380.00	\$53,380.00	\$53,380.00	\$53,380.00
Local	\$4,252.00	\$4,043.00	\$6,841.00	\$8,878.00	\$13,265.00
State Salary Equity Funds	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00
Total	\$54,102.00	\$58,373.00	\$61,171.00	\$63,208.00	\$67,595.00
Daily Rate	\$270.51	\$291.87	\$305.86	\$316.04	\$337.98
Daily Rate Var. Between Yrs.	\$0.55	\$0.00	\$0.00	\$0.00	\$0.00
Salary Variance Between Yrs.	\$109.00	\$0.00	\$0.00	\$0.00	\$0.00
16 State	\$48,900.00	\$53,380.00	\$53,380.00	\$53,380.00	\$53,380.00
Local	\$4,361.00	\$4,043.00	\$6,841.00	\$8,878.00	\$13,265.00
State Salary Equity Funds	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00
Total	\$54,211.00	\$58,373.00	\$61,171.00	\$63,208.00	\$67,595.00
Daily Rate	\$271.06	\$291.87	\$305.86	\$316.04	\$337.98
Daily Rate Var. Between Yrs.	\$0.95	\$4.01	\$4.27	\$4.52	\$4.96
Salary Variance Between Yrs.	\$191.00	\$803.00	\$854.00	\$905.00	\$993.00
17 State	\$48,900.00	\$53,380.00	\$53,380.00	\$53,380.00	\$53,380.00
Local	\$4,552.00	\$4,846.00	\$7,695.00	\$9,783.00	\$14,258.00
State Salary Equity Funds	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00
Total	\$54,402.00	\$59,176.00	\$62,025.00	\$64,113.00	\$68,588.00
Daily Rate	\$272.01	\$295.88	\$310.13	\$320.57	\$342.94
Daily Rate Var. Between Yrs.	\$0.53	\$0.00	\$0.00	\$0.00	\$0.00
Salary Variance Between Yrs.	\$105.00	\$0.00	\$0.00	\$0.00	\$0.00

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**STATE INCREASE 5.00% LOCAL INCREASE \$0.00 TOTAL INCREASE Various**  
**\$2,000.00**

<u>YRS.</u>	<u>B.S.</u>	<u>M.S.</u>	<u>M.S. + 30</u>	<u>ED.S</u>	<u>ED.D</u>
18 State	\$48,900.00	\$53,380.00	\$53,380.00	\$53,380.00	\$53,380.00
Local	\$4,657.00	\$4,846.00	\$7,695.00	\$9,783.00	\$14,258.00
State Salary Equity Funds	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00
Total	\$54,507.00	\$59,176.00	\$62,025.00	\$64,113.00	\$68,588.00
Daily Rate	\$272.54	\$295.88	\$310.13	\$320.57	\$342.94
Daily Rate Var. Between Yrs.	\$1.20	\$4.04	\$4.38	\$4.58	\$5.18
Salary Variance Between Yrs.	\$241.00	\$808.00	\$876.00	\$917.00	\$1,036.00
19 State	\$48,900.00	\$53,380.00	\$53,380.00	\$53,380.00	\$53,380.00
Local	\$4,898.00	\$5,654.00	\$8,571.00	\$10,700.00	\$15,294.00
State Salary Equity Funds	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00
Total	\$54,748.00	\$59,984.00	\$62,901.00	\$65,030.00	\$69,624.00
Daily Rate	\$273.74	\$299.92	\$314.51	\$325.15	\$348.12
Daily Rate Var. Between Yrs.	\$2.82	\$2.54	\$2.54	\$2.54	\$2.54
Salary Variance Between Yrs.	\$564.00	\$508.00	\$507.00	\$507.00	\$508.00
20 State	\$48,900.00	\$53,380.00	\$53,380.00	\$53,380.00	\$53,380.00
Local	\$5,462.00	\$6,162.00	\$9,078.00	\$11,207.00	\$15,802.00
State Salary Equity Funds	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00
Total	\$55,312.00	\$60,492.00	\$63,408.00	\$65,537.00	\$70,132.00
Daily Rate	\$276.56	\$302.46	\$317.04	\$327.69	\$350.66

- Notes:
1. CTE Instructors, both certified and classified, are paid on the certified employee scale as possessing at least a B.S. degree, if not possessing a higher degree.
  2. Registered Nurses, both certified and classified, are paid on the certified employee scale as possessing at least a B.S. degree, if not possessing a higher degree.
  3. Coordinators, both certified and classified, use the certified employee scale as the initial basis of total compensation as possessing at least a B.S. degree, if not possessing a higher degree.
  4. Supervisors, both certified and classified, use the certified employee scale as the initial basis of total compensation as possessing at least a B.S. degree, if not possessing a higher degree.

Approved:  7-11-2023  
 Board of Education Chair Date

Approved:  7/10/2023  
 Director of Schools Date