

**ESTILL COUNTY**

**SALARY SCHEDULES**

**2018-2019**

**TEACHER SALARY SCHEDULE  
2018-2019**

| Yrs. of Experience | RANK I Salary | RANK II Salary | RANK III Salary | Yrs. of Experience |
|--------------------|---------------|----------------|-----------------|--------------------|
| 0                  | \$ 45,745     | \$ 41,630      | \$ 37,448       | 0                  |
| 1                  | \$ 46,403     | \$ 42,290      | \$ 38,105       | 1                  |
| 2                  | \$ 47,063     | \$ 42,947      | \$ 38,765       | 2                  |
| 3                  | \$ 47,723     | \$ 43,604      | \$ 39,422       | 3                  |
| 4                  | \$ 49,919     | \$ 45,745      | \$ 41,630       | 4                  |
| 5                  | \$ 50,515     | \$ 46,322      | \$ 42,206       | 5                  |
| 6                  | \$ 51,108     | \$ 46,899      | \$ 42,782       | 6                  |
| 7                  | \$ 51,702     | \$ 47,474      | \$ 43,357       | 7                  |
| 8                  | \$ 52,295     | \$ 48,051      | \$ 43,935       | 8                  |
| 9                  | \$ 52,890     | \$ 48,633      | \$ 44,509       | 9                  |
| 10                 | \$ 55,449     | \$ 51,005      | \$ 46,914       | 10                 |
| 11                 | \$ 55,873     | \$ 51,582      | \$ 47,326       | 11                 |
| 12                 | \$ 56,298     | \$ 52,004      | \$ 47,739       | 12                 |
| 13                 | \$ 56,723     | \$ 52,432      | \$ 48,148       | 13                 |
| 14                 | \$ 57,145     | \$ 52,852      | \$ 48,564       | 14                 |
| 15                 | \$ 57,443     | \$ 53,151      | \$ 48,860       | 15                 |
| 16                 | \$ 57,740     | \$ 53,448      | \$ 49,158       | 16                 |
| 17                 | \$ 58,037     | \$ 53,743      | \$ 49,457       | 17                 |
| 18                 | \$ 58,335     | \$ 54,041      | \$ 49,752       | 18                 |
| 19                 | \$ 58,631     | \$ 54,339      | \$ 50,047       | 19                 |
| 20                 | \$ 58,925     | \$ 54,637      | \$ 50,344       | 20                 |
| 21-23              | \$ 59,224     | \$ 54,932      | \$ 50,643       | 21-23              |
| 24-26              | \$ 59,500     | \$ 55,212      | \$ 50,920       | 24-26              |
| 27-29              | \$ 59,779     | \$ 55,490      | \$ 51,199       | 27-29              |
| 30+                | \$ 60,059     | \$ 55,767      | \$ 51,475       | 30+                |

1. RANK IV - \$31,430 - All experience levels.
2. RANK V - \$28,850 - 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).  
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  
2018-2019**

| <b>STIPEND</b> | <b>POSITION</b>   |
|----------------|---|
| \$2,000        | Intermediate Assistant Principal  |
| \$3,500        | District Psychologist   |
| \$5,000        | District Principal (South Irvine/Estill Springs)  |
| \$8,160        | Director of Pupil Personnel<br>Director of Special Education<br>Federal Programs Coordinator/Supervisor<br>Transportation Director/Instructional Supervisor<br>Finance Director<br>Primary Principal (Grades K-2)<br>Assistant High School Principal<br>Assistant Middle School Principal |
| \$10,200       | Intermediate Principal (Grades 3-5)<br>Middle School Principal  |
| \$12,240       | High School Principal   |
| \$14,280       | Assistant Superintendent  |

**EXTENDED EMPLOYMENT SCHEDULE  
2018-2019**

| CERTIFIED POSITIONS                                | DAYS EXTENDED | TOTAL DAYS |
|--|---------------|------------|
| SUPERINTENDENT                                     | 53            | 240        |
| ASSISTANT SUPERINTENDENT                           | 53            | 240        |
| HIGH SCHOOL PRINCIPAL                              | 53            | 240        |
| PUPIL PERSONNEL DIRECTOR                           | 53            | 240        |
| SPECIAL EDUCATION DIRECTOR                         | 53            | 240        |
| FEDERAL PROGRAMS DIRECTOR                          | 53            | 240        |
| TRANSPORTATION DIRECTOR                            | 53            | 240        |
| MIDDLE SCHOOL PRINCIPAL                            | 53            | 240        |
| INTERMEDIATE PRINCIPAL                             | 53            | 240        |
| VOCATIONAL AGRICULTURE TEACHER 9-12                | 53*           | 240        |
| ROTC COMMANDER 9-12                                | 53            | 240        |
| PRIMARY PRINCIPAL                                  | 53            | 240        |
| TECHNOLOGY COORDINATOR                             | 43            | 230        |
| ROTC TEACHER 9-12                                  | 33            | 220        |
| GUIDANCE COUNSELOR 6-8/9-12                        | 26            | 213        |
| DISTRICT PRINCIPAL SI/ES                           | 23            | 210        |
| DISTRICT PRINCIPAL SUCCESS ACADEMY                 | 23            | 210        |
| GIFTED/TALENTED TEACHER                            | 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        |
| 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  | 13            | 200        |
| DISTRICT HEALTH COORDINATOR                        | 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.

**2018-2019 EXTRA SERVICE SALARY SUPPLEMENT**

| NO EXP.  | POSITION  | NO EXP. | POSITION  |
|----------|---|---------|---|
| \$16,000 | Gear Up Coordinator<br>(.5 based on funding, pro-rated thru 10/2018)  | \$1,000 | Medicaid Coordinator<br>1st Asst. Volleyball Coach, H.S.<br>Asst. Athletic Director, M.S./H.S.  |
| \$8,500  | Band Director   |         | Asst. Athletic Director, H.S.<br>Asst. Athletic Director, M.S.<br>Asst. Athletic Director, Elem. (funded by program)  |
| \$7,000  | Head Basketball Coach, H.S.<br>Head Football Coach, H.S.  |         | Head Volleyball, M.S.<br>Yearbook Sponsor, H.S.<br>Head Science Olympiad Coach  |
| \$4,500  | 1st Asst. Football Coach, H.S.<br>1st Asst. Basketball Coach, H.S.<br>Asst. Band Director   |         | Colorguard Instructor*<br>Percussion Instructor/Technician*<br>Woodwind Instructor*   |
| \$4,000  | Athletic Director, H.S.<br>Head Academic Competition Coach, H.S.<br>District Facilities/Maintenance Director  | \$800   | Cross Country Coach, H.S. (Boys' & Girls')<br>Dance/Drill Team Sponsor, H.S.<br>Dance/Drill Team Sponsor, M.S.<br>Asst. Cheerleader Sponsor, M.S.<br>Boys' Track & Field Coach, HS<br>Girls' Track & Field Coach, H.S.<br>Boys' Golf Coach, H.S.<br>Girls' Golf Coach, H.S.<br>Boys' Tennis Coach, H.S.<br>Girls' Tennis Coach, H.S.<br>Boys' & Girls' Track Coach, M.S.  |
| \$3,000  | Head Baseball Coach, H.S.<br>Head Volleyball Coach, H.S.<br>Head Softball Coach, H.S.   |         |   |
| \$2,750  | Head Academic Competition Coach, M.S.   |         |   |
| \$2,500  | Head Athletic Director, M.S.<br>Head Soccer Coach, H.S.<br>2nd Asst. Football Coach, H.S.<br>Public Relations Coordinator   |         |   |
| \$2,000  | Vocational Program Coordinator/TEDS<br>Head Football Coach, M.S.<br>Head Basketball Coach, M.S.<br>Head Cheerleader Sponsor, H.S.<br>3rd Asst. Football Coach, H.S.<br>2nd Asst. Basketball Coach, H.S.<br>Bidding/Procurement Coordinator<br>ACA Coordinator<br>Human Resource Director<br>Infinite Campus Coordinator<br>Head Raider/Rifle Team Coach, H.S. | \$700   | Asst. Soccer Coach, H.S.<br>Asst. Baseball Coach, M.S.<br>Asst. Softball Coach, M.S.  |
|          |   | \$600   | Asst. Academic Competition Coach, H.S.  |
|          |   | \$500   | Core Content Leaders, H.S. (Section VI \$)<br>Team Leaders, M.S. (Section VI \$)<br>School Technology Coordinator (KETS \$) (5)<br>2nd Asst. Volleyball Coach, H.S.<br>Asst. Academic Competition Coach, M.S.<br>Asst. Soccer Coach, M.S.<br>Asst. Volleyball Coach, M.S.<br>Dual Credit Teachers, H.S.<br>Weight Lifting Coach, H.S.<br>Bass Fishing Coach, H.S.<br>Archery Coach, H.S. (2)<br>Asst. Science Olympiad Coach<br>Art Teacher (2) (FRC funds)<br>Woodwind Instructor* |
| \$1,750  | Percussion Instructor/Composer*   |         |   |
| \$1,700  | Asst. Football Coach, M.S. (1)  |         |   |
| \$1,500  | Head Cheerleader Sponsor, M.S.<br>4th Asst. Football Coach, H.S.<br>Marching band - colorguard<br>Marching band - percussion<br>Energy Manager  | \$400   | Nursing Supervisor<br>Yearbook Sponsor, M.S.  |
| \$1,300  | Head Academic Coach, Elem.  |         |   |
| \$1,200  | Asst. Cheerleader Sponsor, H.S.<br>Asst. Baseball Coach, H.S. (2)<br>Asst. Softball Coach, H.S. (2)<br>Asst. Basketball Coach, M.S.<br>Asst. Football Coach, M.S. (2)<br>Head Baseball Coach, M.S.<br>Head Softball Coach, M.S.<br>Head Soccer Coach, M.S.  | \$250   | Writing Cluster Leaders (Section VI \$)<br>Asst Elem. Academic Competition Coach<br>Elementary Jump Rope Coach (2)<br>Let Me Run Coach (2)**<br>Gardening Club Teacher (1) (FRC funds)<br>Colorguard Instructor/Clinics*  |

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

*\*Reimbursed by Band Booster funds*

*\*\*Grant Funded*

*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.*

**2018-2019 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  
2018-2019**

| <b>CLASSIFIED POSITIONS</b>   | <b>DAYS EXTENDED</b> | <b>Hours Per Day</b> | <b>TOTAL DAYS</b> |
|---|----------------------|----------------------|-------------------|
| FINANCE OFFICER   | 55                   | 8                    | 240               |
| COMMUNITY EDUCATION DIRECTOR  | 41                   | 8                    | 226               |
| ACCOUNTS PAYABLE CLERK  | 35                   | 8                    | 220               |
| ADMINISTRATIVE SECRETARY III, Transportation                        | 35                   | 8                    | 220               |
| DISTRICT OFFICE CLERK   | 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               |
| OCCUPATIONAL THERAPIST with MASTERS                                 | 15                   | 8                    | 200               |
| ADULT EDUCATION CLERK   | 15                   | 8                    | 200               |
| SCHOOL BASED CLERKS (Full-time)                                     | 10                   | 8                    | 195               |
| FAMILY RESOURCE/YOUTH SERVICE CENTER<br>Program Manager (per grant) | 55                   | 7                    | 240               |
| 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 or 15 days vacation granted as per board policy.**

|                            |  |
|----------------------------|--|
| TECHNOLOGY TECHNICIAN I    | FOOD SERVICE CLERK                           |
| TECHNOLOGY TECHNICIAN II   | PAYROLL CLERK                                |
| 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 \$29,192 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.

**CLASSIFIED POSITIONS REQUIRING DEGREE  
2018-2019 HOURLY SALARY SCHEDULE**

|                 | OCCUPATIONAL<br>THERAPIST<br>with MASTERS | FRC/YSC<br>MANAGER<br>(Hired prior to 11/21/11) |                       |
|-----------------|---|---|-----------------------|
| Yrs. of<br>Exp. | Salary                                    | Salary  | Yrs. of<br>Experience |
| 0               | 33.41                                     | 26.61   | 0                     |
| 1               | 33.70                                     | 26.96   | 1                     |
| 2               | 33.98                                     | 27.51   | 2                     |
| 3               | 34.26                                     | 28.04   | 3                     |
| 4               | 34.55                                     | 28.59   | 4                     |
| 5               | 34.84                                     | 29.02   | 5                     |
| 6               | 35.12                                     | 29.42   | 6                     |
| 7               | 35.41                                     | 29.83   | 7                     |
| 8               | 35.71                                     | 30.26   | 8                     |
| 9               | 36.00                                     | 30.63   | 9                     |
| 10              | 36.28                                     | 31.10   | 10                    |
| 11              | 36.85                                     | 31.52   | 11                    |
| 12              | 37.14                                     | 31.94   | 12                    |
| 13              | 37.43                                     | 32.34   | 13                    |
| 14              | 37.72                                     | 32.69   | 14                    |
| 15              | 37.99                                     | 33.13   | 15                    |
| 16              | 38.28                                     | 33.57   | 16                    |
| 17              | 38.57                                     | 34.02   | 17                    |
| 18              | 38.86                                     | 34.46   | 18                    |
| 19              | 39.15                                     | 34.89   | 19                    |
| 20+             | 39.44                                     | 35.34   | 20+                   |

**FRYSC MANAGER/ TECHNOLOGY TECHNICIAN I**

| Yrs. of<br>Exp. | Salary |
|-----------------|--------|
| 0-3             | 21.96  |
| 4-9             | 23.11  |
| 10-14           | 24.17  |
| 15-19           | 25.36  |
| 20+             | 26.57  |

1. Occupational Therapist with Masters is employed for 200 days/8 hrs. per day.
2. FRYSC Managers are employed for 240 days/7 hrs. per day.
3. Technology Technician I is employed for 261 days/8hrs. per day.
4. Related experience from out-of-district may be accepted with appropriate documentation upon approval of Superintendent.
5. If supported by appropriate documentation, military service will be granted up to a maximum of three (3) years.



**SCHOOL-BASED PERSONNEL  
2018-2019 HOURLY SALARY SCHEDULE  
185 DAY CONTRACTS**

| Yrs. of Experience | OFFICE ASST./CAF. CLERKS<br>PARAEDUCATORS<br>COOKS/CLERKS<br>Salary | ADM. SEC. III<br>Salary | CUSTODIANS<br>Salary | Yrs. of Experience |
|--------------------|---|-------------------------|----------------------|--------------------|
| 0                  | 10.78   | 11.50                   | 10.89                | 0                  |
| 1                  | 10.89   | 11.57                   | 10.97                | 1                  |
| 2                  | 10.96   | 11.66                   | 11.04                | 2                  |
| 3                  | 11.05   | 11.73                   | 11.13                | 3                  |
| 4                  | 11.16   | 11.82                   | 11.22                | 4                  |
| 5                  | 11.22   | 11.92                   | 11.30                | 5                  |
| 6                  | 11.30   | 12.00                   | 11.41                | 6                  |
| 7                  | 11.39   | 12.07                   | 11.51                | 7                  |
| 8                  | 11.48   | 12.18                   | 11.58                | 8                  |
| 9                  | 11.56   | 12.25                   | 11.67                | 9                  |
| 10                 | 11.64   | 12.34                   | 11.74                | 10                 |
| 11                 | 11.74   | 12.42                   | 11.85                | 11                 |
| 12                 | 11.83   | 12.51                   | 11.92                | 12                 |
| 13                 | 11.91   | 12.60                   | 12.01                | 13                 |
| 14                 | 11.99   | 12.68                   | 12.12                | 14                 |
| 15                 | 12.07   | 12.78                   | 12.20                | 15                 |
| 16                 | 12.18   | 12.86                   | 12.28                | 16                 |
| 17                 | 12.25   | 12.95                   | 12.38                | 17                 |
| 18                 | 12.34   | 13.02                   | 12.46                | 18                 |
| 19                 | 12.42   | 13.10                   | 12.55                | 19                 |
| 20                 | 12.51   | 13.22                   | 12.65                | 20                 |
| 21-23              | 12.58   | 13.29                   | 12.74                | 21-23              |
| 24-26              | 12.69   | 13.35                   | 12.83                | 24-26              |
| 27-29              | 12.77   | 13.45                   | 12.90                | 27-29              |
| 30+                | 12.85   | 13.55                   | 13.01                | 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 \$10.78 per hour.  
Substitute rate for Paraeducators shall be \$10.78 per hour.  
Substitute rate for Custodians shall be \$10.89 per hour.  
Substitute rate for Nurses shall be \$17.69 per hour.  
Lunchroom monitor rate shall be \$10.78 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  
2018-2019 HOURLY SALARY SCHEDULE**

| Yrs. of Experience | DIESEL MECHANIC Salary | MECHANICS Salary | BUS DRIVERS Salary | BUS ASSISTANTS Salary | Yrs. of Experience |
|--------------------|------------------------|------------------|--------------------|-----------------------|--------------------|
| 0                  | 16.74                  | 13.20            | 14.65              | 10.16                 | 0                  |
| 1                  | 16.90                  | 13.36            | 14.85              | 10.55                 | 1                  |
| 2                  | 17.03                  | 13.50            | 15.00              | 10.63                 | 2                  |
| 3                  | 18.22                  | 14.68            | 15.15              | 10.72                 | 3                  |
| 4                  | 18.36                  | 14.82            | 15.30              | 10.82                 | 4                  |
| 5                  | 18.50                  | 14.97            | 15.45              | 10.89                 | 5                  |
| 6                  | 21.53                  | 18.00            | 15.66              | 10.97                 | 6                  |
| 7                  | 21.62                  | 18.09            | 15.91              | 11.05                 | 7                  |
| 8                  | 21.75                  | 18.21            | 16.16              | 11.16                 | 8                  |
| 9                  | 21.83                  | 18.29            | 16.31              | 11.23                 | 9                  |
| 10                 | 21.90                  | 18.36            | 16.67              | 11.30                 | 10                 |
| 11                 | 21.99                  | 18.45            | 16.82              | 11.41                 | 11                 |
| 12                 | 22.07                  | 18.53            | 16.97              | 11.50                 | 12                 |
| 13                 | 22.13                  | 18.60            | 17.12              | 11.57                 | 13                 |
| 14                 | 22.23                  | 18.70            | 17.32              | 11.66                 | 14                 |
| 15                 | 22.60                  | 19.07            | 17.47              | 11.74                 | 15                 |
| 16                 | 22.70                  | 19.17            | 17.68              | 11.84                 | 16                 |
| 17                 | 22.80                  | 19.26            | 17.83              | 11.92                 | 17                 |
| 18                 | 22.88                  | 19.34            | 17.98              | 12.01                 | 18                 |
| 19                 | 22.96                  | 19.42            | 18.18              | 12.09                 | 19                 |
| 20                 | 23.05                  | 19.51            | 18.33              | 12.18                 | 20                 |
| 21-23              | 23.12                  | 19.58            | 18.48              | 12.25                 | 21-23              |
| 24-26              | 23.21                  | 19.68            | 18.74              | 12.35                 | 24-26              |
| 27-29              | 23.28                  | 19.75            | 18.99              | 12.44                 | 27-29              |
| 30+                | 23.40                  | 19.86            | 19.39              | 12.52                 | 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 \$14.65 per hour.  
Substitute bus assistant rate shall be \$10.16 per hour.  
Substitute mechanic rate shall be \$13.20 per hour.  
Bus driver/driver trainer rate shall be \$14.50 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  
2018-2019 HOURLY SALARY SCHEDULE**

| Years Completed                             | 0     | 1     | 2     | 3     | 4     | 5     | 6     | 7     | 8     | 9     | 10    | 11    |
|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Office Clerk                                | 10.78 | 10.89 | 10.96 | 11.05 | 11.16 | 11.22 | 11.30 | 11.39 | 11.47 | 11.55 | 11.65 | 11.75 |
| Administrative Secretary III                | 11.50 | 11.57 | 11.66 | 11.73 | 11.82 | 11.92 | 11.99 | 12.09 | 12.17 | 12.25 | 12.34 | 12.42 |
| Mnt. Asst./A.P. Clerk                       | 13.20 | 13.36 | 13.49 | 13.61 | 13.77 | 13.92 | 14.04 | 14.18 | 14.33 | 14.46 | 14.61 | 14.76 |
| Adm. Secretary I/Payroll Clerk/Food Service | 14.25 | 14.40 | 14.54 | 14.68 | 14.82 | 14.97 | 15.11 | 15.26 | 16.00 | 16.13 | 16.58 | 16.72 |
| Sec. to Supt./LPN Nurse                     | 17.52 | 17.58 | 17.71 | 17.78 | 17.84 | 17.93 | 18.00 | 18.08 | 18.21 | 18.29 | 18.36 | 18.44 |
| Maintenance/Tec. Tech. II                   | 13.20 | 13.36 | 13.50 | 14.68 | 14.82 | 14.97 | 18.00 | 18.08 | 18.21 | 18.29 | 18.36 | 18.44 |
| Registered Nurse                            | 24.98 | 25.10 | 25.22 | 25.34 | 25.46 | 25.58 | 25.70 | 25.82 | 25.94 | 26.06 | 26.18 | 26.30 |

| Years Completed                             | 12    | 13    | 14    | 15    | 16    | 17    | 18    | 19    | 20    | 21-23 | 24-26 | 27-29 | 30+   |
|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Office Clerk                                | 11.83 | 11.91 | 11.99 | 12.07 | 12.18 | 12.25 | 12.34 | 12.42 | 12.50 | 12.57 | 12.70 | 12.78 | 12.85 |
| Administrative Secretary III                | 12.51 | 12.60 | 12.68 | 12.78 | 12.86 | 12.95 | 13.02 | 13.09 | 13.20 | 13.29 | 13.36 | 13.45 | 13.54 |
| Mnt. Asst./A.P. Clerk                       | 14.88 | 15.00 | 15.17 | 15.31 | 15.43 | 15.58 | 15.72 | 15.87 | 16.01 | 16.14 | 16.28 | 16.44 | 16.57 |
| Adm. Secretary I/Payroll Clerk/Food Service | 16.86 | 17.00 | 17.15 | 17.29 | 17.42 | 17.58 | 17.72 | 17.84 | 18.01 | 18.14 | 18.29 | 18.42 | 18.58 |
| Sec. to Supt./LPN Nurse                     | 18.53 | 18.60 | 18.70 | 19.07 | 19.17 | 19.26 | 19.35 | 19.42 | 19.51 | 19.58 | 19.67 | 19.88 | 20.20 |
| Maintenance/Tec. Tech. II                   | 18.53 | 18.60 | 18.7  | 19.07 | 19.17 | 19.26 | 19.35 | 19.42 | 19.51 | 19.58 | 19.67 | 19.88 | 20.20 |
| Registered Nurse                            | 26.42 | 26.54 | 26.66 | 26.78 | 26.90 | 27.02 | 27.14 | 27.26 | 27.38 | 27.50 | 27.62 | 27.74 | 27.86 |

1. Substitute maintenance assistant rate shall be \$13.20 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 HOURLY RATES  
2018-2019 DAILY SALARY SCHEDULE**

|   |             |
|---|-------------|
| Certified Staff (ESS, counseling, professional development, portfolios, pre-school screening, etc.) | \$25/hr.    |
| Part-time Adult Education Teacher with Teaching Certification                                       | \$24.76/hr. |
| Substitute Adm. Sec. III w/min. 20 yrs. Exp.  | \$12.81/hr. |
| Traffic Controller (2 hrs. maximum per day)   | \$12.00/hr. |
| Part-time Student Technicians I/Summer Maintenance  | \$7.75/hr.  |
| Coop Student  | \$7.25/hr.  |
| Peer Tutor  | \$7.25/hr.  |

***Retiree hourly rates shall not exceed their HWT.***

**FACILITY RENTAL SERVICE  
2018-2019 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  
2018-2019 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  
2018-2019 DAILY SALARY SCHEDULE**

| RANK | YEARS OF TEACHING EXPERIENCE |       |     |
|------|------------------------------|-------|-----|
|      | 0 - 3                        | 4 - 9 | 10+ |
| I    | 100                          | 107   | 110 |
| II   | 95                           | 98    | 100 |
| III  | 87                           | 90    | 92  |
| IV   | 85                           | 85    | 85  |
| V    | 80                           | 80    | 80  |

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