

**2026-2027
Teachers Salary Schedule
Metcalfe County Schools
(185 Days)**

Years of Experience	RANK I ¹ KY Certification (Master's Degree)	RANK II ¹ KY Certification (Master's Degree)	RANK III ¹ KY Certification (Bachelor's Degree.)	RANK IV ¹ (Bachelor's Degree or 96 hours – 128 hours)	RANK V (64 hours – 95 hours)
0	\$51,500	\$45,000	\$41,000	\$30,300	\$26,750
1	\$52,015	\$45,450	\$41,410	\$31,457	\$26,750
2	\$52,760	\$46,328	\$41,663	\$31,770	\$26,750
3	\$53,436	\$48,014	\$41,925	\$33,071	\$26,750
4	\$55,978	\$49,016	\$42,606	\$33,385	\$26,750
5	\$56,124	\$50,016	\$43,998	\$33,698	\$26,750
6	\$56,268	\$51,024	\$45,991	\$34,016	\$26,750
7	\$57,468	\$52,064	\$46,454	\$34,338	\$26,750
8	\$58,345	\$52,484	\$47,133	\$34,662	\$26,750
9	\$59,221	\$53,407	\$47,809	\$34,989	\$26,750
10	\$60,097	\$54,329	\$48,490	\$35,321	\$26,750
11	\$61,270	\$55,254	\$49,170	\$35,655	\$26,750
12	\$61,989	\$56,176	\$50,571	\$35,992	\$26,750
13	\$62,594	\$56,724	\$51,056	\$36,323	\$26,750
14	\$63,013	\$57,116	\$51,345	\$36,677	\$26,750
15	\$63,429	\$57,536	\$51,641	\$37,026	\$26,750
16	\$63,847	\$57,959	\$51,933	\$37,377	\$26,750
17	\$64,262	\$58,380	\$52,223	\$37,732	\$26,750
18	\$64,657	\$58,796	\$52,369	\$38,089	\$26,750
19	\$64,922	\$59,085	\$52,545	\$38,450	\$26,750
20	\$65,190	\$59,368	\$52,744	\$38,816	\$26,750
21	\$65,388	\$59,659	\$53,110	\$39,185	\$26,750
22	\$65,722	\$59,938	\$53,475	\$39,558	\$26,750
23	\$66,156	\$60,373	\$53,843	\$39,933	\$26,750
24	\$66,503	\$60,704	\$54,172	\$40,315	\$26,750
25	\$66,839	\$61,096	\$55,141	\$40,699	\$26,750
26	\$67,174	\$61,367	\$55,677	\$41,086	\$26,750
27	\$67,509	\$61,700	\$56,014	\$41,477	\$26,750
28	\$67,928	\$61,951	\$56,349	\$41,874	\$26,750
29	\$68,162	\$62,372	\$56,681	\$42,273	\$26,750
30 & UP	\$68,353	\$62,529	\$56,817	\$42,677	\$26,750

* National Board Teacher Certification / Doctorate/ASHA Certification– Additional \$2000.00

*Full-time Agriculture will be paid on a 240 day contract

*Gifted/Talented Teacher will be paid on a 190 day contract

*Mental Health Liaison will be paid on a 185 day contract

¹Appropriate and approved professional certificate may be considered equivalent of degree/rank certifications

*Alternative School Lead Teacher will be paid on a 195 day contract

2026-2027
Substitute Teachers Salary Schedule*
Metcalfe County Schools
Daily Rate

RANK I (Master's + 30 hrs. with Teaching Cert)	RANK II (Master's Degree with Teaching Cert.)	RANK III (Bachelor's Degree with Teaching Cert.)	RANK IV (Bachelor's Degree or 96 hours – 128 hours)	RANK V (64 hours – 95 hours)
\$120.00	\$110.00	\$100.00	\$90.00	\$80.00

- * Retired teachers w/certification an additional \$20.00/day
- * Substitutes holding a 5 year substitute certificate will be paid at the rank on that certificate.
- * If a substitute teacher works more than twenty (20) consecutive days in the same position, beginning of the 21st day they will receive 1 ½ times their regular substitute pay rate and will continue until a break in service.
- *Full time substitute teacher(s) will be paid per rank and years of experience on the certified salary schedule

2026-2027 Classified Substitute Salary Schedule

**Paraeducators, Secretaries, Cooks and Custodians, Part-Time Bus Monitor
\$10.00 per hour**

*** If a classified substitute works more than twenty (20) consecutive days in the same position, beginning of the 21st day they will receive the regular pay rate per salary schedule until a break in service for that position.**

Seasonal Buildings & Grounds \$10.00/hr

Student Workers \$7.25/hr

Bus Drivers ** \$17.25/hr

**** One (1) full time substitute bus drivers are paid per the bus driver salary schedule.**

**2026-2027
Professional Staff
Extended and Supplemental Salary Schedule
Metcalfe County Schools**

Certified Position	Days	Supplement % of base
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District

Director of Instruction	240	*see chart below
Director of Pupil Personnel/Safe Schools Coordinator	240	*see chart below
Director of Exceptional Children/Title IX	240	* see chart below
Director of Innovative Learning /Facilities	240	*see chart below

Elementary School

Principal	230	20%
Asst. Principal/Instructional Coordinator	210	10%
Guidance Counselor	210	3%

Middle School

Principal	230	20%
Asst. Principal/Instructional Coordinator	210	10%
Guidance Counselor	200	3%

High School

Principal	240	25%
Asst. Principal/Instructional Coordinator	225	15%
Asst. Principal	225	15%
Guidance Counselor	210	3%
Curriculum Coach	205	

*** Administrative Experience**

Years	Percentage
0	10%
1-4	15%
5+	20%

Any additional schools administrative positions shall be determined by SBDM Council and should be derived from teacher allocation.

A maximum of one(1) such positions may qualify for extended day/service pay from district funds. Any portion and/or all costs of extended days/extra service pay beyond this shall be borne by the council.

(Not to exceed index/salary schedule)

**2026-2027
Certified Professional Staff
Metcalfe County Schools**

Years of Exp.	Food Service Director 240D 7H	Chief Finance Officer HR Director	Business Marketing Coordinor 240D 8H
		Communications Director 235D 7.5H	
0	\$45,450	\$55,550	\$43,950
1	\$46,460	\$56,712	\$44,440
2	\$47,470	\$58,075	\$47,470
3	\$50,197	\$59,338	\$50,197
4	\$50,679	\$60,600	\$50,679
5	\$51,166	\$62,469	\$51,166
6	\$51,903	\$63,782	\$51,903
7	\$52,212	\$66,601	\$52,212
8	\$52,400	\$68,026	\$52,400
9	\$52,909	\$69,816	\$52,909
10	\$53,423	\$73,377	\$53,423
11	\$54,202	\$76,609	\$54,202
12	\$54,729	\$78,469	\$54,729
13	\$55,260	\$83,178	\$55,260
14	\$55,798	\$84,693	\$55,798
15	\$56,341	\$85,116	\$56,341
16	\$57,163	\$85,542	\$57,163
17	\$57,719	\$85,969	\$57,719
18	\$58,282	\$86,399	\$58,282
19	\$58,850	\$86,831	\$58,850
20	\$59,422	\$87,265	\$59,422
21	\$60,291	\$87,701	\$60,291
22	\$60,879	\$88,140	\$60,879
23	\$61,473	\$88,581	\$61,473
24	\$62,073	\$89,023	\$62,073
25	\$62,678	\$89,469	\$62,678
26	\$63,596	\$89,916	\$63,596
27	\$64,216	\$90,366	\$64,216
28	\$64,843	\$90,817	\$64,843
29	\$65,476	\$91,272	\$65,476
30	\$66,117	\$91,728	\$66,117

2026-2027
Classified
Metcalf County Schools

Years of Exp.	Transportation Director 240D 8H	Maintenance Manager 240D 8H	Maintenance Tech I 240D 8H	Chief Information Officer 240D 7H	District Technology 240D 7H	SIS Manager 230D 7H	Family Resource Director YSC Director 240D 7H	Director of Community Education 220D 7H	Career Study & Dual Credit Liaison 210D 7H	Preschool Lead Teacher 185D 7H
0	\$48,500	\$35,400	\$40,000	\$49,500	\$41,900	\$40,400	\$35,600	\$34,350	\$53,500	\$26,800
1	\$48,722	\$35,527	\$40,400	\$49,737	\$42,420	\$40,703	\$35,780	\$34,512	\$53,798	\$26,832
2	\$48,966	\$35,705	\$40,804	\$49,986	\$42,632	\$41,008	\$35,959	\$34,684	\$54,066	\$26,899
3	\$49,211	\$35,883	\$41,212	\$50,236	\$42,845	\$41,316	\$36,139	\$34,858	\$54,337	\$26,966
4	\$49,457	\$36,062	\$41,624	\$50,487	\$43,059	\$41,626	\$36,320	\$35,032	\$54,609	\$27,034
5	\$49,704	\$36,748	\$42,040	\$51,749	\$44,284	\$41,938	\$36,592	\$35,294	\$54,881	\$27,101
6	\$49,953	\$36,932	\$42,461	\$52,008	\$44,507	\$42,252	\$36,775	\$35,471	\$55,156	\$27,169
7	\$50,202	\$37,116	\$42,885	\$52,269	\$44,729	\$42,569	\$36,959	\$36,550	\$55,432	\$27,237
8	\$50,454	\$37,301	\$43,314	\$52,530	\$44,952	\$42,889	\$37,144	\$36,733	\$55,709	\$27,305
9	\$50,706	\$37,488	\$43,747	\$52,793	\$45,177	\$43,210	\$37,330	\$36,917	\$55,987	\$27,373
10	\$50,960	\$38,181	\$44,185	\$55,076	\$46,413	\$45,554	\$37,609	\$37,101	\$56,267	\$27,442
11	\$51,214	\$38,372	\$44,627	\$55,352	\$46,877	\$45,782	\$37,797	\$37,286	\$56,549	\$27,510
12	\$51,471	\$38,564	\$45,073	\$55,629	\$47,111	\$46,011	\$37,987	\$37,473	\$56,813	\$27,579
13	\$51,727	\$38,756	\$45,524	\$55,907	\$47,347	\$46,241	\$38,177	\$37,660	\$58,525	\$27,648
14	\$51,986	\$38,950	\$45,979	\$56,186	\$47,584	\$46,472	\$38,368	\$37,849	\$58,818	\$27,717
15	\$52,246	\$39,650	\$46,439	\$57,477	\$48,831	\$47,714	\$38,656	\$38,038	\$59,112	\$27,786
16	\$52,507	\$39,848	\$46,903	\$60,352	\$49,076	\$47,953	\$38,849	\$38,227	\$59,408	\$27,856
17	\$52,769	\$40,048	\$47,372	\$60,653	\$49,321	\$48,193	\$39,043	\$38,419	\$59,705	\$27,925
18	\$53,034	\$40,247	\$47,846	\$60,957	\$49,568	\$48,434	\$39,237	\$38,611	\$60,003	\$27,995
19	\$53,299	\$40,448	\$48,324	\$61,261	\$49,816	\$48,676	\$39,434	\$38,804	\$60,303	\$28,065
20	\$53,565	\$42,379	\$48,808	\$61,720	\$51,075	\$49,929	\$39,730	\$38,998	\$60,605	\$28,136
21	\$53,833	\$42,591	\$49,296	\$62,115	\$51,330	\$50,179	\$39,928	\$39,193	\$60,908	\$28,206
22	\$54,103	\$42,804	\$49,789	\$62,426	\$51,587	\$50,430	\$40,128	\$39,389	\$61,212	\$28,276
23	\$54,372	\$43,018	\$50,287	\$62,738	\$51,844	\$50,682	\$40,329	\$39,586	\$61,518	\$28,347
24	\$54,645	\$43,232	\$50,789	\$63,051	\$52,104	\$50,935	\$41,175	\$39,784	\$61,826	\$28,418
25	\$54,374	\$43,449	\$51,297	\$63,366	\$52,364	\$51,510	\$41,381	\$39,983	\$62,135	\$28,489
26	\$55,192	\$43,666	\$51,810	\$63,684	\$52,626	\$51,768	\$41,588	\$40,183	\$62,446	\$28,560
27	\$55,468	\$43,885	\$52,328	\$64,002	\$52,890	\$52,026	\$41,796	\$40,384	\$62,758	\$28,631
28	\$55,746	\$44,104	\$52,852	\$64,322	\$53,154	\$52,287	\$42,004	\$40,586	\$63,071	\$28,703
29	\$56,025	\$44,324	\$53,380	\$64,643	\$53,420	\$52,548	\$42,214	\$40,789	\$63,388	\$28,775
30	\$56,304	\$44,546	\$53,914	\$64,967	\$53,687	\$52,811	\$42,425	\$40,993	\$63,704	\$30,139

Add ons
Master Electrician \$ 10,000.00 Journeyman Electrician \$ 5,000.00
HVAC Master \$ 10,000.00 HVAC Journeyman \$ 5,000.00
Plumbing Certification \$ 1,500.00
Herbicide and Pesticide Certification \$ 1,000.00

1 Additional Tech Certification \$ 1,000.00
2 additional Tech Certifications \$ 1,500.00
Student Information System Certification \$ 1,000.00

Board Treasurer \$ 2,500.00
Board Liaison \$ 6,000.00
Truancy Diverson \$ 4,000.00
Adjunct Instructor \$15.15/hr

**2026-2027
Classified Salary Schedule
Metcalf County Schools**

Years of Exp.	Paraeducators 180D / 7H	School Secretaries 205 Days / 8 hrs	Mechanics 250/8H	Custodians 240D 8H	Bus Driver * Hourly Salary	SRO 200D 8H	Student Employment
	Family Resource Center Assistant 190D/6.5H	Finance Clerks 205 Days / 8hrs	Grounds Worker 240/8H	District Custodian 180D 7H	180D Regular 4H		Coordinator 180D 7H
	Youth Services Center Assistant 190D/6.5H	Transportation 235D 8H			City 2H		
	Alternative School 180D/7H	Central Office Receptionist 240D 8H			Summer School 4H		
		MCS Exceptoinal Education Asst. 180/6.5H			Preschool 2H		
		Bus Monitor 180/4H			21st CCLC 2H		
					Driver Trainer		
					ISS 6H/Bus 2H		
0	\$13.25	\$13.50	\$14.75	\$13.25	\$17.25	\$23.25	\$18.25
1	\$13.64	\$13.64	\$15.22	\$13.64	\$17.68	\$23.46	\$18.36
2	\$13.74	\$13.84	\$15.79	\$13.74	\$18.08	\$23.69	\$18.54
3	\$13.84	\$13.98	\$16.10	\$13.84	\$18.23	\$23.94	\$18.74
4	\$13.94	\$14.27	\$16.40	\$13.94	\$18.38	\$24.17	\$18.92
5	\$14.04	\$14.57	\$16.73	\$14.04	\$18.53	\$24.41	\$19.11
6	\$14.33	\$14.90	\$17.02	\$14.33	\$18.70	\$24.87	\$19.30
7	\$14.63	\$15.25	\$17.35	\$14.63	\$18.85	\$24.99	\$19.64
8	\$14.91	\$15.60	\$17.65	\$14.91	\$19.00	\$25.12	\$19.84
9	\$15.26	\$15.94	\$17.96	\$15.19	\$19.16	\$25.24	\$20.04
10	\$15.61	\$16.28	\$18.26	\$15.47	\$19.31	\$25.37	\$20.24
11	\$15.95	\$16.63	\$18.56	\$15.79	\$19.47	\$25.49	\$20.44
12	\$16.29	\$16.98	\$18.90	\$16.05	\$19.64	\$25.62	\$20.64
13	\$16.64	\$17.32	\$19.20	\$16.34	\$19.82	\$25.74	\$20.86
14	\$16.99	\$17.66	\$19.51	\$16.63	\$19.99	\$25.88	\$21.06
15	\$17.33	\$18.02	\$19.83	\$16.92	\$20.16	\$26.01	\$21.27
16	\$17.68	\$18.34	\$20.13	\$17.18	\$20.33	\$26.14	\$21.48
17	\$18.03	\$18.66	\$20.42	\$17.45	\$20.57	\$26.27	\$21.69
18	\$18.36	\$19.05	\$20.74	\$17.74	\$20.76	\$26.40	\$21.92
19	\$18.72	\$19.38	\$21.03	\$18.02	\$20.99	\$26.53	\$22.14
20	\$19.06	\$19.74	\$21.32	\$18.28	\$21.19	\$26.66	\$22.36
21	\$19.39	\$20.08	\$21.62	\$18.55	\$21.44	\$26.80	\$22.58
22	\$19.90	\$20.89	\$22.10	\$18.99	\$21.81	\$26.94	\$22.81
23	\$19.95	\$20.94	\$22.41	\$19.26	\$22.00	\$27.07	\$23.04
24	\$20.29	\$20.97	\$22.44	\$19.29	\$22.02	\$27.20	\$23.26
25	\$20.32	\$21.01	\$22.47	\$19.31	\$22.04	\$27.34	\$23.50
26	\$20.37	\$21.05	\$22.51	\$19.34	\$22.06	\$27.47	\$23.74
27	\$20.41	\$21.09	\$22.54	\$19.37	\$22.08	\$27.61	\$23.97
28	\$20.45	\$21.13	\$22.57	\$19.40	\$22.10	\$27.75	\$24.21
29	\$20.49	\$21.16	\$22.60	\$19.43	\$22.12	\$27.89	\$24.45
30	\$20.52	\$21.20	\$22.64	\$19.46	\$22.14	\$28.03	\$24.69

* Bus Driver: Instructional field trips, co-curricular and athletic hourly rate is \$17.25

Trade School Routes Not to exceed 4 hrs per day at driver's hourly rate

Special Education Routes/Drivers are to be additionally compensated the equivalent of one hour extra pay per day at their hourly rate if needed for early release student.

Supplemental Cleaning Services \$10/hr Lead Custodian \$.50/hr

Staff affected by the April 2007 Superintendent "pay freeze" memo shall be paid from the 2006-07 salary schedule until which time they retire, sever employment with the district, or no longer remain in an hourly classified position.

Eligibility for raises resumed beginning with the 2013-14 school year and thereafter.

\$.05/hr will be allocated each year beyond 30 years of service

2026-2027
School Nutrition Salary Schedule
Metcalfe County Schools

Years of Experience	Hourly Rate
0	\$13.75
1	\$14.14
2	\$14.29
3	\$14.43
4	\$14.72
5	\$14.80
6	\$15.09
7	\$15.39
8	\$15.67
9	\$15.95
10	\$16.23
11	\$16.54
12	\$16.81
13	\$17.10
14	\$17.39
15	\$17.68
16	\$17.94
17	\$18.21
18	\$18.49
19	\$18.78
20	\$19.04
21	\$19.31
22	\$19.75
23	\$20.01
24	\$20.03
25	\$20.05
26	\$20.08
27	\$20.11
28	\$20.14
29	\$20.17
30	\$20.20

School Nutrition managers are paid for 180 days at 8 hours/day plus \$.50/hr
School Nutrition workers are paid for 180 days at 7 hours/day
\$.05/hr will be allocated each year beyond 30 years of service

2026-2027
21st Century Salary Schedule*
Metcalfe County Schools

Position	Days / Hours	Salary
21st Century Site Coordinator	220/6.5H Per Grant Award	
21st Century Program Director	220/6.5 Per Grant Award	
21 st Century Site Assistant (Certified)		\$25.00 H
21 st Century Site Assistant (Classified)		\$10.00 H

2025-2026
Tutor/Interpreter Salary Schedule*
Metcalfe County Schools

Position		Salary
Certified Tutor/Homebound Teacher		\$25.00 H
Mentor Coach		\$25.00 H
Classified Tutor		\$10.00 H
Interpreter (Hourly Rate per Employee or Contract as needed)		

*** The cost of salaries and increments must not exceed grant capabilities.**

2026-2027
Extra Curricular Salary Supplements
Metcalfe County Schools

DISTRICT WIDE			
Athletic Director (30 Ext. Days + Extra Service)	\$9,000	METCALFE CO MIDDLE SCHOOL	
Assistant Athletic Director (5 Ext. Days + Extra Service)	\$6,000	HEAD COACHES	
Band Director	\$9,000	Boys Basketball	\$3,000
Asst. Band Director	\$3,500	Girls Basketball	\$3,000
Band Camp Assistant	\$1,750	Football	\$3,000
Color Guard	\$1,000	Cheerleading	\$3,000
METCALFE CO HIGH SCHOOL		Baseball	\$3,000
HEAD COACHES		Softball	\$3,000
Boys Basketball	\$9,000	Volleyball	\$3,000
Girls Basketball	\$9,000		
Football	\$9,000		
Volleyball	\$5,500	ASSISTANT COACHES	
Baseball	\$5,500	Assistant Football (3)	\$1,800
Softball	\$5,500	Asst Boys Basketball (2)	\$1,800
Cheerleading	\$5,500	Asst Girls Basketball (2)	\$1,800
Boys & Girls Track and Field	\$3,000	Assistant Baseball (2)	\$1,800
Cross Country *****	\$3,000	Assistant Softball (2)	\$1,800
Tennis*****	\$3,000	Assistant Cheerleading	\$1,800
Golf*****	\$3,000	Assistant Volleyball	\$1,800
Dance	\$3,000		
Bass Fishing	\$2,500		
Bowling	\$2,500	DISTRICT / OTHER	
Esports Coach	\$2,500	BETA/NHS	\$1,500
Archery Coach	\$2,500	Academic Team/FPS	\$1,000
ASSISTANT COACHES		KJHS**	\$500
Assistant Boys Basketball (2)	\$4,500	STLP	\$500
Assistant Girls Basketball (2)	\$4,500	Choir Elementary, Middle*** & High***	\$500
Assistant Football (4)	\$4,500	MCHS Media/Display	\$750
Assistant Volleyball	\$3,000		
Asst/Bench Volleyball	\$2,000		
Assistant Softball	\$3,000		
Asst/Bench Softball	\$2,000	Special Custodial Serv:	
Assistant Baseball	\$3,000	Bus Garage	\$1,200
Asst/Bench Baseball	\$2,000		
Assistant Cheerleading	\$3,000		
Assistant Track & Field (2)	\$1,500		
Assistant Cross Country	\$1,500	Youth Sports Liaison	
Assistant Dance Coach	\$1,500	Football	\$3,000
Assistant Tennis	\$1,500	Basketball	\$3,000
Assistant Bowling	\$1,250	Baseball/Softball	\$3,000

Any unused allocation will return to the General Fund unless prior approval from Superintendent.

**** Inactive for current year at MCHS**

***** Inactive for Current Year at MCHS & MCMS**

******* Upon agreement salaries may be split among individuals for boys and girls teams.**