

**CAMPBELL COUNTY BOARD OF EDUCATION SALARY SCHEDULE**  
**10 MONTH 200 DAY**  
**CERTIFIED EMPLOYEES**  
**2026-2027 SALARY SCHEDULE**  
**EFFECTIVE JULY 1, 2026**

**STATE INCREASE    \$1,500.00    LOCAL INCREASE    \$0.00    TOTAL INCREASE    \$1,500.00**  
**3.19%**

| <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                        | \$48,500.00 | \$52,105.00 | \$52,105.00      | \$52,105.00 | \$52,105.00 |
|             | 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                        | \$51,750.00 | \$54,557.00 | \$56,659.00      | \$58,228.00 | \$61,685.00 |
|             | Daily Rate                   | \$258.75    | \$272.79    | \$283.30         | \$291.14    | \$308.43    |
|             | Daily Rate Var. Between Yrs. | \$8.48      | \$7.17      | \$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                        | \$49,145.00 | \$52,105.00 | \$52,105.00      | \$52,105.00 | \$52,105.00 |
|             | 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                        | \$53,445.00 | \$55,992.00 | \$58,180.00      | \$58,916.00 | \$62,307.00 |
|             | Daily Rate                   | \$267.23    | \$279.96    | \$290.90         | \$294.58    | \$311.54    |
|             | 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                        | \$49,145.00 | \$52,105.00 | \$52,105.00      | \$52,105.00 | \$52,105.00 |
|             | 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                        | \$53,461.00 | \$56,008.00 | \$58,197.00      | \$58,932.00 | \$62,307.00 |
|             | Daily Rate                   | \$267.31    | \$280.04    | \$290.99         | \$294.66    | \$311.54    |
|             | Daily Rate Var. Between Yrs. | \$0.50      | \$0.51      | \$0.50           | \$2.83      | \$3.66      |
|             | Salary Variance Between Yrs. | \$99.00     | \$103.00    | \$100.00         | \$567.00    | \$732.00    |
| 3           | State                        | \$49,145.00 | \$52,105.00 | \$52,105.00      | \$52,105.00 | \$52,105.00 |
|             | 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                        | \$53,560.00 | \$56,111.00 | \$58,297.00      | \$59,499.00 | \$63,039.00 |
|             | Daily Rate                   | \$267.80    | \$280.56    | \$291.49         | \$297.50    | \$315.20    |
|             | 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                        | \$49,145.00 | \$52,105.00 | \$52,105.00      | \$52,105.00 | \$52,105.00 |
|             | 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                        | \$53,892.00 | \$56,521.00 | \$58,683.00      | \$60,335.00 | \$63,976.00 |
|             | Daily Rate                   | \$269.46    | \$282.61    | \$293.42         | \$301.68    | \$319.88    |
|             | 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                        | \$49,145.00 | \$52,105.00 | \$52,105.00      | \$52,105.00 | \$52,105.00 |
|             | 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                        | \$54,302.00 | \$57,099.00 | \$59,551.00      | \$61,214.00 | \$64,916.00 |
|             | Daily Rate                   | \$271.51    | \$285.50    | \$297.76         | \$306.07    | \$324.58    |
|             | 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  |
| 6           | State                        | \$51,870.00 | \$55,865.00 | \$55,865.00      | \$55,865.00 | \$55,865.00 |

**CAMPBELL COUNTY BOARD OF EDUCATION SALARY SCHEDULE**  
**10 MONTH 200 DAY**  
**CERTIFIED EMPLOYEES**  
**2026-2027 SALARY SCHEDULE**  
**EFFECTIVE JULY 1, 2026**

|                       |                   |                       |               |                       |                   |
|-----------------------|-------------------|-----------------------|---------------|-----------------------|-------------------|
| <b>STATE INCREASE</b> | <b>\$1,500.00</b> | <b>LOCAL INCREASE</b> | <b>\$0.00</b> | <b>TOTAL INCREASE</b> | <b>\$1,500.00</b> |
|                       | <b>3.19%</b>      |                       |               |                       |                   |

| <u>YRS.</u> |                              | <u>B.S.</u> | <u>M.S.</u> | <u>M.S. + 30</u> | <u>ED.S</u> | <u>ED.D</u> |
|-------------|------------------------------|-------------|-------------|------------------|-------------|-------------|
|             | 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                        | \$55,135.00 | \$58,692.00 | \$60,799.00      | \$62,525.00 | \$66,337.00 |
|             | Daily Rate                   | \$275.68    | \$293.46    | \$304.00         | \$312.63    | \$331.69    |
|             | 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                        | \$51,870.00 | \$55,865.00 | \$55,865.00      | \$55,865.00 | \$55,865.00 |
|             | 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                        | \$55,571.00 | \$59,155.00 | \$61,693.00      | \$63,472.00 | \$67,352.00 |
|             | Daily Rate                   | \$277.86    | \$295.78    | \$308.47         | \$317.36    | \$336.76    |

## CAMPBELL COUNTY BOARD OF EDUCATION SALARY SCHEDULE

10 MONTH 200 DAY

CERTIFIED EMPLOYEES

2026-2027 SALARY SCHEDULE

EFFECTIVE JULY 1, 2026

|                |            |                |        |                |            |
|----------------|------------|----------------|--------|----------------|------------|
| STATE INCREASE | \$1,500.00 | LOCAL INCREASE | \$0.00 | TOTAL INCREASE | \$1,500.00 |
|                | 3.19%      |                |        |                |            |

| <u>YRS.</u> |                              | <u>B.S.</u> | <u>M.S.</u> | <u>M.S. + 30</u> | <u>ED.S</u> | <u>ED.D</u> |
|-------------|------------------------------|-------------|-------------|------------------|-------------|-------------|
|             | Daily Rate Var. Between Yrs. | \$2.45      | \$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                        | \$51,870.00 | \$55,865.00 | \$55,865.00      | \$55,865.00 | \$55,865.00 |
|             | 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                        | \$56,062.00 | \$60,362.00 | \$62,964.00      | \$64,816.00 | \$68,836.00 |
|             | Daily Rate                   | \$280.31    | \$301.81    | \$314.82         | \$324.08    | \$344.18    |
|             | 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                        | \$51,870.00 | \$55,865.00 | \$55,865.00      | \$55,865.00 | \$55,865.00 |
|             | 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                        | \$56,664.00 | \$61,258.00 | \$63,917.00      | \$65,820.00 | \$69,924.00 |
|             | Daily Rate                   | \$283.32    | \$306.29    | \$319.59         | \$329.10    | \$349.62    |
|             | 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                        | \$51,870.00 | \$55,865.00 | \$55,865.00      | \$55,865.00 | \$55,865.00 |
|             | 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                        | \$56,876.00 | \$61,455.00 | \$64,125.00      | \$66,008.00 | \$70,118.00 |
|             | Daily Rate                   | \$284.38    | \$307.28    | \$320.63         | \$330.04    | \$350.59    |
|             | 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                        | \$55,400.00 | \$59,880.00 | \$59,880.00      | \$59,880.00 | \$59,880.00 |
|             | 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                        | \$58,298.00 | \$63,104.00 | \$65,268.00      | \$67,183.00 | \$71,371.00 |
|             | Daily Rate                   | \$291.49    | \$315.52    | \$326.34         | \$335.92    | \$356.86    |
|             | 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    |
| 12          | State                        | \$55,400.00 | \$59,880.00 | \$59,880.00      | \$59,880.00 | \$59,880.00 |
|             | 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                        | \$58,422.00 | \$63,104.00 | \$65,441.00      | \$67,392.00 | \$71,596.00 |
|             | Daily Rate                   | \$292.11    | \$315.52    | \$327.21         | \$336.96    | \$357.98    |
|             | 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                        | \$55,400.00 | \$59,880.00 | \$59,880.00      | \$59,880.00 | \$59,880.00 |
|             | 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                        | \$58,895.00 | \$63,682.00 | \$66,453.00      | \$68,432.00 | \$72,731.00 |
|             | Daily Rate                   | \$294.48    | \$318.41    | \$332.27         | \$342.16    | \$363.66    |
|             | 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    |

**CAMPBELL COUNTY BOARD OF EDUCATION SALARY SCHEDULE**  
**10 MONTH 200 DAY**  
**CERTIFIED EMPLOYEES**  
**2026-2027 SALARY SCHEDULE**  
**EFFECTIVE JULY 1, 2026**

|                       |                   |                       |               |                       |                   |
|-----------------------|-------------------|-----------------------|---------------|-----------------------|-------------------|
| <b>STATE INCREASE</b> | <b>\$1,500.00</b> | <b>LOCAL INCREASE</b> | <b>\$0.00</b> | <b>TOTAL INCREASE</b> | <b>\$1,500.00</b> |
|                       | <b>3.19%</b>      |                       |               |                       |                   |

| <u>YRS.</u> |                              | <u>B.S.</u> | <u>M.S.</u> | <u>M.S. + 30</u> | <u>ED.S</u> | <u>ED.D</u> |
|-------------|------------------------------|-------------|-------------|------------------|-------------|-------------|
| 14          | State                        | \$55,400.00 | \$59,880.00 | \$59,880.00      | \$59,880.00 | \$59,880.00 |
|             | 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                        | \$59,287.00 | \$63,905.00 | \$66,654.00      | \$68,629.00 | \$72,924.00 |
|             | Daily Rate                   | \$296.44    | \$319.53    | \$333.27         | \$343.15    | \$364.62    |
|             | 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                        | \$55,400.00 | \$59,880.00 | \$59,880.00      | \$59,880.00 | \$59,880.00 |
|             | 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                        | \$60,602.00 | \$64,873.00 | \$67,671.00      | \$69,708.00 | \$74,095.00 |
|             | Daily Rate                   | \$303.01    | \$324.37    | \$338.36         | \$348.54    | \$370.48    |

**CAMPBELL COUNTY BOARD OF EDUCATION SALARY SCHEDULE**  
**10 MONTH 200 DAY**  
**CERTIFIED EMPLOYEES**  
**2026-2027 SALARY SCHEDULE**  
**EFFECTIVE JULY 1, 2026**

**STATE INCREASE \$1,500.00      LOCAL INCREASE \$0.00      TOTAL INCREASE \$1,500.00**  
**3.19%**

| <u>YRS.</u> |                              | <u>B.S.</u> | <u>M.S.</u> | <u>M.S. + 30</u> | <u>ED.S</u> | <u>ED.D</u> |
|-------------|------------------------------|-------------|-------------|------------------|-------------|-------------|
|             | 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                        | \$55,400.00 | \$59,880.00 | \$59,880.00      | \$59,880.00 | \$59,880.00 |
|             | 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                        | \$60,711.00 | \$64,873.00 | \$67,671.00      | \$69,708.00 | \$74,095.00 |
|             | Daily Rate                   | \$303.56    | \$324.37    | \$338.36         | \$348.54    | \$370.48    |
|             | 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                        | \$55,400.00 | \$59,880.00 | \$59,880.00      | \$59,880.00 | \$59,880.00 |
|             | 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                        | \$60,902.00 | \$65,676.00 | \$68,525.00      | \$70,613.00 | \$75,088.00 |
|             | Daily Rate                   | \$304.51    | \$328.38    | \$342.63         | \$353.07    | \$375.44    |
|             | 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      |
| 18          | State                        | \$55,400.00 | \$59,880.00 | \$59,880.00      | \$59,880.00 | \$59,880.00 |
|             | 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                        | \$61,007.00 | \$65,676.00 | \$68,525.00      | \$70,613.00 | \$75,088.00 |
|             | Daily Rate                   | \$305.04    | \$328.38    | \$342.63         | \$353.07    | \$375.44    |
|             | 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                        | \$55,400.00 | \$59,880.00 | \$59,880.00      | \$59,880.00 | \$59,880.00 |
|             | 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                        | \$61,248.00 | \$66,484.00 | \$69,401.00      | \$71,530.00 | \$76,124.00 |
|             | Daily Rate                   | \$306.24    | \$332.42    | \$347.01         | \$357.65    | \$380.62    |
|             | 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                        | \$55,400.00 | \$59,880.00 | \$59,880.00      | \$59,880.00 | \$59,880.00 |
|             | 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                        | \$61,812.00 | \$66,992.00 | \$69,908.00      | \$72,037.00 | \$76,632.00 |
|             | Daily Rate                   | \$309.06    | \$334.96    | \$349.54         | \$360.19    | \$383.16    |

- 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

**CAMPBELL COUNTY BOARD OF EDUCATION SALARY SCHEDULE**  
**10 MONTH 200 DAY**  
**CERTIFIED EMPLOYEES**  
**2026-2027 SALARY SCHEDULE**  
**EFFECTIVE JULY 1, 2026**

**STATE INCREASE    \$1,500.00    LOCAL INCREASE    \$0.00    TOTAL INCREASE    \$1,500.00**  
**3.19%**

**YRS.**

**B.S.**

**M.S.**

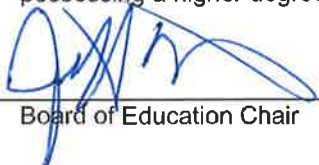
**M.S. + 30**

**ED.S**

**ED.D**

initial basis of total compensation as possessing at least a B.S. degree, if not  
possessing a higher degree.

Approved:

  
Board of Education Chair

08/07/26

Date

Approved:

  
Director of Schools

7/31/2026

Date