

ESTILL COUNTY

SALARY SCHEDULES

2020-2021

**TEACHER SALARY SCHEDULE
2020-2021**

Yrs. of Experience	RANK I Salary	RANK II Salary	RANK III Salary	Yrs. of Experience
0	\$46,202	\$ 42,046	\$ 37,822	0
1	\$46,867	\$ 42,713	\$ 38,486	1
2	\$47,534	\$ 43,376	\$ 39,153	2
3	\$48,200	\$ 44,040	\$ 39,816	3
4	\$50,418	\$ 46,202	\$ 42,046	4
5	\$51,020	\$ 46,785	\$ 42,628	5
6	\$51,619	\$ 47,368	\$ 43,210	6
7	\$52,219	\$ 47,949	\$ 43,791	7
8	\$52,818	\$ 48,532	\$ 44,374	8
9	\$53,419	\$ 49,119	\$ 44,954	9
10	\$56,003	\$ 51,515	\$ 47,383	10
11	\$56,432	\$ 52,098	\$ 47,799	11
12	\$56,861	\$ 52,524	\$ 48,216	12
13	\$57,290	\$ 52,956	\$ 48,629	13
14	\$57,716	\$ 53,381	\$ 49,050	14
15	\$58,017	\$ 53,683	\$ 49,349	15
16	\$58,317	\$ 53,982	\$ 49,650	16
17	\$58,617	\$ 54,280	\$ 49,952	17
18	\$58,918	\$ 54,581	\$ 50,250	18
19	\$59,217	\$ 54,882	\$ 50,547	19
20	\$59,514	\$ 55,183	\$ 50,847	20
21-23	\$59,816	\$ 55,481	\$ 51,149	21-23
24-26	\$60,095	\$ 55,764	\$ 51,429	24-26
27-29	\$60,377	\$ 56,045	\$ 51,711	27-29
30+	\$60,660	\$ 56,325	\$ 51,990	30+

1. RANK IV - \$31,744 - All experience levels.
2. RANK V - \$29,139 - All experience levels.
3. National Board Certification - \$2,000 (Certified Teachers)
4. All salaries listed are for 9.25 months (187 days).
5. Finance Director shall be paid from the Rank II Salary and is employed for 240 days.
6. ROTC personnel will be paid based on their Minimum Instructor Pay (MIP), and/or teacher salary schedule; whichever is greater.
Changes occur throughout the year based on several different adjustments as determined by Cadet Command JROTC Instructor Management Division.
7. Speech Pathologists with Kentucky license and not a teaching certificate will be paid from the Rank I or Rank II Salary based on education and are employed for 187 days.
8. Retired teachers signed to a contract shall be paid no more than their Daily Wage Threshold (DWT).
9. If supported by appropriate documentation, military service will be granted up to a maximum of three (3) years.
10. Out-of-district experience is acceptable with approved documentation up to a maximum shown in the above salary schedule.
11. Rank shall be determined on September 15 and February 15.

**STIPENDS FOR DETERMINING SALARIES FOR ADMINISTRATIVE
AND INSTRUCTIONAL SERVICE POSITIONS
2020-2021**

STIPEND	POSITION
\$2,000	Elementary Assistant Principal Intermediate Assistant Principal
\$3,500	District Psychologist
\$5,000	District Principal/Preschool Director District Principal/Success Academy Principal/Director
\$8,160	Director of Pupil Personnel Instructional Supervisor/GTP Coordinator Federal Programs Coordinator/Supervisor Technology Coordinator Transportation Director/Facilities Director Finance Director Primary Principal (Grades K-2) Assistant High School Principal Assistant Middle School Principal
\$10,200	Intermediate Principal (Grades 3-5) Middle School Principal
\$12,240	High School Principal
\$14,280	Assistant Superintendent

**EXTENDED EMPLOYMENT SCHEDULE
2020-2021**

CERTIFIED POSITIONS	DAYS EXTENDED	TOTAL DAYS
SUPERINTENDENT	53	240
ASSISTANT SUPERINTENDENT	53	240
HIGH SCHOOL PRINCIPAL	53	240
PUPIL PERSONNEL DIRECTOR	53	240
INSTRUCTIONAL SUPERVISOR/GTP COORDINATOR	53	240
FEDERAL PROGRAMS DIRECTOR	53	240
TRANSPORTATION/FACILITIES DIRECTOR	53	240
TECHNOLOGY COORDINATOR	53	240
MIDDLE SCHOOL PRINCIPAL	53	240
INTERMEDIATE PRINCIPAL	53	240
PRIMARY PRINCIPAL	53	240
VOCATIONAL AGRICULTURE TEACHER 9-12	53*	240
ROTC COMMANDER 9-12	33-53	220-240
ROTC TEACHER 9-12	13-33	200-220
GUIDANCE COUNSELOR 6-8/9-12	26	213
SPECIAL EDUCATION DIRECTOR	23	210
DISTRICT PRINCIPAL/PRESCHOOL DIRECTOR	23	210
DISTRICT PRINCIPAL/SUCCESS ACADEMY PRIN./DIRECTOR	23	210
ASSISTANT PRINCIPAL 9-12	23	210
ASSISTANT PRINCIPAL 6-8	23	210
ADULT EDUCATION TEACHER/COORDINATOR (grant funded)	23	210
ASSISTANT INTERMEDIATE PRINCIPAL	13	200
ASSISTANT ELEMENTARY PRINCIPAL	13	200
PSYCHOMETRIST/PSYCHOLOGIST	13	200
GUIDANCE COUNSELOR K-2/3-5	13	200
LIBRARIAN K-2/3-5/6-8/9-12	13	200
JKG TEACHER/BUSINESS TEACHER 9-12	13	200
DISTRICT HEALTH COORDINATOR	8	195
GEAR-UP ACADEMIC INTERVENTIONIST	8	195
CAREER/TECHNICAL TEACHER 9-12	3	190
TECHNOLOGY/BUSINESS TEACHER 6-12	3	190
INDUSTRIAL TECHNOLOGY TEACHER 6-8/9-12	3*	190
VOCATIONAL BUSINESS/OFFICE TEACHER 9-12	3*	190

Any person serving in a part-time position or in more than one extended employment position where the terms of employment overlap shall be subject a pro rata reduction as determined by the Superintendent.

*CTE teachers are strongly encouraged to attend the Career & Technical conference, at Principal's discretion.

2020-2021 EXTRA SERVICE SALARY SUPPLEMENT

<u>DISTRICT POSITIONS</u>		<u>COACHING POSITIONS</u>	
\$8,000	Gear Up Coordinator		<i>High School, Middle School, West Irvine</i>
\$4,000	Athletic Director Maintenance Director	\$7,000	Basketball, Head - H.S. (B's & G's) (1@) Football, Head - H.S.
\$2,500	Public Relations Coordinator	\$4,500	Basketball, 1st Assistant - H.S. (B's & G's) (1@) Football, 1st Assistant - H.S.
\$2,000	ACA Coordinator Bidding/Procurement Coordinator Human Resource Director Infinite Campus Coordinator	\$3,000	Baseball, Head - H.S. Volleyball, Head - H.S. Softball, Head - H.S.
\$1,500	Nursing Supervisor Occupational Therapist Speech Pathologists	\$2,500	Soccer, Head - H.S. (B's & G's) (1@) Football, 2nd Assistant - H.S.
\$1,000	Gifted Talented Coordinators (@ school)	\$2,000	Athletic Director, Head - H.S. Athletic Director, Head - M.S. Football, Head - M.S. Basketball, Head - M.S. (B's & G's) (1@) Cheerleading, Head - H.S. Football, 3rd Assistant - H.S. Basketball, 2nd Assistant - H.S. (B's & G's) (1@)
\$500	Safe Crisis Coordinator School Technology Crds. (KETS \$) (5)		
\$250	Writing Cluster Leaders (Section VI \$-@ school)		
	<u>CO-CURRICULAR POSITIONS</u>	\$1,700	Football, Assistant - M.S. (1)
\$8,500	Band Director, H.S.	\$1,500	Cheerleading, Head - M.S. Football, 4th Assistant - H.S.
\$4,500	Pep Band Director, H.S./M.S. Director	\$1,200	Cheerleading, Assistant - H.S. Baseball, Assistant - H.S. (2) Softball, Assistant - H.S. (2) Basketball, Assistant - M.S. (B's & G's) (1@) Football, Assistant - M.S. (2) Baseball, Head - M.S. Softball, Head - M.S. Soccer, Head - M.S. (B's & G's) (1@)
\$4,000	Academic Coach, Head - H.S.		
\$2,750	Academic Coach, Head - M.S. Percussion Ensemble Instructor*	\$1,000	Athletic Director, Assistant - H.S. Athletic Director, Assistant - M.S. Volleyball, 1st Assistant - H.S. Volleyball, Head - M.S. Cheerleading, Head - W.I.
\$2,000	Vocational Program Crd./TEDS - H.S.	\$800	Cheerleading, Assistant - M.S. Cross Country - H.S. Golf - H.S. (B's & G's) (1@) Tennis - H.S. (B's & G's) (1@) Track & Field - H.S. (B's & G's) (1@) Track - M.S. (B's & G's) (1)
\$1,500	Academic Coach, Head - W.I. Color guard, Marching Band - H.S. Percussion, Marching Band - H.S.	\$700	Soccer, Assistant - H.S. (B's & G's) (1@) Track, Assistant - H.S. Baseball, Assistant - M.S. Softball, Assistant - M.S.
\$1,000	Academic, Assistant - H.S. Academic, Assistant - M.S. Academic Coach, Assistant - W.I. Choral Director - H.S./M.S. Science Olympiad Coach, Head - M.S. Yearbook Sponsor, H.S. Color guard Instructor* Percussion Instructor/Technician* Woodwind Instructor* Woodwind Ensemble Instructor*	\$500	Archery - H.S. (2) Bass Fishing - H.S. Clay Target - H.S. E. Sports - H.S. Weight Lifting - H.S. Soccer, Assistant - M.S. (B's & G's) (1@) Volleyball, Assistant - M.S.
\$500	Core Content Leaders - H.S. (Section VI \$) Dual Credit Teachers - H.S. Team Leaders - M.S. (Section VI \$) Science Olympiad, Assistant - M.S. Percussion Instructor (2)* Woodwind Instructor* Art Teacher - W.I. (1) (FRC \$) Yearbook Sponsor - M.S.	\$250	Jump Rope - W.I. (2)
\$250	Drama Club - W.I. (1) (FRC \$) Let Me Run - W.I. (2)**		

*Reimbursed by Band Booster funds
**Grant Funded

Supplements less than \$4000 shall be paid by Standard Invoice

An experience supplement shall be added at the rate of 2% for each year of experience in the same position, not to exceed 10 years or a maximum of 20%.

Experience supplements provided based on grant awards are not subject to experience.

**2020-2021 EXTRA SERVICE
COACHING EXPERIENCE SUPPLEMENT**

Only paid coaching experience by a school district, counts toward years of experience.

Experience as an assistant coach at either level, middle or high, counts toward experience.

Assistant coaching experience does not count when individual has been promoted to head coach.

Someone who has been a head coach can be granted experience as an assistant coach.

Experience does not count from sport to sport. Exp... football to basketball.

If any other situation arises, the district AD will consult with the superintendent for a final decision.

Effective FY18

**EXTENDED EMPLOYMENT SCHEDULE
FOR CLASSIFIED POSITIONS
2020-2021**

CLASSIFIED POSITIONS	DAYS EXTENDED	Hours Per Day	TOTAL DAYS
FINANCE OFFICER	55	8	240
PAYROLL CLERK II	55	8	240
ACCOUNTS PAYABLE CLERK	55	8	240
COMMUNITY EDUCATION DIRECTOR	41	8	226
ADMINISTRATIVE SECRETARY III, Transportation	35	8	220
DISTRICT OFFICE CLERK	35	8	220
LAW ENFORCEMENT/SAFETY SUPERVISOR	35	8	220
ADMINISTRATIVE SECRETARY III 9-12, I.C.	30	8	215
ADMINISTRATIVE SECRETARY III 6-8	30	8	215
ADMINISTRATIVE SECRETARY III P-5	20	8	205
ADMINISTRATIVE SECRETARY III, District/Rcpt.	15	8	200
OCCUPATIONAL THERAPIST with MASTERS	15	8	200
LICENSED PROF. CLINICAL COUNSELOR	5-15	8	190-200
SCHOOL BASED CLERKS (Full-time)	10	8	195
GEAR-UP COLLEGE/CAREER NAVIGATOR	10	7.5	195
FAMILY RESOURCE/YOUTH SERVICE CENTER	55	7	240
Program Manager (per grant)			
SCHOOL BASED NURSES	0	7	185
PARAEDUCATORS/LUNCHROOM CLERKS	0	7.5	185
BUS DRIVER TRAINER	0	2	185
LUNCHROOM MANAGERS	5	8	190

The following personnel are employed for 261, 8 hour days annually with 10-20 days vacation granted as per board policy.

TECHNOLOGY TECHNICIAN I	FOOD SERVICE CLERK
TECHNOLOGY TECHNICIAN II	PAYROLL CLERK I
MAINTENANCE TECHNICIAN	ADMINISTRATIVE SECRETARY III - 9-12, Finance
DIESEL MECHANIC	ADMINISTRATIVE SECRETARY I
MECHANICS	SECRETARY TO SUPERINTENDENT
CUSTODIAL SERVICES MANAGER	
SCHOOL-BASED CUSTODIAN	

1. Community Education Director salary shall be \$29,484 for 226 days/8 hrs. day. (per Com. Ed. Grant)
2. Related experience from out-of-district may be accepted with appropriate documentation upon approval of Superintendent.
3. If supported by appropriate documentation, each year of college, vocational school, or equivalent training from an accredited institution shall be equal to one (1) year of experience, upon approval of Superintendent.
4. If supported by appropriate documentation, military service will be granted up to a maximum of three (3) years.

**SCHOOL-BASED PERSONNEL
2020-2021 HOURLY SALARY SCHEDULE
185 DAY CONTRACTS**

Yrs. of Experience	OFFICE ASST./CAF. CLERKS	ADM. SEC. III Salary	CUSTODIANS Salary	Yrs. of Experience
	PARAEDUCATORS COOKS/CLERKS Salary			
0	10.89	11.62	11.00	0
1	11.00	11.69	11.08	1
2	11.07	11.78	11.15	2
3	11.16	11.85	11.24	3
4	11.27	11.94	11.33	4
5	11.33	12.04	11.41	5
6	11.41	12.12	11.52	6
7	11.50	12.19	11.63	7
8	11.59	12.30	11.70	8
9	11.68	12.37	11.79	9
10	11.76	12.46	11.86	10
11	11.86	12.54	11.97	11
12	11.95	12.64	12.04	12
13	12.03	12.73	12.13	13
14	12.11	12.81	12.24	14
15	12.19	12.91	12.32	15
16	12.30	12.99	12.40	16
17	12.37	13.08	12.50	17
18	12.46	13.15	12.58	18
19	12.54	13.23	12.68	19
20	12.64	13.35	12.78	20
21-23	12.71	13.42	12.87	21-23
24-26	12.82	13.48	12.96	24-26
27-29	12.90	13.58	13.03	27-29
30+	12.98	13.69	13.14	30+

1. Cooks will work either 4, 5, 6 or 7 hours per day, 185 days per year.
2. Cooks who serve as lunchroom managers will work 8 hours per day, 190 days per year and receive a supplement of 1.00 per hour.
Food service managers who have obtained Level 2 certification shall receive an additional supplement of .30 per hour.
Food service managers who have obtained Level 3 certification shall receive an additional supplement of .50 per hour.
3. Substitute rate for Cooks shall be \$10.89 per hour.
Substitute rate for Clerks/Paraeducators shall be \$10.89 per hour.
Substitute rate for Custodians shall be \$11.00 per hour.
Substitute rate for Administrative Secretary III shall be \$11.62 per hour.
Substitute rate for Nurses shall be \$17.87 per hour.
Lunchroom monitor rate shall be \$10.89 per hour/maximum 2 hrs/day.
4. Paraeducators who have teaching certification/statement of eligibility will receive an additional .50 per hour.
5. Related experience from out-of-district may be accepted upon approval of Superintendent.
6. If supported by appropriate documentation, each year of college, vocational school, or equivalent training from an accredited institution shall be equal to one (1) year of experience, upon approval of Superintendent.

**TRANSPORTATION PERSONNEL
2020-2021 HOURLY SALARY SCHEDULE**

Yrs. of Experience	DIESEL MECHANIC Salary	MECHANICS Salary	BUS DRIVERS Salary	BUS ASSISTANTS Salary	Yrs. of Experience
0	16.91	13.33	14.80	10.26	0
1	17.07	13.49	15.00	10.66	1
2	17.20	13.64	15.15	10.74	2
3	18.40	14.83	15.30	10.83	3
4	18.54	14.97	15.45	10.93	4
5	18.69	15.12	15.60	11.00	5
6	21.75	18.18	15.82	11.08	6
7	21.84	18.27	16.07	11.16	7
8	21.97	18.39	16.32	11.27	8
9	22.05	18.47	16.47	11.34	9
10	22.12	18.54	16.84	11.41	10
11	22.21	18.63	16.99	11.52	11
12	22.29	18.72	17.14	11.62	12
13	22.35	18.79	17.29	11.69	13
14	22.45	18.89	17.49	11.78	14
15	22.83	19.26	17.64	11.86	15
16	22.93	19.36	17.86	11.96	16
17	23.03	19.45	18.01	12.04	17
18	23.11	19.53	18.16	12.13	18
19	23.19	19.61	18.36	12.21	19
20	23.28	19.71	18.51	12.30	20
21-23	23.35	19.78	18.66	12.37	21-23
24-26	23.44	19.88	18.93	12.47	24-26
27-29	23.51	19.95	19.18	12.56	27-29
30+	23.63	20.06	19.58	12.65	30+

1. Regular drivers will work from 4 to 6 hours per day in half-hour increments, 185 days per year.
2. Regular bus assistants will work from 4 to 5 hours per day, 185 days per year.
3. Substitute bus driver rate shall be \$14.80 per hour.
Substitute bus assistant rate shall be \$10.26 per hour.
Substitute mechanic rate shall be \$13.33 per hour.
Bus driver/driver trainer rate shall be \$14.80 per hour.
4. Extra trip rate shall be the normal hourly rate for each individual.
5. The vocational bus driver will be entitled to a maximum of 4 additional hours for each day the vocational run is made.
6. Extra trips, including over night trips are limited to a maximum of 14 hours per day.
7. Related experience from out-of-district may be accepted upon approval of Superintendent.
8. See district-wide hourly rate schedule for bus driver trainees rate.
9. If supported by appropriate documentation, each year of college, vocational school, or equivalent training from an accredited institution shall be equal to one (1) year of experience, upon approval of Superintendent.

**DISTRICT PERSONNEL
2020-2021 HOURLY SALARY SCHEDULE**

Years Completed	0	1	2	3	4	5	6	7	8	9	10	11
Office Clerk	10.89	11.00	11.07	11.16	11.27	11.33	11.41	11.50	11.58	11.67	11.77	11.87
Administrative Secretary III	11.62	11.69	11.78	11.85	11.94	12.04	12.11	12.21	12.29	12.37	12.46	12.54
Mnt. Asst./A.P. Clerk/Payroll Clerk II/C.M.A.	13.33	13.49	13.62	13.75	13.91	14.06	14.18	14.32	14.47	14.60	14.76	14.91
Adm. Secretary I/Food Service/Payroll Clerk I	14.39	14.54	14.69	14.83	14.97	15.12	15.26	15.41	16.16	16.29	16.75	16.89
Sec. to Supt./LPN Nurse	17.70	17.76	17.89	17.96	18.02	18.11	18.18	18.26	18.39	18.47	18.54	18.62
Maintenance/Tec. Tech. II	13.33	13.49	13.64	14.83	14.97	15.12	18.18	18.26	18.39	18.47	18.54	18.62
R.N./Law Enf. Safety Sup.	25.23	25.35	25.47	25.59	25.71	25.84	25.96	26.08	26.20	26.32	26.44	26.56

Years Completed	12	13	14	15	16	17	18	19	20	21-23	24-26	27-29	30+
Office Clerk	11.95	12.03	12.11	12.19	12.30	12.37	12.46	12.54	12.63	12.70	12.83	12.91	12.98
Administrative Secretary III	12.64	12.73	12.81	12.91	12.99	13.08	13.15	13.22	13.33	13.42	13.49	13.58	13.68
Mnt. Asst./A.P. Clerk/Payroll Clerk II/C.M.A.	15.03	15.15	15.32	15.46	15.58	15.74	15.88	16.03	16.17	16.30	16.44	16.60	16.74
Adm. Secretary I/Food Service/Payroll Clerk I	17.03	17.17	17.32	17.46	17.59	17.76	17.90	18.02	18.19	18.32	18.47	18.60	18.77
Sec. to Supt./LPN Nurse	18.72	18.79	18.89	19.26	19.36	19.45	19.54	19.61	19.71	19.78	19.87	20.08	20.40
Maintenance/Tec. Tech. II	18.72	18.79	18.89	19.26	19.36	19.45	19.54	19.61	19.71	19.78	19.87	20.08	20.40
R.N./Law Enf. Safety Sup.	26.68	26.81	26.93	27.05	27.17	27.29	27.41	27.53	27.65	27.78	27.90	28.02	28.14

1. Substitute maintenance assistant rate shall be \$13.33 per hour.
2. Related experience from out-of-district may be accepted upon approval of Superintendent.
3. If supported by appropriate documentation, each year of college, vocational school, or equivalent training from an accredited institution shall be equal to one (1) year of experience, upon approval of Superintendent.
(N/A to LPN/RN positions which require degrees)

**DISTRICT-WIDE RATES
2020-2021 DAILY SALARY SCHEDULE**

SOARSTEM Training , Workshops (grant funding from Jackson & KY Touchstone Energy)	\$100 per training
Certified Staff (ESS, counseling, professional development, portfolios, pre-school screening, teacher mentor, etc.)	\$25/hr.
Part-time Adult Education Teacher with Teaching Certification	\$24.76/hr.
Traffic Controller (2 hrs. maximum per day)	\$15.00/hr.
Part-time Student Technicians I/Summer Maintenance	\$7.75/hr.
Coop Student	\$7.25/hr.
Peer Tutor	\$7.25/hr.
Post-secondary Exceptional Food Service Worker	\$85/month

Retiree hourly rates shall not exceed their HWT.

**FACILITY RENTAL SERVICE
2020-2021 DAILY SALARY SCHEDULE**

Compensation for facility rental will be based upon an employee's normal hourly wage multiplied by 1.5.

Certified employees will be paid at the rate of the building's senior custodian.

**BUS DRIVER TRAINEES
2020-2021 DAILY SALARY SCHEDULE**

1. Fifty dollar (\$50) payment for completing and passing all the requirements to obtain a CDL license.
2. One hundred dollar (\$100) payment after forty hours of driving (20 routes and/or trips).
3. One hundred dollar (\$100) payment after additional forty hours of driving.

*Trainees are not paid by the hour during training to obtain a CDL license.
The payments in #2 & #3 are made in addition to hourly rate.

**SUBSTITUTE TEACHER
2020-2021 DAILY SALARY SCHEDULE**

RANK	YEARS OF TEACHING EXPERIENCE		
	0 - 3	4 - 9	10+
I	110	115	120
II	105	110	115
III	100	105	110
IV	90	90	90
V	85	85	85

1. A year of experience constitutes a minimum of 140 days as a regular or substitute teacher.
2. When an assignment of a substitute teacher exceeds twenty (20) days, the substitute will transfer from this salary schedule to the regular teacher's salary schedule for all days in excess of twenty (20). To be eligible for this provision, the service must have been continuous within the same position, and the substitute must hold a valid provisional or standard certificate. This does not apply to retired teachers who are held to a Daily Wage Threshold.
3. Full-time substitute teachers shall be paid \$20,000 for 187 days.

RANK DEFINITIONS:

- Rank V = 64-95 semester credit hours
- Rank IV = 96+ semester credit hours
- Rank III = Bachelor's degree (teaching certificate)
- Rank II = Master's degree (teaching certificate)
- Rank I = 30 semester hours of approved graduate credit in addition to Rank II