

CAMPBELL COUNTY BOARD OF EDUCATION EMPLOYEE HANDBOOK 2025-2026



Mandy Starrett

CAMPBELL COUNTY BOARD OF EDUCATION | 172 Valley Street, Jacksboro, TN 37757

Important Information

This handbook is only to be used as a guideline and source for general information, is not to be considered a contract, and is subject to change without notice. It is not an all-encompassing document and may not cover every possible situation or unusual circumstance. It's the employee's responsibility to refer to the actual policies and/or administrative procedures for further information.

<https://tsba.net/campbell-county-board-of-education-policy-manual/>

Any Employee is free to review official policies and procedures and is expected to be familiar with those related to his/her job responsibilities. Employees and students who fail to comply with Board Policies may be subject to disciplinary action.

As indicated by my signature on the employee handbook acknowledgement form, I understand that it is my responsibility to become familiar with the contents of the handbook, as well as the Campbell County School's Board Policies.

I further understand and agree to the following:

This handbook represents a summary of some of the more important policies of Campbell County Schools. It is not intended, however, to be the inclusive of policies or practices.

This handbook and the Campbell County School's Board Policies may be found on-line as shown at the above website.

My employment will be subject to the provisions contained in this handbook along with any subsequent changes or amendments.

Campbell County Schools retains the sole right to modify, suspend, interpret, or cancel in whole or part, at any time, and with or without notice, any of the published or unpublished personnel policies or practices.

Table of Contents

Welcome	3
Introduction	4
Board of Education	5
District Information	6
School Information	7
Employment Basics	9
TN Teacher Code of Ethics	11
Board Policies	12
Finance & Benefits	39
MyBenefitsChannel	41
2025-2026 Calendar	42
Pay Schedule	43
Pay Scale	44

Welcome

Dear New Hire,

We are pleased to welcome you as the newest member of the Campbell County Board of Education. We hope you find work here rewarding and challenging.

The attached information is designed to serve as an introduction to the CCBOE and provide resources that will help you make a smooth transition into your new role.

I hope that you will settle in comfortably and please do not hesitate to ask should you have any questions. We are here to help you through your transition and are looking forward to you joining our team and your success here at Campbell County Board of Education!

Sincerely,

Mandy Starrett

Mandy Starrett
Human Resources
Campbell County Board of Education

Phone: 423.562.8377 | Fax: 423.566.7562

Email: Mandy.Hayes@ccpstn.net

172 Valley Street Jacksboro, TN 37757

Introduction

Our Mission

The mission of the Campbell County school system is to provide all students with the skills they need to be academically, socially and emotionally successful.

In partnership with the Campbell County community, the school district provides educational resources and experiences from nutrition, to counseling, to test preparation.

Our Vision

Excellence For Every Student, Every Day.

District Expectations

- **Instruction**

- To structure the overall instructional program to provide sufficient alternatives to meet a variety of individual needs and aspirations;
- To ensure that each student's interests, capacities and objectives are considered in his/her learning program;
- To develop a comprehensive program for disabled students providing the least restrictive programs; and
- To help students gain understanding of themselves, as well as skills and techniques in living and working with others and being responsible citizens.

- **Personnel**

- To provide high quality performance by the staff, including both professional and support personnel;
- To establish acceptable performance standards for all personnel;
- To provide in-service training and professional growth experiences for teachers and administrators; and
- To maintain an evaluation system for the improvement of the instructional system.

- **Operations**

- To make every effort to secure adequate funding for the educational program in support of the stated goals;
- To maintain an adequate system of fiscal and business management;
- To develop plans for the efficient use of school facilities; and
- To ensure appropriate communication between the director of schools and the Board.

Employment Expectations

At Campbell County School System, our primary expectation is that every employee prioritizes the needs of students, as every role within the organization directly supports education. To achieve this, the Board is dedicated to recruiting and employing the most qualified individuals. We are committed to offering competitive compensation, benefits, and a supportive work environment to attract and retain talented employees. Additionally, we aim to provide professional development and other growth opportunities to enhance performance. Ultimately, our goal is to assign personnel in a way that maximizes the effective use of their talents and skills.

Employee Code of Conduct

Campbell County Schools has a tradition of excellence, driven by the understanding that each staff member's actions, whether direct or indirect, impact the quality of our learning and work environment. Therefore, it is essential that we all ensure our actions and behaviors are consistently aligned with the highest standards.

Our interactions with colleagues, students, parents, and community members should be grounded in honesty, trust, fairness, and respect. In support of these values, the Campbell County Board of Education is dedicated to establishing, upholding, and enforcing high standards of ethical conduct among all staff members.

Equal Opportunity Employer Policy

Opportunity for employment, as well as continuation and advancement in employment, shall be afforded equally to members of all races, creeds, colors, sexes, religions, ages, national origins, and individuals with disabilities or veteran status with regard only for qualifications for the position involved.

Locations The Campbell County School System has 14 school locations across 5 districts; 8 elementary, 2 middle, 2 high schools, and 1 alternative schools.

Website Visit <http://www.campbell.k12.tn.us> for additional policy information, calendars and events, news articles, and more.

Board of Education

Board Members

Lisa Fields

District 1
1049 Deerfield Way
LaFollette, TN 37766
423.566.4222

Jeffrey Miller

District 1
209 Glade Springs Road
LaFollette, TN 37766
423.871.3692

Brent Lester

District 2
190 South Village Lane
LaFollette, TN 37766
423.566.9555

Sharon Ridenour

District 2
386 Middlesboro Road
LaFollette, TN 37766
423.562.1646

Randy Heatherly

District 3
148 Colonial Heights
LaFollette, TN 37766
423.562.7311

Brandon Johnson

District 3
110 Knoll Drive
LaFollette, TN 37766
423.494.4894

Jamie Human-Wheeler

District 4
124 School Road
Jacksboro, TN 37757
865.776.9968

Ronnie Lasley

District 4
1102 Bruce Gap Road
Caryville, TN 37714
423.494.5051

Ryne Cummins

District 5
1248 Indian Mtn. Road
Jellico, TN 37762
423.494.0817

Crystal McNealy Creekmore

District 5
112 Old Standard Hollow Road
Newcomb, TN 37819
423.912.0116

District Information

District Administration

Jennifer Fields, Director of Schools

Departments

Attendance – Sandi Wilson
Coordinated School Health – Ernie Clawson
Elementary Supervisor – Lori Adkins
Federal Programs – Pamela Walden
Human Resources – Mandy Starrett
Information Technology – Sara Douglas
Maintenance – Traci Chambers
School Nutrition – Jamie Gillum
Secondary Supervisor – Chris Enix
Special Education – Charlotte McCoy
Testing and Materials – Suzanne Crumley
Transportation – Traci Chambers
21st Century/Pre-K – Melissa Davis

District Support Staff

Angie Musick – SPED Secretary
Shannon Marsee – CTE Secretary
Kellie Allen – Secretary, Homeschool
Alisha Lindsay – School Nutrition Secretary
Becky Hatmaker – Materials Secretary
Melissa Houck – Federal Programs Secretary
Wendy Huckaby – School Nutrition Secretary
Stephanie Ivey – IT Secretary
Sonia Lindsay – SPED Secretary
Rebecca Miracle – School Nutrition Secretary
Angie Wright – Secretary, Substitute Teachers
April Asher – Front Office Secretary

Important Phone Numbers

Central Office – 423.562.8377
Technology – 423.562.0521
Materials Center – 423.562.1655
Special Education – 423.566.1433

School Information

Campbell County High School

150 Cougar Lane
Jacksboro, TN 37757
423.562.8308
Principal: Ben Foust

LaFollette Elementary School

195 Myers Lane
LaFollette, TN 37766
423.562.3439
Principal: Kenny Chadwell

Caryville Elementary School

120 Cardinal Circle
Caryville, TN 37714
423.562.2687
Principal: April Melton

LaFollette Middle School

1309 E. Central Avenue
LaFollette, TN 37766
423.562.8448
Principal: Stefan Piercy

Elk Valley Elementary School

6691 Highway 297
Pioneer, TN 37847
423.784.6866
Principal: Nancy Lay

Valley View Elementary School

1187 Old Middlesboro Highway
LaFollette, TN 37766
423.562.5278
Principal: Jason Dotson

Jacksboro Elementary School

164 Jacksboro Elementary Road
Jacksboro, TN 37757
423.562.7433
Principal: Raven Sabino

White Oak Elementary School

5634 White Oak Road
Duff, TN 37729
423.784.6051
Principal: Gabriel Maiden

Jacksboro Middle School

150 Eagle Circle
Jacksboro, TN 37757
423.562.3773
Principal: Gretchen Thomas

Wynn Elementary School

174 Habersham Road
Duff, TN 37729
423.784.9482
Principal: Danny Sheckles

Jellico Elementary School

551 Sunset Trail
Jellico, TN 37762
423.784.6565
Principal: Charli Johnson

East LaFollette Learning Academy

860 East Chestnut Street
LaFollette, TN 37766
423.352.8006
Principal: Daniel Sexton

Jellico High School

141 High School Road
Jellico, TN 37762
423.784.9455
Principal: Joey St. John

Employment Basics

Goals of the Board of Education:

- To recruit and employ the best qualified individuals to staff the school system.
- To provide compensation, benefits, and working environments sufficient to attract and retain qualified employees.
- To provide an in-service training program for all employees to improve their performance.
- To conduct an evaluation program that will contribute to the continuous improvement of staff performance.
- To ensure that personnel are assigned so that they are utilized as effectively as possible.

Application and Recommendation

All individuals interested in a position must complete an application. All certified positions will be advertised on-line within the employment section of the website.

It is the duty of the principal or supervisor to recommend an applicant for hire to the Director of Schools once interviews for the position are complete.

Recommended applicants are required by law to complete a criminal history background check, and drug and alcohol testing. Background check fees may be reimbursed upon employment and with a receipt.

Applicants shall not begin working until appropriate results from both screenings are returned to Human Resources.

Human Resources will then reach out to the new hire with start-date and other new-hire information such.

Recruitment

The authorization of all school system employees' rests with the Board. Personnel employment shall be the discretion of the Director of Schools. The DOS is responsible for the development of a program for the recruitment of licensed personnel.

Classified Employees

Classified employees, also known as support staff, are those that are not required to hold a license to teach. Examples: custodial staff, school nutrition, and educational assistants.

- Full-time classified work 30 (or more) hours per week.
- Part-time classified work less than 30 hours per week.
- Educational assistants serving in Title I schools are required to have a minimum of 12 semester hours of college credits or pass a reading and writing proficiency exam.

Professional Personnel

Professional personnel are those who possess and require a valid license to teach. Example: principals, teachers, school counselors.

- Certified employees are required to obtain and maintain their license.
- If a teacher has earned a higher degree, it is that teacher's responsibility to notify HR of the degree upgrade.

Administrative and Supervisory Personnel

All administrative and supervisory positions are established initially by the Board, state law, or by State Board Rules, Regulations, and Minimum Standards. To be considered for certificated administrative or supervisory positions, the applicant must show the following qualifications:

- 1) Professional teaching certificate; and
- 2) Administrative or supervisory certification in accordance with state law in the appropriate area and minimum experience defined by the Director of Schools.
- 3) Non-Certified administrative and supervisory personnel shall possess sufficient training and experience to perform the services required and such additional qualifications as the Board and Director of Schools shall determine.

Vacancies and Transfers

Notice of certified vacancies shall be given in writing to the HR department as soon as possible. The HR department will post all full-time certified vacancies for 5 business days or until the Director determines otherwise. The Director of Schools will maintain the authority to transfer based on the needs of the district.

All staff positions shall be approved through the budget process. When it becomes necessary to reduce the number of positions, the Board shall abolish the position and shall dismiss such employee(s) as may be necessary. See policy 5.116.

TN Teacher Code of Ethics

The Campbell County Board of Education values and strives to uphold the Tennessee Teacher Code of Ethics.

49-5-1002. The general assembly finds and declares that:

- (1) An educator, believing in the worth and dignity of each human being, recognizes the supreme importance of the pursuit of truth, devotion to excellence, and the nurture of democratic principles. Essential to these goals is the protection of freedom to learn and to teach and the guarantee of equal educational opportunity for all. An educator accepts the responsibility to adhere to the highest ethical standards; and
- (2) An educator recognizes the magnitude of the responsibility inherent in the teaching process. The desire for the respect and confidence of one's colleagues, of students, of parents and of the members of the community provides the incentive to attain and maintain the highest possible degree of ethical conduct.

49-5-1003. Educator's obligations to students.

- (a) An educator shall strive to help each student realize the student's potential as a worthy and effective member of society. An educator therefore works to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals.
- (b) In fulfillment of this obligation to the student, an educator shall:
 - (1) Not unreasonably restrain the student from independent action in the pursuit of learning;
 - (2) Not unreasonably deny the student access to varying points of view;
 - (3) Not deliberately suppress or distort subject matter relevant to the student's progress;
 - (4) Make reasonable effort to protect the student from conditions harmful to learning or to health and safety;
 - (5) Not intentionally expose the student to embarrassment or disparagement;
 - (6) Not on the basis of race, color, creed, sex, national origin, marital status, political or religious beliefs, family, social or cultural background or sexual orientation unfairly:
 - (A) Exclude any student from participation in any program;
 - (B) Deny benefits to any student; or
 - (C) Grant any advantage to any student;
 - (7) Not use professional relationships with students for private advantage; and
 - (8) Not disclose information about students obtained in the course of professional service unless disclosure serves a compelling professional purpose or is required by law.

49-5-1004. Educator's obligations to the education profession.

- (a) The education profession is vested by the public with a trust and responsibility requiring the highest ideals of professional service. In the belief that the quality of the services of the education profession directly influences the nation and its citizens, the educator shall exert every effort to raise professional standards, to promote a climate that encourages the exercise of professional judgment, to achieve conditions which attract persons worthy of the trust to careers in education, and to assist in preventing the practice of the profession by unqualified persons.
- (b) In fulfillment of this obligation to the profession, an educator shall not:
 - (1) Deliberately make a false statement or fail to disclose a material fact related to competency and qualifications in an application for a professional position;
 - (2) Misrepresent the educator's professional qualifications;
 - (3) Assist entry into the profession of a person known to be unqualified in respect to character, education, or other relevant attribute;
 - (4) Knowingly make a false statement concerning the qualifications of a candidate for a professional position;
 - (5) Assist a noneducator in the unauthorized practice of teaching;
 - (6) Disclose information about colleagues obtained in the course of professional service unless the disclosure serves a compelling professional purpose or is required by law;
 - (7) Knowingly make false or malicious statements about a colleague; and
 - (8) Accept any gratuity, gift, or favor that might impair or appear to influence professional decisions or actions.

Board Policies

Below is a list of policies that Human Resources has determined will be beneficial to new hires. Please follow the link below to access these policies

1.8011 Emergency Closings

1.8011.3 Employee Assignments During Emergency Closure

1.803 Tobacco-Free Schools

2.802 Payroll Procedures

2.803 Salary Deductions

5.1102 Administrative School/Facility Closings

5.301 Emergency Leave

5.302 Sick Leave

5.3021 Sick Leave Bank

5.303 Personal & Professional Leave

5.304 Long-Term Leave of Absences

5.305 FMLA

5.310 Holidays

5.311 Vacation Leave

5.601 Conflict of Interest

5.602 Staff Time Schedules

The full listing of Board Policies can be found on our website
<https://tsba.net/campbell-county-board-of-education-policy-manual/>

Finance & Benefits

The Campbell County Finance Department serves all the offices of the Campbell County Government, including the Campbell County Board of Education. The department oversees purchasing procedures, general accounting, payroll, and benefits.

*****Full-time employees have 30 days from date of hire to enroll in or decline benefits*****

P.O. Box 843 | 555 Main Street
Jacksboro, TN 37775
Phone: 423.562.6201

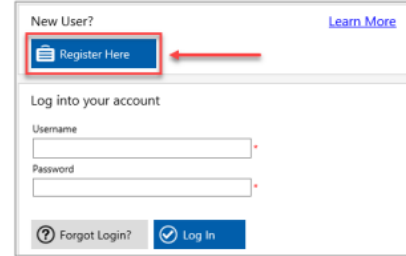
Payroll Contacts: Alisha Franklin, Ida Bowlin
Benefits & Insurance Contact: Amy McGhee, Mandy Starrett
Retirement Contact: Amy McGhee



Accessing Your MyBenefitsChannel Account

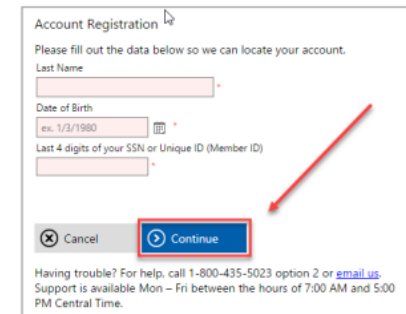
Step 1: Go to MyBenefitsChannel.com

- From any computer, visit www.mybenefitschannel.com
- To register and create your username and password, click **Register Here**.
- Your username and password are secure and are not shared with anyone, even your employer.



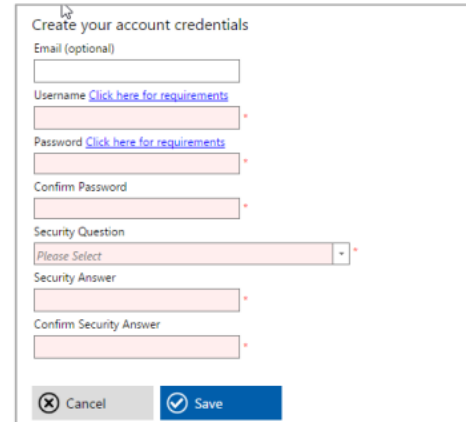
Step 2: Register & Create your Account

- Enter your Last Name, Date of Birth, and Last 4 digits of your SSN or Unique ID (Member ID).
- Click **Continue**.
- On the next screen, you will need to review the Terms & Conditions: check the box indicating your agreement, and click **Submit Agreement**.



Step 3: Create your username and password

- Be sure to enter the email address you use most frequently. When you have secure messages or employer-sponsored activities to do you will receive a notification to the email address you enter on this page. Your email address is **secure and will not be shared** or sold, and will only be used for employer-related business.
- Your username and password must be at least 8 characters and cannot contain special characters like <, >, ', ", and &. Using your email address as your username is recommended.
- Password must be at least 8 characters with at least 1 upper case letter (A-Z), at least one lower case letter (a-z), and at least 1 digit (0-9).
- Cannot contain special characters, your first name, last name or username. Cannot contain certain common passwords or any of your previous 3 passwords.
- Choose a security question and answer to use if you need to recover your username and password.
- You will use the same username and password to log-in to MyBenefitsChannel and the My Wellness Station biometric data upload application (if applicable).
- Click **Save**.



Congratulations, you've logged in! Please explore all that MyBenefitsChannel has to offer!

Need help or have questions? Contact MyBenefitsChannel at 800.435.5023. We will be glad to help!

Tips for Using the MyBenefitsChannel.com Education & Training App

We are sure you will find the online Education & Training App available on MyBenefitsChannel.com to be easy and convenient to use. Please take a few moments to review these simple tips before you get started!

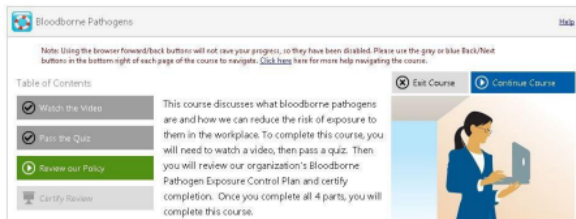
Where do I find my training courses?

- Log-in using your username and password at www.MyBenefitsChannel.com.
- New user? Click the "Register Here" button to complete the registration process in a few simple steps.
- Once you are logged in, click the "Available Courses" button within the Education & Training App. You will only see courses that have been assigned to you to complete.
- If you cannot see a course you believe should be assigned to you, please contact your organization's training coordinator.



How do I complete a course?

- Open a course by clicking the course title on the "Available Courses" screen.
- Start a course by clicking the blue **"Start Course"** button.
- Navigate through the course by clicking the blue buttons at the bottom of each page.
- Your progress will be automatically saved as you move through the course.
- You must click through each page of the course in order to complete it.
- A course is not complete until you click the blue "Finish" button on the last page, and you are presented with the Course Completed screen.



Where can I find my completed courses or course certificates?

- Once you complete a course, you can find it in the "Completed Courses" section of the app.
- You can view/print your **Certificate of Completion** by clicking the certificate icon near the course name.



TRAINING COURSE	PRIORITY	DURATION	DUE	CREDITS	COMPLETED
Enroll as a Second Language Outdoors	Recommended	10 min.	7/31/2013	0.1 credit hours	8/13/2013
Youth Suicide Prevention Training	Mandatory	120 min.	7/31/2013	2 hours	8/1/2013

I completed the course, why am I still getting reminders?

- Please make sure that you did complete the course fully by clicking through all the pages using the blue buttons at the bottom of each page.
- If you linked out to an external site, you must log back in to MyBenefitsChannel.com to complete the course by clicking through all pages and completing any required e-signatures or quizzes.
- Remember, once your course is complete, the course will move to the "Completed Courses" section.

Still have questions or need more help?

Call Five Points, host of MyBenefitsChannel.com, at 800.435.5023, and press "2" or email support@mybenefitschannel.com

2025-2026 Calendar

Monday, August 4 th	In-Service #1 Teachers Report -No Students (8:00a.m.-3:00p.m.)
Tuesday, August 5 th	Student Registration Day (abbreviated day 3.5 hrs. students and staff)
Wednesday August 6 th	In-Service #2 Teachers Report -No Students (8:00a.m.-3:00p.m.)
Thursday August 7 th	First Full Day of Classes for Students
Monday, September 1 st	Labor Day No School
Wednesday September 3 rd	1 st Month Ends
Friday, September 5 th	1 st Mid-Term Ends
Thursday, September 11 th	1 st Mid-Term Report Issued
September 15 th -18 th	Parent Conference Week (Mon. Elem., Tues. Middle, & Thurs. High School)
Wednesday, September 17 th	In-Service #3 Teachers Report -No Students (8:00a.m.-3:00p.m.)
Thursday, October 2 nd	2 nd Month Ends
Tuesday, October 7 th	1 st 9 Weeks Ends
October 13 th -17 th	Fall Break
Tuesday, October 21 st	1 st 9 Weeks Report Cards Issued
Thursday, November 6 th	3 rd Month Ends
Tuesday, November 11 th	Veterans Day No School
Friday, November 14 th	2 nd Mid-Term Ends
Thursday, November 20 th	2 nd Mid-Term Issued
November 26 th -28 th	Thanksgiving Holiday No School
Wednesday, December 10 th	4 th Month Ends
Friday, December 19 th	2 nd 9 Weeks Ends/ 1 st Semester Ends
December 22 nd - January 2 nd	Christmas & New Year's Holidays/No School
Monday, January 5 th	In-Service #4 Teachers Report -No Students (8:00a.m.-3:00p.m.)
Tuesday, January 6 th	Students 1 st day Back After Holidays
Friday, January 9 th	Report Cards Issued
Monday, January 19 th	Martin Luther King Holiday/No School
Friday, January 23 rd	5 th Month Ends
Monday, February 9 th	3 rd Mid-Term Ends
Friday, February 13 th	3 rd Mid-Term Report Issued
Monday, February 16 th	President's Day No School
Monday, February 23 rd	6 th Month Ends
February 23 rd -26 th	Parent Conference Week (Mon. Elem., Tues., Middle, Thurs. High School)
March 16 th -20 th	Spring Break
Monday, March 23 th	3 rd 9 Weeks Ends
Monday, March 30 th	3 rd 9 Weeks Report Cards Issued / 7 th Month Ends
Wednesday, April 1 st	Abbreviated Day Student & Staff (3.5 Hrs.)
Thursday, April 2 nd	In-Service #5 Teachers Report -No Students (8:00a.m.-3:00p.m.)
Friday, April 3 rd	No School Good Friday Holiday
Friday, April 24 th	4 th Mid-Term Ends
Wednesday, April 29 th	8 th Month Ends
Thursday, April 30 th	Mid-Term Reports Issued
Monday, May 25 th	Memorial Day No School
Thursday, May 28 th	Last Day of School/ Report Card Pickup (3.5 Hours) / Ed Assistants (3.5 Hrs)

2024-2025 Pay Schedule

**Campbell County Board of Education
10 Month Certified Employees
Payroll Disbursement Schedule
Fiscal Year 2025-2026**

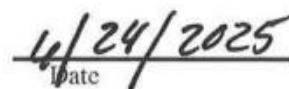
200 Days Possible

Pay Period Ending Date	Submit Timesheets To Payroll By Noon	Scheduled Pay Date	
08/08/25	08/04/25	08/08/25	***
08/22/25	08/18/25	08/22/25	***
09/05/25	09/01/25	09/05/25	
09/19/25	09/15/25	09/19/25	
10/03/25	09/29/25	10/03/25	
10/17/25	10/13/25	10/17/25	
10/31/25	10/27/25	10/31/25	
11/14/25	11/10/25	11/14/25	
11/28/25	11/24/25	11/28/25	
12/12/25	12/08/25	12/12/25	
12/26/25	12/22/25	12/26/25	
01/09/26	01/05/26	01/09/26	
01/23/26	01/19/26	01/23/26	
02/06/26	02/02/26	02/06/26	
02/20/26	02/16/26	02/20/26	
03/06/26	03/02/26	03/06/26	
03/20/26	03/16/26	03/20/26	
04/03/26	03/30/26	04/03/26	
04/17/26	04/13/26	04/17/26	
05/01/26	04/27/26	05/01/26	
05/15/26	05/11/26	05/15/26	
05/29/26	05/25/26	05/29/26	4 checks
06/12/26	06/08/26	06/12/26	

1st check five days @ daily rate
*** No Deductions will be taken!

APPROVED BY:


Director of Schools


Date

2025-2026 Pay Scale

Page 1 of 3

CAMPBELL COUNTY BOARD OF EDUCATION SALARY SCHEDULE

10 MONTH 200 DAY

CERTIFIED EMPLOYEES

2025-2026 SALARY SCHEDULE

EFFECTIVE JULY 1, 2025

STATE INCREASE \$2,500.00 LOCAL INCREASE \$0.00 TOTAL INCREASE \$2,500.00
5.62%

YRS.		B.S.	M.S.	M.S. + 30	ED.S	ED.D
0	State	\$47,000.00	\$50,605.00	\$50,605.00	\$50,605.00	\$50,605.00
	Local	\$2,300.00	\$1,502.00	\$3,604.00	\$5,173.00	\$8,630.00
	State Salary Equity Funds	\$950.00	\$950.00	\$950.00	\$950.00	\$950.00
	Total	\$50,250.00	\$53,057.00	\$55,159.00	\$56,728.00	\$60,185.00
	Daily Rate	\$251.25	\$265.29	\$275.80	\$283.64	\$300.93
1	State	\$47,645.00	\$50,605.00	\$50,605.00	\$50,605.00	\$50,605.00
	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	\$51,945.00	\$54,492.00	\$56,680.00	\$57,416.00	\$60,807.00
	Daily Rate	\$259.73	\$272.46	\$283.40	\$287.08	\$304.04
2	State	\$47,645.00	\$50,605.00	\$50,605.00	\$50,605.00	\$50,605.00
	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	\$51,961.00	\$54,508.00	\$56,697.00	\$57,432.00	\$60,807.00
	Daily Rate	\$259.81	\$272.54	\$283.49	\$287.16	\$304.04
3	State	\$47,645.00	\$50,605.00	\$50,605.00	\$50,605.00	\$50,605.00
	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	\$52,060.00	\$54,611.00	\$56,797.00	\$57,999.00	\$61,539.00
	Daily Rate	\$260.30	\$273.06	\$283.99	\$290.00	\$307.70
4	State	\$47,645.00	\$50,605.00	\$50,605.00	\$50,605.00	\$50,605.00
	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	\$52,392.00	\$55,021.00	\$57,183.00	\$58,835.00	\$62,476.00
	Daily Rate	\$261.96	\$275.11	\$285.92	\$294.18	\$312.38
5	State	\$47,645.00	\$50,605.00	\$50,605.00	\$50,605.00	\$50,605.00
	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	\$52,802.00	\$55,599.00	\$58,051.00	\$59,714.00	\$63,416.00
	Daily Rate	\$264.01	\$278.00	\$290.26	\$298.57	\$317.08
6	State	\$50,370.00	\$54,365.00	\$54,365.00	\$54,365.00	\$54,365.00
	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	\$53,635.00	\$57,192.00	\$59,299.00	\$61,025.00	\$64,837.00
	Daily Rate	\$268.18	\$285.96	\$296.50	\$305.13	\$324.19
7	State	\$50,370.00	\$54,365.00	\$54,365.00	\$54,365.00	\$54,365.00
	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	\$54,071.00	\$57,655.00	\$60,193.00	\$61,972.00	\$65,852.00
	Daily Rate	\$270.36	\$288.28	\$300.97	\$309.86	\$329.26

<u>YRS.</u>		<u>B.S.</u>	<u>M.S.</u>	<u>M.S. + 30</u>	<u>ED.S</u>	<u>ED.D</u>
8	State	\$50,370.00	\$54,365.00	\$54,365.00	\$54,365.00	\$54,365.00
	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	\$54,562.00	\$58,862.00	\$61,464.00	\$63,316.00	\$67,336.00
	Daily Rate	\$272.81	\$294.31	\$307.32	\$316.58	\$336.68
9	State	\$50,370.00	\$54,365.00	\$54,365.00	\$54,365.00	\$54,365.00
	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	\$55,164.00	\$59,758.00	\$62,417.00	\$64,320.00	\$68,424.00
	Daily Rate	\$275.82	\$298.79	\$312.09	\$321.60	\$342.12
10	State	\$50,370.00	\$54,365.00	\$54,365.00	\$54,365.00	\$54,365.00
	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	\$55,376.00	\$59,955.00	\$62,625.00	\$64,508.00	\$68,618.00
	Daily Rate	\$276.88	\$299.78	\$313.13	\$322.54	\$343.09
11	State	\$53,900.00	\$58,380.00	\$58,380.00	\$58,380.00	\$58,380.00
	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	\$56,798.00	\$61,604.00	\$63,768.00	\$65,683.00	\$69,871.00
	Daily Rate	\$283.99	\$308.02	\$318.84	\$328.42	\$349.36
12	State	\$53,900.00	\$58,380.00	\$58,380.00	\$58,380.00	\$58,380.00
	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	\$56,922.00	\$61,604.00	\$63,941.00	\$65,892.00	\$70,096.00
	Daily Rate	\$284.61	\$308.02	\$319.71	\$329.46	\$350.48
13	State	\$53,900.00	\$58,380.00	\$58,380.00	\$58,380.00	\$58,380.00
	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	\$57,395.00	\$62,182.00	\$64,953.00	\$66,932.00	\$71,231.00
	Daily Rate	\$286.98	\$310.91	\$324.77	\$334.66	\$356.16
14	State	\$53,900.00	\$58,380.00	\$58,380.00	\$58,380.00	\$58,380.00
	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	\$57,787.00	\$62,405.00	\$65,154.00	\$67,129.00	\$71,424.00
	Daily Rate	\$288.94	\$312.03	\$325.77	\$335.65	\$357.12
15	State	\$53,900.00	\$58,380.00	\$58,380.00	\$58,380.00	\$58,380.00
	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	\$59,102.00	\$63,373.00	\$66,171.00	\$68,208.00	\$72,595.00
	Daily Rate	\$295.51	\$316.87	\$330.86	\$341.04	\$362.98

CAMPBELL COUNTY BOARD OF EDUCATION SALARY SCHEDULE

10 MONTH 200 DAY
 CERTIFIED EMPLOYEES
 2025-2026 SALARY SCHEDULE
 EFFECTIVE JULY 1, 2025

STATE INCREASE \$2,500.00 LOCAL INCREASE \$0.00 TOTAL INCREASE \$2,500.00
 5.62%

YRS.	B.S.	M.S.	M.S. + 30	ED.S	ED.D
16 State	\$53,900.00	\$58,380.00	\$58,380.00	\$58,380.00	\$58,380.00
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	\$59,211.00	\$63,373.00	\$66,171.00	\$68,208.00	\$72,595.00
Daily Rate	\$296.06	\$316.87	\$330.86	\$341.04	\$362.98
17 State	\$53,900.00	\$58,380.00	\$58,380.00	\$58,380.00	\$58,380.00
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	\$59,402.00	\$64,176.00	\$67,025.00	\$69,113.00	\$73,588.00
Daily Rate	\$297.01	\$320.88	\$335.13	\$345.57	\$367.94
18 State	\$53,900.00	\$58,380.00	\$58,380.00	\$58,380.00	\$58,380.00
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	\$59,507.00	\$64,176.00	\$67,025.00	\$69,113.00	\$73,588.00
Daily Rate	\$297.54	\$320.88	\$335.13	\$345.57	\$367.94
19 State	\$53,900.00	\$58,380.00	\$58,380.00	\$58,380.00	\$58,380.00
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	\$59,748.00	\$64,984.00	\$67,901.00	\$70,030.00	\$74,624.00
Daily Rate	\$298.74	\$324.92	\$339.51	\$350.15	\$373.12
20 State	\$53,900.00	\$58,380.00	\$58,380.00	\$58,380.00	\$58,380.00
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	\$60,312.00	\$65,492.00	\$68,408.00	\$70,537.00	\$75,132.00
Daily Rate	\$301.56	\$327.46	\$342.04	\$352.69	\$375.66

- 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: 
 Board of Education Chair

6/27/25
 Date

Approved: 
 Director of Schools

6/26/2025
 Date