SUPPLEMENTAL SCHEDULE OF SUPERVISION, EXTENDED
EMPLOYMENT AND EXTRA DUTIES FOR
ADMINISTRATIVE AND CENTRAL OFFICE STAFF
2026-2027

Principals	Supervision	Ext. Employment	Extra Service
High School Principal	.4763 - Rank III - 0 Yrs	50 days	.0900 - Rank III - 0 Yrs
High School Asst. Prin.	.2200 " " " "	40 days	None
Middle School Principal	.3450 " " " "	50 days	.0900 - Rank III - 0 Yrs
Asst. Middle School Principal (Part Time)	NONE	10 days	NONE
Elementary School Principal	.2325 " " " "	50 days	.0900 - Rank III - 0 Yrs
Asst. Elementary School Principal (Part Time)	NONE	10 days	NONE
Central Office Staff			
Director of Special Education	None	55 days	$3,000
Supervision of Instruct. and Cirriculum	None	55 days	$3,000
Director of Pupil Personnel	None	55 days	$3,000
Educational Diagnostician	None	25 days	None
School Psychologist	None	25 days	None
STEM Coordinator	None	50 days	None
Food Service Director	None	55 days	$3,000
Finance Director	To be determined based on experience and responsibilities.		
Technology Director	To be determined based on experience and responsibilities.		
Director of Buildings and Grounds	To be determined based on experience and responsibilities.		
Transportation Director	To be determined based on experience and responsibilities.		
Human Recources Personnel	To be determined based on experience and responsibilities.		
Administrative Support/Lead Coordinator	To be determined based on experience and responsibilities.		
Accounts Payable	To be determined based on experience and responsibilities.		
Technology Technician	To be determined based on experience and responsibilities.		
Attendance Specialist	To be determined based on experience and responsibilities.		

*AFTER 25 YEARS OF SERVICE, HOURLY RATES SHALL BE INCREASED 3%

**ANY INDIVIDUAL WHO HAS MILITARY EXPERIENCE AND HAS BEEN HONORABLY DISCHARGED WILL RECEIVE CREDIT FOR EACH YEAR SERVED, NOT TO EXCEED FIVE (5) YEARS OF CREDIT TOWARD ANY RANK, VERIFIED BY DD214.

Approved June 23, 2026

MIDDLESBORO INDEPENDENT SCHOOLS
MIDDLESBORO, KENTUCKY
FULL TIME TEACHER SALARY SCHEDULE
2026-2027
(Based On 185 Days)

EXPERIENCE	2026-2027 B.A. (RANK III)	2026-2027 M.A. (RANK II)	2026-2027 M.A. + 30 SEM. HRS. (RANK I)
0	$40,394	$44,742	$49,094
1	$40,692	$45,039	$49,391
2	$40,985	$45,333	$49,682
3	$41,281	$45,631	$49,979
4	$45,108	$49,456	$53,806
5	$45,404	$49,750	$54,103
6	$45,700	$50,048	$54,400
7	$45,994	$50,345	$54,696
8	$46,291	$50,639	$54,991
9	$46,586	$50,938	$55,287
10	$50,761	$55,112	$59,462
11	$51,057	$55,409	$59,759
12	$51,352	$55,703	$60,053
13	$51,650	$55,999	$60,349
14	$51,945	$56,297	$60,646
15	$54,037	$58,384	$62,735
20	$55,073	$59,427	$63,772
25	$56,576	$61,057	$65,536

Director of STEM Education to be based on experience & responsibilities
PhD and EdD not to exceed $3,000 Additional to Schedule
RANK IV (90 SEM. HRS.) $40,394
RANK V (60 SEM. HRS.) $27,193

Approved June 23, 2026

MIDDLESBORO INDEPENDENT SCHOOLS

SUBSTITUTE TEACHER DAILY SALARY SCHEDULE

2026-2027

Retired Certified Teacher		$100.00
MA + 30	(RANK I)	$85.00
M.A.	(RANK II)	$85.00
B.A.	(RANK III)	$85.00
90 HRS.	(RANK IV)	$85.00
64 HRS	(RANK V)	$85.00

SUBSTITUTE TEACHERS HAVING A REGULAR TEACHING CERTIFICATE THAT TEACH FOR THE SAME TEACHER TEN OR MORE CONSECUTIVE DAYS AND BEGINNING WITH THE ELEVENTH DAY, ARE PAID ACCORDING TO THEIR RANK AND EXPERIENCE ON THE APPROVED TEACHER SALARY SCHEDULE.

Approved June 23, 2026

MIDDLESBORO INDEPENDENT SCHOOLS

2026-2027

FAMILY RESOURCE AND YOUTH SERVICE CENTER COORDINATORS

Experience	
0-5 Years	$37,111
6-15 Years	$39,866
16-25 Years	$42,641
26 Years	$43,918

TUTOR AND EXTRA SERVICE
HOURLY(DAILY) SALARY SCHEDULE

BA/BS Degreee & Above	$40.00
64 College Hours/Assoc. Degree	$16.00
High School Graduate/GED	$12.50
High School Students	$7.25

EXTRA SERVICE PAID ABOVE CONTRACT WILL BE PAID BASED UPON THE EMPLOYEE'S DAILY/HOURLY RATE.

SCHOOL RESOURCE OFFICERS

Retired Law Enforcement or Experience Determined by Superintendent	$32,160.00

Approved June 23, 2026

MIDDLESBORO INDEPENDENT SCHOOLS

MIDDLESBORO, KENTUCKY

CLASSIFIED PERSONNEL
2026-2027

	CUSTODIAN	MAINTENANCE
EXPERIENCE	HOURLY RATE	HOURLY RATE
0	$13.38	$16.50
1	$13.59	$16.70
2	$13.80	$16.92
3	$14.06	$17.18
4	$14.28	$17.40
5	$14.56	$17.67
6	$14.77	$17.89
7	$15.04	$18.16
8	$15.22	$18.34
9	$15.52	$18.63
10	$15.68	$18.79
25	$16.05	$19.17

***SUBSTITUTE $.05 PER HOUR LESS THAN STEP 0
****AFTER 25 YEARS OF SERVICE, HOURLY RATE SHALL BE INCREASE 3%
Custodian (2026-2027 $16.53)
Maintenance (2026-2027 $19.75)

BUS DRIVERS

EXPERIENCE	HOURLY RATE
0	$16.36
1	$16.67
2	$16.97
3	$17.46
25	$17.85

SUBSTITUTES $.05 PER HOUR LESS THAN STEP 0
*AFTER 25 YEARS OF SERVICE, HOURLY RATE SHALL BE INCREASED 3% (2026-2027 $18.38)

Approved June 23, 2026

MIDDLESBORO INDEPENDENT SCHOOLS

MIDDLESBORO, KENTUCKY

CLASSIFIED PERSONNEL
2026-2027

	CUSTODIAN	MAINTENANCE
EXPERIENCE	HOURLY RATE	HOURLY RATE
0	$13.38	$16.50
1	$13.59	$16.70
2	$13.80	$16.92
3	$14.06	$17.18
4	$14.28	$17.40
5	$14.56	$17.67
6	$14.77	$17.89
7	$15.04	$18.16
8	$15.22	$18.34
9	$15.52	$18.63
10	$15.68	$18.79
25	$16.05	$19.17

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****AFTER 25 YEARS OF SERVICE, HOURLY RATE SHALL BE INCREASE 3%
Custodian (2026-2027 $16.53)
Maintenance (2026-2027 $19.75)

BUS DRIVERS

EXPERIENCE	HOURLY RATE
0	$16.36
1	$16.67
2	$16.97
3	$17.46
25	$17.85

SUBSTITUTES $.05 PER HOUR LESS THAN STEP 0
*AFTER 25 YEARS OF SERVICE, HOURLY RATE SHALL BE INCREASED 3% (2026-2027 $18.38)

Approved June 23, 2026

MIDDLESBORO INDEPENDENT SCHOOLS

FY 2026-2027

INSTRUCTIONAL ASSISTANTS

EXPERIENCE	HOURLY RATE
0	$13.38
1	$13.59
2	$13.80
3	$14.06
4	$14.28
5	$14.56
6	$14.77
7	$15.04
8	$15.22
9	$15.52
10	$15.68
25	$16.05

SUBSTITUTE PAY FIVE CENTS LESS THAN STEP 0
*AFTER 25 YEARS OF SERVICE, HOURLY RATE SHALL BE INCREASED 3%
(2026-2027 $16.43)
SPECIAL ED AIDES $1.00 PER HOUR ADDITI

Approved June 23 ,2026

MIDDLESBORO INDEPENDENT SCHOOLS

MIDDLESBORO, KENTUCKY

CLASSIFIED PERSONNEL

SALARY SCHEDULE
2026-2027

SECRETARIES

EXPERIENCE	HOURLY RATE
0	$14.06
1	$14.42
2	$14.77
3	$15.12
4	$15.52
5	$15.81
6	$16.17
7	$16.51
8	$16.90
9	$17.21
10	$17.64
25	$18.07

SUBSTITUTE $.05 PER HOUR LESS THAN STEP 0

*AFTER 25 YEARS OF SERVICE, HOURLY RATE SHALL BE INCREASED 3%
(FY 2026-2027 $18.51)

Approved June 23, 2026

MIDDLESBORO INDEPENDENT SCHOOLS
MIDDLESBORO, KENTUCKY

SCHOOL FOOD SERVICE
SALARY SCHEDULE
2026-2027

JOB CATEGORY	EXPERIENCE	HOURLY WAGE
CAFETERIA WORKERS	0	$14.37
	1	$14.84
	2	$15.06
	3	$15.28
	4	$15.54
	5	$15.77
	6	$16.05
	7	$16.21
	8	$16.49
	9	$16.69
	10	$16.96
	25	$17.33
ASSISTANT MANAGERS	0	$16.24
	1	$16.71
	2	$16.91
	3	$17.14
	4	$17.43
	5	$17.62
	6	$17.85
	7	$18.09
	8	$18.34
	9	$18.55
	10	$18.82
	25	$19.24
MANAGERS	0	$16.94
	1	$17.41
	2	$17.70
	3	$17.86
	4	$18.16
	5	$18.39
	6	$18.70
	7	$18.89
	8	$19.06
	9	$19.32
	10	$19.52
	25	$19.97

FOOD SERVICE SECRETARY To be determined based on experience and responsibilities.

*SUBSTITUTE WORKERS PAID $.05 BELOW STEP 0
****AFTER 25 YEARS OF SERVICE, HOURLY RATE SHALL BE INCREASED 3%

Amended June 23, 2026

MIDDLESBORO INDEPENDENT SCHOOLS
MIDDLESBORO, KENTUCKY

SCHOOL FOOD SERVICE
SALARY SCHEDULE
2026-2027

JOB CATEGORY	EXPERIENCE	HOURLY WAGE
CAFETERIA WORKERS	0	$14.37
	1	$14.84
	2	$15.06
	3	$15.28
	4	$15.54
	5	$15.77
	6	$16.05
	7	$16.21
	8	$16.49
	9	$16.69
	10	$16.96
	25	$17.33
ASSISTANT MANAGERS	0	$16.24
	1	$16.71
	2	$16.91
	3	$17.14
	4	$17.43
	5	$17.62
	6	$17.85
	7	$18.09
	8	$18.34
	9	$18.55
	10	$18.82
	25	$19.24
MANAGERS	0	$16.94
	1	$17.41
	2	$17.70
	3	$17.86
	4	$18.16
	5	$18.39
	6	$18.70
	7	$18.89
	8	$19.06
	9	$19.32
	10	$19.52
	25	$19.97

FOOD SERVICE SECRETARY To be determined based on experience and responsibilities.

*SUBSTITUTE WORKERS PAID $.05 BELOW STEP 0
****AFTER 25 YEARS OF SERVICE, HOURLY RATE SHALL BE INCREASED 3%

Amended June 23, 2026

MIDDLESBORO INDEPENDENT SCHOOLS
MIDDLESBORO, KENTUCKY

SCHOOL FOOD SERVICE
EXTRA SERVICE
SUMMER FEEDING
SALARY SCHEDULE
2026-2027

FOOD SERVICE EXTRA DUTY

Level 4 Certification	$3,000.00
CACFP (after school)	$5,000.00
FFVP (fresh fruit & vegetables)	$4,000.00

SUMMER FEEDING

JOB CATEGORY	DAILY WAGE
CAFETERIA WORKERS	$120.00
ASSISTANT MANAGERS	$130.00
MANAGERS	$150.00

Approved June 23, 2026

MIDDLESBORO INDEPENDENT SCHOOLS
MIDDLESBORO, KENTUCKY
SUPPLEMENTAL SALARY SCHEDULE
HIGH SCHOOL ATHLETIC DUTIES
2026-2027

Athletic Director	$	9,000.00
MHS Football		
Head Coach	$	11,800.00
Asst. Coaches Allocation See Note	$	17,500.00
MHS Basketball Boys		
Head Coach	$	11,800.00
Asst. Coaches Allocation See Note	$	4,500.00
MHS Basketball Girls		
Head Coach	$	11,800.00
Asst. Coaches Allocation See Note	$	4,500.00
MHS Baseball		
Head Coach	$	6,000.00
Asst. Coaches Allocation See Note	$	4,000.00
Field Maintenance	$	2,000.00
MHS Softball		
Head Coach	$	6,000.00
Asst. Coaches Allocation See Note	$	4,000.00
Field Maintenance	$	2,000.00
MHS Golf Boys		
Head Coach	$	1,800.00
MHS Golf Girls		
Head Coach	$	1,800.00

MHS Volleyball	
Head Coach	$ 3,000.00
Asst. Coach	$ 1,000.00
MHS Track & Field Boys	
Head Coach	$ 2,500.00
Asst. Coach	$ 500.00
MHS Track & Field Girls	
Head Coach	$ 2,500.00
Asst. Coach	$ 500.00
MHS Cross Country Boys	
Head Coach	$ 1,000.00
MHS Cross Country Girls	
Head Coach	$ 1,000.00
MHS Tennis Boys	
Head Coach	$ 2,000.00
MHS Tennis Girls	
Head Coach	$ 2,000.00
MHS Cheerleading	
Head Coach	$ 4,000.00
Asst Coach	$ 1,500.00
MHS Soccer Boys	
Head Coach	$ 3,000.00
Asst. Coach	$ 1,000.00
MHS Soccer Girls	
Head Coach	$ 3,000.00
Asst. Coach	$ 1,000.00
Bass Fishing	
Head Coach	$ 2,000.00
Asst. Coach	$ 1,000.00

Note: Payments to Assistant Coaches may be flexible, but shall not exceed the total allocated for that sport.

Approved June 23, 2026

MIDDLESBORO INDEPENDENT SCHOOLS
MIDDLESBORO, KENTUCKY
SUPPLEMENTAL SALARY SCHEDULE
MIDDLE SCHOOL ATHLETIC DUTIES
2026-2027

Athletic Director	$ 4,000.00
MMS Football	
Head Coach	$ 3,000.00
Asst. Coaches Allocation See Note	$ 7,500.00
MMS Basketball Boys	
Head Coach	$ 2,500.00
Asst. Coaches Allocation See Note	$ 2,250.00
3rd & 4th Grade Coach	$ 1,000.00
MMS Basketball Girls	
Head Coach	$ 2,500.00
Asst. Coaches Allocation See Note	$ 2,250.00
3rd & 4th Grade Coach	$ 1,000.00
MMS Baseball	
Head Coach	$ 2,000.00
Asst. Coach	$ 1,000.00
MMS Softball	
Head Coach	$ 2,000.00
Asst. Coach	$ 1,000.00
MMS Cheerleading	
Coach	$ 2,000.00
Asst Coach	$ 500.00
3rd & 4th Grade Coach	$ 1,000.00
MMS Soccer Boys	
Head Coach	$ 2,000.00
Asst. Coach	$ 1,000.00
MMS Soccer Girls	
Head Coach	$ 2,000.00
Asst. Coach	$ 1,000.00
MMS Volleyball Girls	
Head Coach	$ 2,000.00
Asst. Coach	$ 1,000.00

Note: Payments to Assistant Coaches may be flexible, but shall not exceed the total allocated for that sport.

Approved June 23, 2026

MIDDLESBORO INDEPENDENT SCHOOLS
MIDDLESBORO, KENTUCKY
DISTRICT WIDE
SUPPLEMENTAL SALARY SCHEDULE
ACADEMIC DUTIES
2026-2027

ALL SCHOOLS ACROSS THE DISTRICT	
National Board Certified/Doctorate not to Exceed	$ 3,000.00
Curriculum Development	$ 5,000.00
Chief Academic Officer	$ 3,000.00
Preschool Coordinator	$ 5,000.00
ESS, ESL, Medicaid Coordinator	$ 3,000.00
Health/Human Services Supervisor	$ 2,500.00
Related Service Department Chair	$ 725.00
Due Process Liaison	$ 725.00
PBIS Coordinator	$ 3,000.00
Gifted & Talented Coordinator	5 Extended Days
Home Hospital	$ 2,000.00
Safe Crisis Instructor	$ 2,000.00
Safe Schools Coordinator	$ 3,000.00
Homeless/Parent Liaison	$ 2,600.00
District Website Manager	$ 2,500.00
Radio Station Coordinator	$ 4,800.00
CAAC Coordinator	$ 3,000.00
Transportation Director	$ 9,500.00
District Wide STEM Cordinator	$ 10,914.00
ELEMENTARY JOB TITLES	
Elementary - Dept. Chair (Max 7)	$ 725.00
Elementary School Academic Coach (Max 2)	$ 2,250.00
Elementary School -Beta	$ 750.00
Elementary School - STEM Certification Coordinator (Begin FY 2026)	$ 5,000.00
Elementary School - STEM Certification (Begin FY 2027)	$ 3,000.00
MIDDLE SCHOOL JOB TITLES	
Middle School - Dept. Chair (Max 5)	$ 725.00
Middle School - Academic Coach	$ 3,000.00
Middle School - Asst. Academic Coach	$ 1,500.00
Middle School - Math Counts	$ 1,500.00
Middle School - Science Olympaid	$ 1,400.00
Middle School - Future Problem Solver (Max 1)	$ 1,500.00
Middle School -Beta	$ 750.00
Middle School - STEM Certification (Begin FY 2026)	$ 3,000.00
Middle School - STEM Certification Asst Coordinator (Begin FY 2025)	$ 2,500.00
HIGH SCHOOL JOB TITLES	
High School - Dept. Chair (Max 7)	$ 725.00
High School - Future Problem Solver	$ 1,400.00
High School - Science Olympaid	$ 1,400.00
High School - Head Academic Coach**	$ 5,500.00
High School - Asst. Academic Coach**	$ 2,000.00
High School - Band Director	$ 6,500.00
High School/Middle School- Choir Director	$ 2,500.00
High School - CAAC	$ 3,000.00
High School - Yearbook Sponsor	$ 1,500.00
Dual Credit Teacher	$ 3,000.00
High School -Beta	$ 1,000.00
High School - STEM Certification Coordinator (Begin FY 2027)	$ 5,000.00
HighSchool - STEM Certification (Begin FY 2028)	$ 3,000.00

Approved June 23, 2026