

# Salary Schedules



## 2024 - 2025

Amended: 7/1/24 added Sped Coach Index, Eliminate Elem Advoc page 3, HHS Tech Spt and Coordinator Page 11  
Board approved 5.30.24

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## ADMINISTRATOR

Years Exp	Assistant Supt. Certified 240 days	Executive Director Certified 235 Days	Director I Certified 1-235 days	Director I Classified 1-235 days	Director II Certified 1-235 days	Director II Classified 1-235 days	Director III Classified 1-235 days	HS/MS Principal Certified 235 days	HS AP prior 7-1-22 Certified 235 days	MS AP / HS after 7-1-22 Certified 220 days	ELE/JEB/TLC Principal Certified 235 days	Elementary AP Certified 205 days
0	\$113,367	\$106,689	\$100,011	\$99,418	\$89,023	\$88,425	\$65,788	\$106,118	\$97,637	\$91,405	\$100,271	\$85,307
1	\$115,002	\$108,225	\$101,447	\$100,854	\$90,292	\$89,695	\$66,739	\$107,650	\$99,029	\$92,709	\$101,716	\$86,518
2	\$116,642	\$109,766	\$102,889	\$102,295	\$91,564	\$90,966	\$67,693	\$109,179	\$100,424	\$94,014	\$103,146	\$87,732
3	\$118,282	\$111,305	\$104,327	\$103,734	\$92,837	\$92,239	\$68,641	\$110,713	\$101,823	\$95,324	\$104,590	\$88,944
4	\$119,921	\$112,845	\$105,768	\$105,173	\$94,109	\$93,514	\$69,596	\$112,242	\$103,215	\$96,627	\$106,029	\$90,155
5	\$121,563	\$114,385	\$107,206	\$106,614	\$95,381	\$94,784	\$70,545	\$113,772	\$104,614	\$97,936	\$107,468	\$91,371
6	\$123,201	\$115,925	\$108,645	\$108,053	\$96,650	\$96,056	\$71,495	\$115,306	\$106,009	\$99,243	\$108,906	\$92,582
7	\$124,839	\$117,461	\$110,084	\$109,492	\$97,925	\$97,329	\$72,447	\$116,820	\$107,402	\$100,546	\$110,342	\$93,796
8	\$126,478	\$119,000	\$111,522	\$110,930	\$99,197	\$98,604	\$73,401	\$118,659	\$108,800	\$101,855	\$111,778	\$95,006
9	\$129,331	\$121,680	\$114,029	\$113,437	\$101,415	\$100,822	\$75,035	\$121,031	\$111,231	\$104,131	\$114,288	\$97,122
10	\$130,966	\$123,218	\$115,469	\$114,878	\$102,683	\$102,091	\$75,987	\$122,560	\$112,626	\$105,437	\$115,726	\$98,336
11	\$132,930	\$125,066	\$117,201	\$116,601	\$104,224	\$103,622	\$77,126	\$124,398	\$114,316	\$107,019	\$117,462	\$99,812
12	\$134,894	\$126,913	\$118,932	\$118,325	\$105,764	\$105,154	\$78,266	\$126,237	\$116,006	\$108,600	\$119,198	\$101,287
13	\$137,255	\$129,135	\$121,013	\$120,395	\$107,615	\$106,994	\$79,635	\$128,446	\$118,036	\$110,501	\$121,284	\$103,059
14	\$139,863	\$131,590	\$123,312	\$122,683	\$109,661	\$109,027	\$81,148	\$130,887	\$120,279	\$112,601	\$123,588	\$105,016
15	\$142,661	\$134,222	\$125,778	\$125,136	\$111,854	\$111,208	\$82,772	\$133,505	\$122,685	\$114,852	\$125,424	\$107,117

## CERTIFIED TEACHERS AND SUBSTITUTES

Years	RANK		RANK		RANK	RANK		Substitute Teachers	
Experience	III		II		I	IV		Rank I - III	\$174
	185 days		185 days		185 days	185 days		.5 Day	\$87
0	\$45,485	\$0	\$48,636	\$0	\$53,717	\$42,020		Certified Teacher	\$0
1	\$45,834	\$0	\$49,447	\$0	\$54,412	\$42,020		Rank IV	\$167
2	\$46,427	\$0	\$50,372	\$0	\$55,368	\$42,020		.5 Day	\$84
3	\$47,231	\$0	\$51,266	\$0	\$56,402	\$42,020		96 or More	\$0
4	\$47,977	\$0	\$52,166	\$0	\$57,332	\$42,020		Rank V	\$162
5	\$48,709	\$0	\$53,058	\$0	\$58,252	\$42,020		.5 Day	\$81
6	\$49,559	\$0	\$53,948	\$0	\$59,160	\$42,020		64-95 College Semester Hours	
7	\$50,402	\$0	\$54,834	\$0	\$60,081		<b>Substitute Teacher Assignments</b>		
8	\$51,176	\$0	\$55,925	\$0	\$61,104		<p><b>Short Term:</b> 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><b>Long Term:</b> 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><b>Permanent:</b> 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><b>Contract:</b> 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	\$51,990	\$0	\$57,088	\$0	\$62,310				
10	\$52,973	\$0	\$58,196	\$0	\$63,444				
11	\$54,002	\$0	\$59,298	\$0	\$64,585				
12	\$54,941	\$0	\$60,261	\$0	\$65,551				
13	\$55,909	\$0	\$61,283	\$0	\$66,545				
14	\$56,968	\$0	\$62,323	\$0	\$67,501				
15	\$58,123	\$0	\$63,555	\$0	\$68,594				
16	\$59,254	\$0	\$64,772	\$0	\$69,842				
17	\$60,338	\$0	\$65,937	\$0	\$71,043				
18	\$61,280	\$0	\$66,903	\$0	\$72,107				
19	\$62,221	\$0	\$67,889	\$0	\$73,143				
20	\$63,163	\$0	\$68,866	\$0	\$74,136				
21	\$64,253	\$0	\$69,887	\$0	\$75,108				
22	\$65,479	\$0	\$71,204	\$0	\$76,432				
23	\$66,631	\$0	\$72,428	\$0	\$77,699				
24	\$67,593	\$0	\$73,503	\$0	\$78,826				
25	\$68,545	\$0	\$74,509	\$0	\$79,853				
26	\$69,441	\$0	\$75,464	\$0	\$80,842				
27-up	\$70,325	\$0	\$76,384	\$0	\$81,766				

<b>CLASSIFIED SUPPORT PERSONNEL, FRYSC, and CHILD CARE</b>									
<b>Years</b>	<b>School</b>	<b>Mentoring,</b>	<b>Com School</b>	<b>Middle &amp; High</b>	<b>Elementary</b>	<b>Middle &amp; High</b>	<b>Cert Child</b>	<b>Child Care Cook</b>	<b>Occupational</b>
<b>Experience</b>	<b>Security</b>	<b>Res Dev, Outreach</b>	<b>Specialist</b>	<b>YSC Coord</b>	<b>FRC Coord</b>	<b>Advocate</b>	<b>Care</b>	<b>Housekeeping</b>	<b>Therapist</b>
	8 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
	<b>187 days</b>	<b>235 days</b>	<b>235 days</b>	<b>240 days</b>	<b>240 days</b>	<b>168-240 days</b>	<b>190 days</b>	<b>190 days</b>	<b>204 days</b>
0	\$129.68	\$203.38	\$143.36	\$203.34	\$189.30	\$168.23	\$130.84	\$14.76	\$272.70
1	\$133.65	\$209.37	\$147.47	\$209.41	\$195.02	\$173.29	\$134.60	\$15.16	\$276.80
2	\$137.63	\$215.69	\$151.90	\$215.67	\$200.86	\$179.72	\$138.34	\$15.56	\$283.70
3	\$141.73	\$222.10	\$156.42	\$222.15	\$206.92	\$183.90	\$141.96	\$15.96	\$287.99
4	\$145.42	\$228.85	\$161.16	\$228.87	\$213.09	\$189.40	\$145.72	\$16.35	\$292.32
5	\$148.59	\$235.80	\$165.68	\$235.78	\$219.46	\$195.14	\$149.71	\$16.75	\$297.00
6	\$152.68	\$242.85	\$170.00	\$242.81	\$226.05	\$200.97	\$153.82	\$17.15	\$304.46
7	\$156.35	\$250.11	\$175.05	\$250.04	\$232.86	\$207.02	\$157.65	\$17.55	\$312.12
8	\$159.50	\$257.49	\$179.97	\$256.72	\$239.08	\$213.16	\$161.49	\$17.94	\$319.98
9	\$163.31	\$265.06	\$184.65	\$263.16	\$245.59	\$219.26	\$165.01	\$18.23	\$328.10
10	\$166.99	\$271.90	\$189.24	\$269.82	\$251.92	\$224.95	\$168.82	\$18.51	\$336.40
11	\$170.68	\$278.75	\$193.84	\$276.83	\$258.25	\$230.65	\$172.62	\$18.80	\$344.92
12	\$174.10	\$284.33	\$197.72	\$282.38	\$263.42	\$235.27	\$176.08	\$19.08	\$348.15
13	\$177.41	\$289.73	\$201.48	\$287.74	\$268.43	\$239.74	\$179.42	\$19.36	\$351.44
14	\$180.95	\$295.53	\$205.50	\$293.49	\$273.79	\$244.54	\$183.01	\$19.65	\$354.74
15								\$19.93	\$358.09
16								\$20.22	\$361.46
17								\$20.50	\$364.87
18								\$20.78	\$369.68
19								\$21.07	\$374.58
20								\$21.35	\$379.57
21								\$21.63	\$384.57
22								\$21.92	\$389.67
23								\$22.20	\$394.84
24								\$22.49	\$398.96
25								\$22.77	\$403.10
26								\$23.05	\$407.32
27								\$23.34	\$411.57
<b>Certified Support Personnel Index Salary Schedule</b>									
		Psychologist	High School	Middle School	Elementary	Int. Spec.	Sped Coach		
		Psychomotrist	Counselor	Counselor	Counselor	after 6-30-02	Admin Cert req.		
<b>Assignment</b>	<b>204 days</b>	<b>210 days</b>	<b>210 days</b>	<b>210 days</b>	<b>195 days</b>	<b>195 days</b>	<b>210 days</b>		
<b>Index*</b>	1.21	1.24	1.24	1.24	1.15	1.15	1.31		

<b>CLASSIFIED INSTRUCTIONAL, ADMIN, &amp; CLERICAL ASSISTANTS</b>							
<b>Years</b>	<b>IA - 1</b>	<b>Instr. Asst. II</b>	<b>Admin. Asst.</b>	<b>Admin. Asst. I</b>	<b>Admin. Asst.</b>	<b>Admin. Asst.</b>	<b>Clerical</b>
<b>Experience</b>	<b>Multi Media</b>	<b>Health Asst.</b>	<b>Superintendent</b>	<b>Director</b>	<b>Director</b>	<b>I &amp; II</b>	<b>Assistant</b>
	7 hour day	7 hour day	7 hour day	7 hour day	7 hour day	7 hour day	7 hour day
	<b>185 days</b>	<b>185 days</b>	<b>235 days</b>	<b>235 days</b>	<b>235 days</b>	<b>210-235 days</b>	<b>210 days</b>
<b>0</b>	\$16.66	\$14.76	\$176.00	\$172.97	\$144.88	\$129.73	\$14.76
<b>1</b>	\$17.05	\$15.16	\$181.28	\$178.16	\$149.22	\$133.63	\$15.16
<b>2</b>	\$17.46	\$15.56	\$186.72	\$183.46	\$153.68	\$137.60	\$15.56
<b>3</b>	\$17.85	\$15.96	\$192.32	\$188.97	\$158.29	\$141.73	\$15.96
<b>4</b>	\$18.27	\$16.35	\$198.08	\$194.60	\$163.04	\$146.04	\$16.35
<b>5</b>	\$18.70	\$16.75	\$204.04	\$200.43	\$167.94	\$150.37	\$16.75
<b>6</b>	\$19.06	\$17.15	\$210.16	\$206.48	\$172.97	\$154.91	\$17.15
<b>7</b>	\$19.59	\$17.55	\$216.46	\$212.65	\$178.17	\$159.57	\$17.55
<b>8</b>	\$20.06	\$17.94	\$222.95	\$219.03	\$183.51	\$164.32	\$17.94
<b>9</b>	\$20.52	\$18.23	\$229.64	\$225.63	\$189.00	\$169.31	\$18.23
<b>10</b>	\$21.00	\$18.51	\$236.53	\$232.43	\$194.70	\$174.37	\$18.51
<b>11</b>	\$21.48	\$18.80	\$236.53	\$232.43	\$194.70	\$174.37	\$18.80
<b>12</b>	\$21.68	\$19.08	\$244.86	\$239.45	\$200.54	\$179.56	\$19.08
<b>13</b>	\$22.12	\$19.36	\$248.01	\$240.41	\$200.54	\$179.56	\$19.36
<b>14</b>	\$22.34	\$19.65	\$251.15	\$247.43	\$206.59	\$184.96	\$19.65
<b>15</b>	\$22.57	\$19.93	\$254.28	\$247.43	\$206.59	\$184.96	\$19.93
<b>16</b>	\$22.79	\$20.22	\$258.25	\$254.45	\$206.59	\$184.96	\$20.22
<b>17</b>	\$23.02	\$20.50	\$258.25	\$254.45	\$206.59	\$184.96	\$20.50
<b>18</b>	\$23.25	\$20.78	\$265.56	\$261.47	\$206.59	\$184.96	\$20.78
<b>19</b>	\$23.47	\$21.07	\$265.56	\$261.47	\$212.76	\$190.52	\$21.07
<b>20</b>	\$23.71	\$21.35	\$273.09	\$268.49	\$212.76	\$190.52	\$21.35
<b>21</b>	\$23.95	\$21.63	\$273.09	\$268.49	\$212.76	\$190.52	\$21.63
<b>22</b>	\$24.19	\$21.92	\$280.62	\$275.51	\$212.76	\$190.52	\$21.92
<b>23</b>	\$24.44	\$22.20	\$280.62	\$275.51	\$212.76	\$190.52	\$22.20
<b>24</b>	\$24.68	\$22.49	\$291.54	\$284.02	\$219.13	\$196.22	\$22.49
<b>25</b>	\$24.93	\$22.77	\$297.38	\$289.71	\$223.51	\$200.15	\$22.77
<b>26</b>	\$25.18	\$23.05	\$303.02	\$295.22	\$227.75	\$203.96	\$23.05
<b>27</b>	\$25.43	\$23.34	\$309.09	\$301.13	\$232.30	\$208.03	\$23.34
	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	\$18.17	\$15.33	\$24.91	\$26.69	\$25.42	\$24.08	\$22.08	\$17.32	\$28.24
1	\$18.57	\$15.50	\$25.66	\$27.26	\$25.96	\$24.79	\$22.75	\$17.60	\$29.09
2	\$18.74	\$15.90	\$26.44	\$27.82	\$26.50	\$25.54	\$23.42	\$18.17	\$29.95
3	\$19.02	\$16.18	\$27.22	\$28.39	\$27.04	\$26.30	\$24.12	\$18.45	\$30.85
4	\$19.31	\$16.35	\$28.05	\$28.96	\$27.58	\$27.09	\$24.85	\$18.74	\$31.77
5	\$19.59	\$16.75	\$28.88	\$29.53	\$28.12	\$27.92	\$25.60	\$19.02	\$32.72
6	\$19.76	\$17.15	\$29.75	\$30.10	\$28.66	\$28.74	\$26.36	\$19.31	\$33.71
7	\$19.87	\$17.55	\$30.64	\$30.66	\$29.20	\$29.61	\$27.16	\$19.59	\$34.94
8	\$20.44	\$17.94	\$31.56	\$31.23	\$29.74	\$30.49	\$27.97	\$20.44	\$35.75
9	\$21.01	\$18.40	\$32.51	\$31.80	\$30.28	\$31.44	\$28.81	\$20.73	\$36.84
10	\$21.63	\$18.97	\$33.48	\$32.37	\$30.83	\$32.40	\$29.67	\$21.58	\$37.94
11	\$21.75	\$19.08	\$33.48	\$32.93	\$31.37	\$32.63	\$29.81	\$23.28	\$37.94
12	\$21.98	\$19.25	\$34.25	\$33.50	\$31.91	\$32.84	\$30.11	\$23.57	\$40.27
13	\$22.15	\$19.42	\$34.25	\$34.07	\$32.45	\$33.28	\$30.21	\$23.68	\$40.27
14	\$22.71	\$19.65	\$35.00	\$34.64	\$32.99	\$33.33	\$30.57	\$23.96	\$42.97
15	\$23.57	\$19.93	\$35.00	\$35.21	\$33.53	\$33.39	\$30.66	\$24.02	\$42.97
16	\$23.85	\$20.44	\$35.00	\$35.77	\$34.07	\$33.45	\$30.95	\$24.13	\$42.97
17	\$24.42	\$21.01	\$35.00	\$36.34	\$34.61	\$33.50	\$31.23	\$24.25	\$42.97
18	\$24.98	\$21.58	\$35.00	\$36.91	\$35.15	\$33.79	\$31.80	\$24.36	\$42.97
19	\$25.55	\$22.15	\$35.78	\$37.19	\$35.42	\$34.35	\$32.37	\$24.70	\$44.25
20	\$26.12	\$22.71	\$35.78	\$37.48	\$35.69	\$34.64	\$32.93	\$24.81	\$44.25
21	\$26.69	\$23.28	\$35.78	\$37.76	\$35.96	\$35.21	\$33.50	\$24.98	\$44.25
22	\$27.26	\$23.85	\$35.78	\$38.05	\$36.23	\$35.77	\$34.07	\$25.55	\$44.25
23	\$27.82	\$24.13	\$35.78	\$38.33	\$36.50	\$36.06	\$34.64	\$26.12	\$44.25
24	\$28.05	\$24.24	\$36.55	\$38.44	\$36.77	\$36.34	\$34.75	\$26.69	\$45.54
25	\$28.26	\$24.35	\$37.30	\$38.55	\$37.04	\$36.91	\$34.86	\$27.26	\$46.45
26	\$28.48	\$24.45	\$38.01	\$38.66	\$37.32	\$37.19	\$34.97	\$27.82	\$47.33
27	\$28.66	\$24.61	\$38.77	\$38.94	\$37.86	\$37.48	\$35.07	\$28.39	\$48.28

## 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					
	<b>235 days</b>	<b>185 days</b>	<b>185 days</b>	<b>183 days</b>	<b>183 days</b>	<b>as needed</b>
<b>0</b>	\$24.42	\$19.87	\$18.17	\$16.47	\$14.76	\$10.82
<b>1</b>	\$24.81	\$20.27	\$18.57	\$16.86	\$15.16	\$11.14
<b>2</b>	\$25.21	\$20.67	\$18.97	\$17.26	\$15.56	\$11.43
<b>3</b>	\$25.61	\$21.07	\$19.36	\$17.66	\$15.96	\$11.67
<b>4</b>	\$26.01	\$21.46	\$19.76	\$18.06	\$16.35	\$12.05
<b>5</b>	\$26.40	\$21.86	\$20.16	\$18.45	\$16.75	\$12.34
<b>6</b>	\$26.80	\$22.26	\$20.56	\$18.85	\$17.15	\$12.58
<b>7</b>	\$27.20	\$22.66	\$20.95	\$19.25	\$17.55	\$12.83
<b>8</b>	\$27.60	\$23.05	\$21.35	\$19.65	\$17.94	
<b>9</b>	\$27.88	\$23.34	\$21.63	\$19.93	\$18.23	
<b>10</b>	\$28.16	\$23.62	\$21.92	\$20.22	\$18.51	
<b>11</b>	\$28.45	\$23.91	\$22.20	\$20.50	\$18.80	
<b>12</b>	\$28.73	\$24.19	\$22.49	\$20.78	\$19.08	
<b>13</b>	\$29.02	\$24.47	\$22.77	\$21.07	\$19.36	
<b>14</b>	\$29.30	\$24.76	\$23.05	\$21.35	\$19.65	
<b>15</b>	\$29.58	\$25.04	\$23.34	\$21.63	\$19.93	
<b>16</b>	\$29.87	\$25.33	\$23.62	\$21.92	\$20.22	
<b>17</b>	\$30.15	\$25.61	\$23.91	\$22.20	\$20.50	
<b>18</b>	\$30.44	\$25.89	\$24.19	\$22.49	\$20.78	
<b>19</b>	\$30.72	\$26.18	\$24.47	\$22.77	\$21.07	
<b>20</b>	\$31.00	\$26.46	\$24.76	\$23.05	\$21.35	
<b>21</b>	\$31.29	\$26.75	\$25.04	\$23.34	\$21.63	
<b>22</b>	\$31.57	\$27.03	\$25.33	\$23.62	\$21.92	
<b>23</b>	\$31.86	\$27.31	\$25.61	\$23.91	\$22.20	
<b>24</b>	\$32.14	\$27.60	\$25.89	\$24.19	\$22.49	
<b>25</b>	\$32.42	\$27.88	\$26.18	\$24.47	\$22.77	
<b>26</b>	\$32.71	\$28.16	\$26.46	\$24.76	\$23.05	
<b>27+</b>	\$32.99	\$28.45	\$26.75	\$25.04	\$23.34	



**CLASSIFIED TRANSPORTATION /HEALTH SERVICES/DW MainCustSupv**

<b>Years</b>	<b>Mechanic</b>	<b>Driver</b>	<b>Bus</b>	<b>Lead Mech</b>	<b>RN-BSN</b>	<b>RN</b>	<b>LPN</b>	<b>Health Services</b>
<b>Experience</b>			<b>Monitor</b>	<b>DW Main/Cust Supv</b>	<b>Exempt</b>			<b>Assistant</b>
	8 hour days	hourly	hourly	8 hour days	7 hour days	7 hour day	7 hour day	7 hour days
	<b>235 days</b>	<b>182 days</b>	<b>182 days</b>	<b>235 days</b>	<b>185 Days</b>	<b>185 days</b>	<b>185 days</b>	<b>185 days</b>
<b>0</b>	\$27.26	\$20.16	\$14.76	\$29.09	\$45,485	\$29.20	\$21.63	\$14.76
<b>1</b>	\$27.82	\$20.35	\$15.16	\$29.87	\$45,834	\$29.74	\$22.17	\$15.16
<b>2</b>	\$28.39	\$20.56	\$15.56	\$30.65	\$46,427	\$30.28	\$22.71	\$15.56
<b>3</b>	\$28.96	\$20.73	\$15.96	\$31.48	\$47,231	\$30.56	\$23.25	\$15.96
<b>4</b>	\$29.24	\$21.01	\$16.35	\$32.31	\$47,977	\$30.83	\$23.80	\$16.35
<b>5</b>	\$29.53	\$21.29	\$16.75	\$33.19	\$48,709	\$31.37	\$24.07	\$16.75
<b>6</b>	\$30.10	\$21.41	\$17.15	\$34.07	\$49,559	\$31.64	\$24.34	\$17.15
<b>7</b>	\$30.38	\$21.58	\$17.55	\$34.99	\$50,402	\$31.91	\$24.88	\$17.55
<b>8</b>	\$31.23	\$21.86	\$17.94	\$35.94	\$51,176	\$32.45	\$25.15	\$17.94
<b>9</b>	\$31.52	\$22.15	\$18.23	\$36.92	\$51,990	\$33.53	\$25.96	\$18.23
<b>10</b>	\$31.80	\$22.71	\$18.51	\$37.92	\$52,973	\$34.61	\$26.50	\$18.51
<b>11</b>	\$32.37	\$23.28	\$18.80	\$38.05	\$54,002	\$35.15	\$27.58	\$18.80
<b>12</b>	\$32.93	\$23.85	\$19.08	\$38.33	\$54,941	\$35.69	\$28.12	\$19.08
<b>13</b>	\$34.07	\$24.42	\$19.36	\$39.18	\$55,909	\$36.23	\$28.66	\$19.36
<b>14</b>	\$34.64	\$24.98	\$19.65	\$39.46	\$56,968	\$36.77	\$29.20	\$19.65
<b>15</b>	\$35.21	\$25.55	\$19.93	\$39.58	\$58,123	\$37.86	\$30.28	\$19.93
<b>16</b>	\$35.77	\$26.12	\$20.22	\$39.75	\$59,254	\$38.40	\$30.83	\$20.22
<b>17</b>	\$36.34	\$26.40	\$20.50	\$40.03	\$60,338	\$38.94	\$31.37	\$20.50
<b>18</b>	\$36.91	\$26.69	\$20.78	\$40.32	\$61,280	\$39.48	\$31.91	\$20.78
<b>19</b>	\$37.19	\$27.26	\$21.07	\$40.60	\$62,221	\$40.02	\$32.18	\$21.07
<b>20</b>	\$37.48	\$27.82	\$21.35	\$40.88	\$63,163	\$40.56	\$32.45	\$21.35
<b>21</b>	\$38.05	\$28.39	\$21.63	\$41.17	\$64,253	\$41.10	\$33.53	\$21.63
<b>22</b>	\$38.33	\$29.24	\$21.92	\$41.45	\$65,479	\$42.18	\$34.61	\$21.92
<b>23</b>	\$38.61	\$29.53	\$22.20	\$42.02	\$66,631	\$42.72	\$35.15	\$22.20
<b>24</b>	\$39.18	\$30.10	\$22.49	\$43.72	\$67,593	\$43.26	\$35.69	\$22.49
<b>25</b>	\$39.75	\$30.66	\$22.77	\$44.29	\$68,545	\$43.80	\$36.23	\$22.77
<b>26</b>	\$40.32	\$30.95	\$23.05	\$44.86	\$69,441	\$44.35	\$36.50	\$23.05
<b>27</b>	\$40.88	\$31.23	\$23.34	\$45.43	\$70,325	\$45.43	\$36.77	\$23.34

**\*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/SIF							
	Rank I	Rank II	Rank III	Rank IV	Inst. Asst.			
<b>0 - 3</b>	\$40.00	\$40.00	\$40.00	\$40.00	\$20.00	<b>Summer School Director - \$4,950.00</b>		
<b>4 - 9</b>	\$40.00	\$40.00	\$40.00	\$40.00	\$20.00	<b>Substitute Teachers - \$40.00 hour</b>		
<b>10-up</b>	\$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 Part-time	Bus Chaperone	Fitness Club Coach (Cert)
	Non-Student	Community Schools Supervision	Activity Leader				Classified Fitness Club Coach	Teacher/Instructional Activity Support
	Concessions Worker	Homework Room					Asst CLC Coordinator	
	Game / Event Worker	Clerical Support						
		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 Part-time		Architect	BSN/RN Sub Nurse
Elementary Athletic Official	Lead Coordinator	Admin. Asst. Per Hour						Note: RN/LPN sub based on page 7 hourly rates/exp
		SBDM Admin. Asst. Per Meeting						

## 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 Junior Class Sponsor	Senior Class Sponsor FBLA		Robotics	Student Council HHS Sponsor	HHS/HMS Academic Asst. Coach		
					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	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							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	\$6,000.00	\$1.00-\$8,500.00	\$1,000-\$9,000*
HHS Academic Head Coach	Bulldog Leadership	ESS District Program Leader	Classified Daily Supplement	Special Ed Coordinator	CEF Liaison	Webmaster District Safety Coordinator	Transitional Supplement	CLC Asst Coord
	Transition Coordinator		2 or more classes	JEB, TLC, HHS	Equity			
	Team Leader Small Learning Communities				Strategic Planning			

**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
<b>\$750.00</b>	<b>\$850.00</b>	<b>\$900.00</b>	<b>\$1,100.00</b>	<b>\$1,000.00</b>	<b>\$1,200.00</b>	<b>\$1,250.00</b>	<b>\$1,425.00</b>	<b>\$1,450.00</b>
Football/Basketball Statistician Cheerleading Freshman	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 Asst Archery Coach	Tennis Head Coach Bowling Coach Golf Coach	MS Football Head Coach
<b>\$1,500.00</b>	<b>\$1,550.00</b>	<b>\$1,650.00</b>	<b>\$1,800.00</b>	<b>\$1,950.00</b>	<b>\$2,000.00</b>	<b>\$2,100.00</b>	<b>\$2,150.00</b>	<b>\$2,400.00</b>
Soccer/Track Swim/Dive Volleyball Baseball/Softball Wrestling Asst. Coach	Football MS Coordinator Weightlifting Coord Girls Weightlifting Coord Boys	ROTC Rifle Team Asst. Coach	Cross Country Head Coach Archery Head Coach	Football Freshman Asst. Coach	Basketball MS Coach Cheerleading Varsity	Intramurals All Sports Coord.	Basketball Freshman Coach	ROTC Rifle Team Head Coach
<b>\$2,575.00</b>	<b>\$2,750.00</b>	<b>\$3,000.00</b>	<b>\$3,200.00</b>		<b>\$3,625.00</b>	<b>\$4,350.00</b>	<b>\$4,500.00</b>	<b>\$4,650.00</b>
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
<b>\$4,950.00</b>	<b>\$5,100.00</b>	<b>\$5,175.00</b>	<b>\$5,350.00</b>	<b>\$6,950.00</b>	<b>\$7,150.00</b>	<b>\$11,000.00</b>		
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		

<b>Community and Family Engagement/Covington Partners</b>			
<b>Salaried Positions - Daily Rates (Grant Funded)</b>			
<b>Years Experience</b>	<b>CLC Operations Coordinator (235)</b>	<b>CLC Coordinator (220)</b>	<b>CLC Coordinator - Daily Rate</b>
	8 hour days	8 hour days	8 hour days
0	\$54,943	\$51,436	\$233.80
1	\$56,353	\$52,756	\$239.80
2	\$57,798	\$54,109	\$245.95
3	\$59,280	\$55,496	\$252.26
4	\$60,762	\$56,884	\$258.56
5	\$62,280	\$58,306	\$265.02
6	\$63,838	\$59,764	\$271.65
7	\$65,434	\$61,257	\$278.44
8	\$67,070	\$62,789	\$285.40
9	\$68,747	\$64,359	\$292.54
10	\$70,465	\$65,967	\$299.85
11	\$72,227	\$67,617	\$307.35
12	\$74,032	\$69,307	\$315.03
13	\$75,884	\$71,040	\$322.91
14	\$77,325	\$72,390	\$329.04
15	\$78,872	\$73,838	\$335.62
<b>OST Teacher</b>	<b>OST Activity Leader</b>	<b>Fitness Coach</b>	<b>Student Worker</b>
\$40/hour	\$20/hour	\$20/hour	\$15/hour

1.04