

SHELBY COUNTY PUBLIC SCHOOLS

2023-24

APPROVED March 14, 2024

SALARY SCHEDULES

FOR

ALL EMPLOYEES

# 187 Days

## SHELBY COUNTY PUBLIC SCHOOLS 2023-24 CERTIFIED SALARY SCHEDULE

APPROVED March 14, 2024

**This includes a 3% across the board pay increase**

*NOTE: Rank I/Step 2 is for employees who hold an earned doctorate degree, as defined by the Kentucky Education Professional Standards Board.*

Years of Experience	Rank						Years of Experience
	Rank I		Rank II	Rank III	Rank IV	Rank V	
	EdD/PhD Step 2	BA+60 Step 1	BA+30 Step 1	BA+Cert Step 1	BA Step 1	64 Hours Step 1	
0	52,542	49,836	45,235	41,201	37,033	32,866	0
1	53,763	51,058	46,365	41,617	37,033	32,866	1
2	54,084	51,379	46,689	42,034	37,033	32,866	2
3	54,420	51,716	47,014	42,450	37,033	32,866	3
4	58,014	55,309	50,505	45,807	37,033	32,866	4
5	58,347	55,642	50,831	46,128	37,033	32,866	5
6	58,682	55,977	51,155	46,449	37,033	32,866	6
7	59,017	56,312	51,478	46,774	37,033	32,866	7
8	59,348	56,644	51,810	47,100	37,033	32,866	8
9	59,682	56,977	52,149	47,426	37,033	32,866	9
10	65,305	62,601	57,743	52,860	37,033	32,866	10
11	65,635	62,931	58,086	53,194	37,033	32,866	11
12	65,972	63,267	58,414	53,523	37,033	32,866	12
13	66,086	63,381	58,525	53,641	37,033	32,866	13
14	66,195	63,490	58,637	53,752	37,033	32,866	14
15	67,845	65,140	60,287	55,388	37,033	32,866	15
16	67,957	65,252	60,398	55,500	37,033	32,866	16
17	68,066	65,362	60,506	55,608	37,033	32,866	17
18	68,181	65,477	60,621	55,722	37,033	32,866	18
19	68,290	65,586	60,732	55,832	37,033	32,866	19
20	71,642	68,939	64,083	59,193	37,033	32,866	20
21	72,498	69,792	64,935	60,050	37,033	32,866	21
22	72,642	69,939	65,079	60,190	37,033	32,866	22
23	72,784	70,080	65,220	60,332	37,033	32,866	23
24	72,925	70,221	65,362	60,481	37,033	32,866	24
25	73,872	71,167	66,310	61,424	37,033	32,866	25
26	75,244	72,538	67,681	62,799	37,033	32,866	26
27	76,574	73,871	69,014	64,128	37,033	32,866	27
28	77,868	75,163	70,306	65,421	37,033	32,866	28
29	78,259	75,529	70,703	66,096	37,033	32,866	29
30	78,821	76,141	71,228	66,723	37,033	32,866	30

**SHELBY COUNTY PUBLIC SCHOOLS  
2023-24  
CERTIFIED EMPLOYEE SALARY SCHEDULE**

APPROVED March 14, 2024

# positions					# positions				
General Fund	Job Class Code	Position	Extended/Total Days ^	Percent Increment *	General Fund	Job Class Code	Position	Extended/Total Days ^	Percent Increment *
2	4042	Admissions and Release Committee Chair	185		1	1010	Principal - Early Childhood Education	55 / 240	20.0%
1	4022	Asst Supt of Curriculum, Instruction, and Assessment	55 / 240	33.0%	SA	1010	Principal - Elementary	55 / 240	20.0%
1	4018	Asst Supt of Operations	55 / 240	33.0%	SA	1010	Principal - Middle	55 / 240	25.0%
1	4023	College and Career Readiness Coordinator	55 / 240	10.0%	SA	1010	Principal - High	55 / 240	30.0%
1	0160	Coordinator of Exceptional Child Services	35 / 220	10.0%	1	1010	Principal - Ascension	55 / 240	20.0%
11	4350	Curriculum, Instruction, and Assessment Coach	15 / 200		1	4020	Principal - Associate - High	50 / 235	18.0%
1	4015	Digital Learning Coordinator	55 / 240	10.0%	SA	1020	Principal - Assistant - Elementary	22 / 207	10.0%
1	4024	Director of College and Career Education	55 / 240	23.0%	SA	1020	Principal - Assistant - Middle, Shelby Academy	25 / 210	13.0%
1	4016	Director of Curriculum, Instruction, and Assessment	55 / 240	23.0%	SA	1020	Principal - Assistant - High	30 / 215	15.5%
1	0050	Director of Special Education	55 / 240	23.0%	OS	4011	Reading And Math Proficiency Coordinator	/ 30	10.0%
1	4043	Director of Student Services	55 / 240	23.0%	SA	4090	ROTC Instructor	13 / 198	
OS	4330	English Learner Coordinator	35 / 220	10.0%	4.5	0250	School Psychologist/Psychometrist	25 / 210	10.0%
OS	4351	English Learner Instructional and Family Advocate	15 / 200		2	4230	Special Education Facilitator	15 / 200	
OS		English Learner Instructional Coach	15 / 200		NS	0255	Speech Language Pathologist (grandfathered)	<b>b</b> 2 / 197	
1	2230	Exceptional Children Consultant	20 / 205		SA	2040/2050/2060	Teacher	2 / 187	
SA	1050	Guidance Counselor - Elementary	12 / 197		SA	4062	Teacher - Agribusiness - High	51 / 236	
SA	1050	Guidance Counselor - Middle	27 / 212		SA	4063	Teacher - Family & Consumer Science - High	12 / 197	
SA	1050	Guidance Counselor - High	30 / 215		3	2100	Teacher - Gifted	4 / 189	
SA	4160	Library Media Specialist	22 / 207		SA	4064	Teacher - Project Lead The Way - High	12 / 197	
1	4021	Multi Tiered Systems of Support Coordinator	35 / 220	10.0%	4	4050	Teacher - Ascension	7 / 192	
					SA	4060	Teacher - Technology Education - High	15 / 200	
					OS	4200	Work Based Learning Coach	15 / 200	

\* The percent increment is based on the Rank I/Step 1 maximum experience on the 185-day certified salary schedule (prorated), not on the individual's rank or experience.

SA Determined by staffing allocation policy

NS Number of positions is based on the number of students using the services

OS None are authorized from general funds but could be funded by other sources

**b** Full time certified employees who maintain Certificate Clinical Competency receive a \$1500 supplement. Any break in certification voids eligibility.

**Stipends:**

Stipends for certified employees are capped at \$30/hour and may exceed \$120/day only when the employee is working directly with students (ESS, Summer School, etc.).

Secondary teachers accepting a permanent teaching assignment in addition to their existing full-time contract in lieu of their planning period shall be paid the daily rate of their existing contract for the additional planning time worked after the normal work day in lieu of the planning time missed during the work day.

Special education stipends are paid at the employee's hourly rate when working directly with students.

**National Board (NB) Supplements:** Certified employees who have obtained NB certification are eligible for a local supplement (\$1,500) only if employed by Shelby County Public Schools during the 2012/2013 school year with continuous service and NB certification was obtained prior to July 1, 2013. Any break in service shall void eligibility.

**Professional Services:** Temporary, part-time staff providing professional services may be paid up to \$40/hour.

**SHELBY COUNTY PUBLIC SCHOOLS  
2023-24  
CLASSIFIED HYBRID EMPLOYEE SALARY SCHEDULE**

APPROVED March 14, 2024

# positions					# positions				
General Fund	Job Class Code	Position	Extended/Total Days ^	Percent Increment *	General Fund	Job Class Code	Position	Extended/Total Days ^	Percent Increment *
3	8272	Behavior Analyst	<b>c</b> 15 / 200	10.0%	7	8271	Mental Health/Behavior Consultant	185	
1	8411	Chief Financial Officer	55 / 240	30.0%	NS	7291	Occupational Therapist	15 / 200	8.0%
0.5	7882	Counselor/Social Worker	15 / 200		-	7289	Clinical Psychologist	25 / 210	10.0%
OS		Director of Community Schools	55 / 240	23.0%	1	8363	Public Relations Coordinator	55 / 240	10.0%
1	8461	Director of Human Resources	55 / 240	23.0%	2	8190	School Activities Coordinator	15 / 200	
1	8189	District Activities Coordinator	45 / 230		NS	7294	Speech Language Pathologist	<b>b</b> 2 / 197	
1	8507	District Technology Coordinator	55 / 240	23.0%	SA	8533	Student Assistance Counselor	2 / 187	
1	8162	Finance Supervisor	55 / 240		1	7903	Transportation Area Coordinator	45 / 230	20.0%
1	8462	Grant Coordinator	22 / 207	10.0%	1	8341	Work Based Learning Liaison	35 / 220	
1	8631	Health Coordinator	<b>a</b> 55 / 240	10.0%					

\* The percent increment is based on the Rank I/Step 1 maximum experience on the 185-day certified salary schedule (prorated), not on the individual's rank or experience.

**SA** Determined by staffing allocation policy

**NS** Number of positions is based on the number of students using the services

**OS** None are authorized from general funds but could be funded by other sources

**a** For the 2023-24 year only, the Health Coordinator position has an additional 20 days.

**b** Full time certified employees who maintain Certificate Clinical Competency receive a \$1500 supplement. Any break in certification voids eligibility.

**c** Full time employees who hold Board Certified Behavior Analyst licensure receive a 10% increment.

**Stipends:**

Stipends for classified hybrid employees are capped at \$30/hour and may exceed \$120/day only when the employee is working directly with students (ESS, Summer School, etc.).

Special education stipends are paid at the employee's hourly rate when working directly with students.

**National Board (NB) Supplements:** Certified employees who have obtained NB certification are eligible for a local supplement (\$1,500) only if employed by Shelby County Public Schools during the 2012/2013 school year with continuous service and NB certification was obtained prior to July 1, 2013. Any break in service shall void eligibility.

*All Classified Hybrid employees are paid at Rank III or above*

**Extra Service Pay**  
2023-24

APPROVED March 14, 2024

(#) = number of positions allocated AND funded by the Board for each school.

\* = position is funded from school funds (SBDM funds or district activity funds). Note: The Redbook states "Booster clubs shall not pay or enhance salaries or stipends for any district employee."

Group	Amount	ELEMENTARY SCHOOL	MIDDLE SCHOOL	HIGH SCHOOL	Group	Amount	HIGH SCHOOL
	\$250	Team Leader (8 paid from SBDM funds*)					
A	\$500	Academic Team Assistant (1 paid from SBDM funds*) Art Club (1 paid from SBDM funds*) Band Director (1 paid from SBDM funds*) Choral Director (1 paid from SBDM funds*) Drama Assistant (1 paid from SBDM funds*) Lighthouse (1 paid from SBDM funds*) Odyssey of the Mind Assistant (1 from SBDM funds*) Yearbook (1)	Drama Assistant (2 paid from SBDM funds*) KYA/KUNA Assistant (1 paid from SBDM funds*) Team Leader (9, 1 paid from SBDM funds*)	Drama Assistant (1 paid from SBDM funds*) eSports Assistant (1 paid from DAF*)	J	\$3,500	Basketball Assistant (1 Boys/1 Girls) Choral Director (1) Cross Country Head (1) Lacrosse (1 Boys, 1 Girls) Football Assistant (4, 1 paid from DAF*) Track Head (1) Vex Robotics Head (1 paid from DAF*)
B	\$750	Drama Head (1) Odyssey of the Mind Head (1)			K	\$4,000	Baseball Head (1) Soccer Head (1 Boys/1 Girls) Softball Head (1) Volleyball Head (1 Boys/1 Girls)
C	\$1,000	Academic Team Head (1) Student Technology Leadership Program (1)	Academic Team Assistant (2, 1 paid from SBDM funds*) Archery Assistant (1 paid from DAF*) Baseball Assistant (1) Basketball 6th Grade (1 paid by DAF*) Cheerleading Assistant (1 paid from DAF funds*) Cross Country Assistant (1) Dance Assistant (1 paid from SBDM funds*) Drama Head (1) KYA/KUNA (1 paid from SBDM funds*) Odyssey of the Mind Assistant (1 paid from SBDM funds*) Soccer Assistant (1 Boys/1 Girls) Softball Assistant (1) Student Technology Leadership Program (1) Track Assistant (1) VEX Robotics (1 paid from SBDM funds*) Volleyball Assistant (2, 1 from DAF*) Yearbook (1)	Bowling (1) Class Sponsor (2) Department Chair (11, 2 paid from SBDM funds*) eSports (1) Golf Assistant (1 Boys/1 Girls paid from DAF*) Odyssey of the Mind Assistant (1) ROTC Color Guard (1) Student Technology Leadership Program (1)	L	\$4,500	Basketball Assistant Head (1 Boys/1 Girls) Football Assistant Head (1)
					M	\$8,500	Band Director (1)
					N	\$9,500	Basketball Head (1 Boys/1 Girls) Football Head (1)
D	\$1,500		Academic Team Head (1) Archery Head (1) Baseball Head (2, 1 paid from DAF*) Basketball Assistant (1 Boys/1 Girls) Cheerleading Head (1) Choral Director (1 paid from SBDM funds*) Cross Country Head (1) Dance Head (1 paid from SBDM funds*) Football Assistant (1) Odyssey of the Mind Head (1) Soccer Head (1 Boys/1 Girls) Softball Head (1) Track Head (1) Volleyball Head (1)	Academic Team Assistant (3, 1 paid from SBDM funds*) Archery Assistant (1) Band Visual Technician Assistant (1 paid by DAF*) Band Winter Visual Technician Assistant (1 paid by DAF*) Bass Fishing Assistant (1) Cheerleading Assistant (1) Dance Assistant (1) Cross Country Assistant (2, 1 paid by DAF*) Golf Head (1 Boys/1 Girls) Lacrosse Assistant (1 Boys/1 Girls) Soccer Assistant (1 Boys/1 Girls) Swim Assistant (1) Track Assistant (4, 1 paid by DAF*) Volleyball Assistant (2 Boys/2 Girls, 1 each from DAF*)	<p><i>Anyone employed in a position listed in Group M or Group N may choose to have pay for the extra service included on the employee's salary schedule.</i></p> <p><i>Extra Service Pay is being transitioned to the schedule shown here. Anyone employed in an extra service position prior to July 1, 2011 falls under the "grandfather" rule and that employee's pay is frozen at the 2010/2011 rate if that exceeds the rate shown here. Otherwise the employee is paid at the rate shown here.</i></p> <p><i>Anyone employed prior to July 1, 2011 in a position listed in Groups J, K, L, or District is eligible to continue being paid for the extra service on the employee's salary schedule. Others are paid at the end of the season/year, when the program has been evaluated.</i></p>		
E	\$1,750			Baseball Assistant (2) Basketball Assistant-1/2 time (.5 Boys/.5 Girls) Softball Assistant (2)			
F	\$2,000		Student Services Assistant (2, 1 paid by DAF*)	Archery Head (1) Band Visual Technician (1) Band Winter Visual Technician (1 paid from SBDM funds*) Bass Fishing (1) Drama Head (1) Odyssey of the Mind Head (1) ROTC Drill Team (1) ROTC Rifle Team (1) Student Services Assistant (3, 1 from DAF) Swim Head (1) Tennis Head (1 Boys/1 Girls) Yearbook (1)			
H	\$2,500		Basketball Head (1 Boys/1 Girls) Football Head (1)	Cheerleading Head (1) Dance Head (1)			
I	\$3,000			Academic Team Head (1) Band Assistant (1)			
<b>DISTRICT</b>							
	up to \$500	Access to Algebra Stipend (paid from a grant)					
	\$11,500	Inspire Grant Coordinator - district (1)					
	\$2,000	ESS Coordinator - district (1)					
	\$2,000	KJHS Coordinator - district (1)					
	\$2,000	Summer Learning Coordinator - district (1)					

NOTE: Extra service pay positions may only be equally split between two employees at the principal's discretion

**SHELBY COUNTY PUBLIC SCHOOLS  
2023-24  
SUBSTITUTE TEACHER SALARY SCHEDULE**

APPROVED March 14, 2024

	<u>Regular Pay</u>	<u>Retired Teachers</u>	<u>Long Term Pay</u>	<u>Long Term Retired Pay</u>	
Rank I	<b>\$128</b>	<b>\$138</b>	<b>\$256</b>	<b>\$276</b>	per day Master's degree and valid teaching certificate plus 30 additional hours
Rank II	<b>\$123</b>	<b>\$133</b>	<b>\$234</b>	<b>\$253</b>	per day Master's degree and valid teaching certificate
Rank III	<b>\$117</b>	<b>\$127</b>	<b>\$211</b>	<b>\$229</b>	per day Bachelor's degree and valid teaching certificate
Rank IV	<b>\$115</b>	<b>\$125</b>	<b>\$196</b>	<b>\$213</b>	per day Bachelor's degree and an emergency substitute teaching certificate
Rank V	<b>\$112</b>	<b>\$122</b>	<b>\$174</b>	N/A	per day 64+ hours or more and an emergency substitute teaching certificate

**Long-term substitute pay:** A substitute teacher holding a valid Kentucky teaching certificate who works in the same assignment for an extended period with no break in service shall receive long-term substitute teacher pay on the 10th consecutive day, all subsequent days without a break in service, and retroactive pay back to Day 1.

**Substitutes in administrative positions:** A substitute in an administrative position will be paid the daily rate for the position in accordance with the approved salary schedule at their rank and zero years' experience. (Administrative positions are positions with increments and Guidance Counselor - Elementary, Middle, and High.)

**Substitutes for related services on Individualized Education Programs (IEPs) and school psychologists:** A substitute in these positions shall be paid the daily rate for the position in accordance with the approved salary schedule at their rank and years of experience.

Emergency Itinerant Substitute positions are paid at Rank IV or Rank V and zero years' experience.

**SHELBY COUNTY PUBLIC SCHOOLS**  
2023-24  
**CLASSIFIED PAY GRADES AND DAYS**

APPROVED March 14, 2024

# positions					# positions					# positions				
General Fund	Job Class Code	Job Title	Pay Grade	Days ^	General Fund	Job Class Code	Job Title	Pay Grade	Days ^	General Fund	Job Class Code	Job Title	Pay Grade	Days ^
<b><u>SECRETARIES &amp; CLERKS</u></b>					<b><u>MAINTENANCE/CUSTODIAL</u></b>					<b><u>TECHNOLOGY</u></b>				
SA	7164	Account Clerk II	17	* 225	SA	7605	Custodial Supervisor	14	* 260	SA	8538	Field Project Lead	24	* 240
1	7163	Account Clerk III	18	* 225	SA	7609	Custodian	13	* 260	SA	8531	Field Technician Level I	23	* 200
1	8163	Accounts Payable Clerk	19	* 260	SA	8609	Day Porter	9	* 185	SA	8532	Field Technician Level II	24	* 220
1	8761	Administrative Assistant	24	* 260	1	8465	Director of Facilities	51	* 260	1	8522	Information Security Specialist	31	* 260
6	8765	Administrative Assistant II	21	* 260	1	8410	Facilities Engineer	50	* 260	SA	8504	Information Technology Architect	28	* 260
OS	8002	FRYSC Clerk	12	* 182	SA	7441	Lead Maintenance Technician	29	* 260	SA	8523	Network Technician	28	* 260
SA	7362	Library Media Clerk	13	205	SA	7449	Maintenance Apprentice	15	* 260	1	8512	Systems Analyst	31	* 260
1		Onboarding and Benefits Specialist I	19	* 260	SA	7628	Maintenance Grounds Worker I	13	* 260	<b><u>OTHER PERSONNEL</u></b>				
1	8665	Onboarding and Benefits Specialist II	21	260	SA	7627	Maintenance Grounds Worker II	14	* 260	2	8321	Academic Assessment Assistant	19	* 181
1	8780	Receptionist/Secretary-C.O.	15	* 260	1	8436	Maintenance Planner	16	* 260	1	8534	Data Manager	34	260
SA	7791	Receptionist-School	13	205	SA	7445	Maintenance Technician I	24	* 260	OS	7338	Educational Interpreter III	47	185
SA	7774	School Secretary I	16	* 205	SA	7444	Maintenance Technician II	26	# 260	OS	8001	FRYSC Coordinator	36	(v)
SA	7778	School Secretary II High	18	* 205	SA	7448	Maintenance Worker I	18	* 260	1	7655	Human Resources Manager	34	260
2	7772	Secretary I	15	* 205	SA	7447	Maintenance Worker II	21	* 260	SA	8322	Instructional Assistant I - Kindergarten	12	181
SA	8776	Staff Support Secretary-Attendance	15	* 205	1	8412	Project Manager	43	* 260	OS	7320	Instructional Assistant I	12	181
SA	8777	Staff Support Secretary-Attendance Lead	16	* 205	(v)	8099	Summer Worker	12	(v)	NS	7318	Instructional Assistant II	14	181
<b><u>SCHOOL NUTRITION FOOD SERVICE</u></b>					1	7621	Warehouse and Custodial Manager	34	* 260	NS	8323	Instructional Assistant III	16	181
OS	7221	School Nutrition Coordinator	47	* 260	SA	7982	Warehouse/Grounds Worker III	14	* 260	SA	7316	Instructional Assistant - English Learner	13	181
OS	8224	School Nutrition Program Assistant	17	220	<b><u>TRANSPORTATION</u></b>					1	8785	Mail Courier	12	192
OS	8210	School Nutrition Financial Clerk	16	220	1	8904	Assistant Transportation Coordinator	28	260	1	7292	Occupational Therapy Assistant	41	181
OS	8241	School Nutrition Cook	12	182	NS	7941	Bus Driver	22	183	1	8191	Payroll Assistant	23	* 260
OS	7212	School Nutrition Manager I	16	190	(v)	8099	Bus Driver Intern	12	(v)	1	8192	Payroll Manager	34	* 260
22	7213	Cafeteria Monitor	12	183	NS	7942	Bus Monitor	12	(v)	1	8301	Public Relations Assistant	19	230
<b><u>DAY CARE</u></b>					NS	7942	Bus Monitor-Alternative School	12	181	OS	8275	SETS Technician	12	(v)
OS	8479	Daycare Director-Preschool	17	* 230	OS	7942	Bus Monitor-Head Start	12	140	(v)	7788	Student Worker	9	(v)
OS	8474	Daycare Director-Schools	17	* 200	OS	7942	Bus Monitor-Preschool	12	140	OS	8312	Vocational Trainer	19	187
OS	8476	Daycare Manager-District	32	* 260	OS	7943	Bus Monitor-Special Education	12	181	<i>(v) = The number of days varies or the position is filled only for a certain number of hours. # = 9-hour workdays for grandfathered employees only * = up to 8-hour workdays</i>				
OS	8477	Daycare Assistant Manager - District	19	* 220	1	8905	Bus Routing Technician/Dispatcher	23	* 260	SA	Determined by staffing allocation policy			
OS	8316	Daycare Worker	13	(v)	1	7933	Driver Trainer	22	(v)	NS	Number of positions is based on the number of students using the services			
OS	8317	Daycare Worker - Preschool	13	200	1	8910	Garage Service and Parts Manager	28	260	OS	None are authorized from general funds but could be funded by other sources			
OS	8099	Daycare Worker Assistant-Substitute	9	(v)	1	7914	Lead Vehicle Mechanic	28	# 260		Exempt positions (Fair Labor Standards Act)			
<b><u>SCHOOL HEALTH SERVICES</u></b>					1	8942	Micro Bus Driver	21	183					
1	8273	School Health Aide	13	181	NS	7916	Vehicle Mechanic I	24	260					
SA	7263	School Nurse-LPN	21	181	NS	7915	Vehicle Mechanic II	26	# 260					
SA	7262	School Nurse-RN	36	181										

**SUBSTITUTE CLASSIFIED PERSONNEL:**

All substitute classified personnel, whether or not retired, are paid with zero (0) years of experience on the grade for the position.  
A classified employee working additional hours, regardless of the location, in the same position shall receive the employee's regular hourly rate (or overtime rate, if applicable).  
A substitute for a FRYSC Coordinator is paid with zero (0) years of experience from the FRYSC grant at the grade for a FRYSC Coordinator.

**STIPEND:**

Classified employees are not paid a set stipend rate. Classified employees are paid an hourly rate from the classified salary schedule. For Expedition IL3 ONLY, the stipend rate is \$25.00/hour.

**SHELBY COUNTY PUBLIC SCHOOLS  
2023-24  
CLASSIFIED SALARY SCHEDULE**

APPROVED March 14, 2024

This includes a 3% across the board pay increase

	Grade 1	Grade 9	Grade 12	Grade 13	Grade 14	Grade 15	Grade 16	Grade 17	Grade 18	Grade 19	Grade 21	Grade 22	Grade 23	Grade 24	Grade 26	Grade 28	Grade 29	Grade 31	Grade 32	Grade 34	Grade 36	Grade 41	Grade 43	Grade 47	Grade 50	Grade 51		
<b>Substitute</b>	7.25	10.39	15.45	15.71	15.97	16.22	16.48	16.74	17.00	17.25	18.22	18.84	19.43	20.05	20.27	21.11	21.37	22.40	23.00	24.34	25.22	28.24	29.56	31.51	35.55	35.99	<b>Substitute</b>	
<b>Years Experience</b>																												<b>Years Experience</b>
<b>0</b>	7.25	10.39	15.45	15.71	15.97	16.22	16.48	16.74	17.00	17.25	18.22	18.84	19.43	20.05	20.27	21.11	21.37	22.40	23.00	24.34	25.22	28.24	29.56	31.51	35.55	40.94	<b>0</b>	
<b>1</b>	7.25	10.58	15.68	15.92	16.17	16.48	16.72	16.91	17.24	17.49	18.47	19.05	19.70	20.36	20.46	21.35	21.66	22.70	23.29	24.64	25.84	28.61	29.93	31.92	35.98	41.38	<b>1</b>	
<b>2</b>	7.25	10.82	15.87	16.16	16.43	16.68	16.92	17.17	17.47	17.73	18.68	19.31	19.90	20.54	20.71	21.62	21.90	22.96	23.58	24.94	26.50	28.93	30.30	32.30	36.37	41.81	<b>2</b>	
<b>3</b>	7.25	11.07	16.14	16.35	16.62	16.92	17.12	17.41	17.69	17.97	18.98	19.57	20.18	20.77	20.95	21.91	22.18	23.27	23.89	25.26	26.82	29.32	30.71	32.74	36.83	42.19	<b>3</b>	
<b>4</b>	7.25	11.27	16.36	16.63	16.87	17.14	17.40	17.65	17.90	18.20	19.23	19.79	20.43	20.98	21.22	22.17	22.43	23.54	24.18	25.57	27.14	29.68	31.06	33.13	37.22	42.66	<b>4</b>	
<b>5</b>	7.25	11.61	16.66	16.92	17.22	17.47	17.70	17.98	18.27	18.56	19.57	20.18	20.77	21.36	21.55	22.59	22.84	23.98	24.65	26.06	27.68	30.24	31.67	33.74	37.89	43.05	<b>5</b>	
<b>6</b>	7.25	11.72	16.78	17.08	17.37	17.55	17.83	18.09	18.38	18.64	19.70	20.36	20.85	21.53	21.65	22.73	22.97	24.11	24.78	26.20	27.82	30.41	31.85	33.95	38.07	43.72	<b>6</b>	
<b>7</b>	7.25	11.85	16.94	17.17	17.44	17.75	17.94	18.20	18.50	18.74	19.79	20.43	20.98	21.63	21.80	22.86	23.10	24.27	24.94	26.34	27.96	30.59	32.03	34.14	38.29	43.90	<b>7</b>	
<b>8</b>	7.25	11.97	17.04	17.27	17.57	17.81	18.06	18.32	18.62	18.84	19.90	20.54	21.10	21.72	21.93	22.98	23.22	24.41	25.08	26.52	28.12	30.79	32.21	34.34	38.50	44.11	<b>8</b>	
<b>9</b>	7.25	12.07	17.13	17.41	17.66	17.93	18.14	18.47	18.67	18.99	20.01	20.62	21.26	21.87	22.02	23.13	23.37	24.55	25.22	26.66	28.30	30.96	32.41	34.54	38.71	44.32	<b>9</b>	
<b>10</b>	7.25	12.41	17.48	17.74	18.05	18.29	18.49	18.80	19.03	19.35	20.43	20.98	21.63	22.22	22.37	23.53	23.76	24.98	25.66	27.13	28.82	31.50	32.97	35.16	39.37	44.54	<b>10</b>	
<b>11</b>	7.25	12.51	17.58	17.87	18.11	18.41	18.61	18.92	19.14	19.44	20.54	21.10	21.72	22.35	22.52	23.65	23.87	25.11	25.81	27.27	28.95	31.68	33.15	35.33	39.56	45.19	<b>11</b>	
<b>12</b>	7.25	12.62	17.72	17.96	18.23	18.49	18.76	18.97	19.29	19.55	20.62	21.26	21.87	22.45	22.63	23.81	24.01	25.26	25.98	27.42	29.12	31.88	33.35	35.56	39.78	45.39	<b>12</b>	
<b>13</b>	7.25	12.78	17.85	18.07	18.34	18.64	18.88	19.16	19.42	19.72	20.77	21.36	21.97	22.59	22.77	23.94	24.18	25.44	26.14	27.63	29.32	32.08	33.57	35.79	39.99	45.61	<b>13</b>	
<b>14</b>	7.25	12.91	17.98	18.21	18.50	18.76	18.98	19.27	19.50	19.81	20.90	21.55	22.05	22.71	22.89	24.07	24.32	25.57	26.27	27.78	29.48	32.25	33.74	35.99	40.24	45.82	<b>14</b>	
<b>15</b>	7.25	13.04	18.10	18.39	18.66	18.90	19.12	19.39	19.65	19.90	21.03	21.66	22.14	22.80	23.05	24.24	24.45	25.72	26.42	27.93	29.65	32.45	33.96	36.20	40.47	46.06	<b>15</b>	
<b>16</b>	7.25	13.16	18.25	18.52	18.79	19.09	19.24	19.55	19.72	19.99	21.20	21.78	22.23	22.94	23.22	24.38	24.59	25.88	26.60	28.09	29.84	32.62	34.16	36.41	40.68	46.30	<b>16</b>	
<b>17</b>	7.25	13.30	18.36	18.69	18.96	19.21	19.33	19.70	19.81	20.10	21.31	21.91	22.35	23.08	23.35	24.50	24.73	26.03	26.74	28.26	30.02	32.81	34.36	36.63	40.90	46.51	<b>17</b>	
<b>18</b>	7.25	13.46	18.52	18.88	19.11	19.33	19.48	19.82	19.96	20.20	21.41	22.03	22.44	23.21	23.50	24.65	24.86	26.17	26.89	28.42	30.18	33.00	34.54	36.83	41.10	46.72	<b>18</b>	
<b>19</b>	7.25	13.61	18.69	19.03	19.22	19.47	19.58	19.96	20.10	20.30	21.56	22.16	22.52	23.31	23.64	24.77	24.99	26.30	27.05	28.52	30.33	33.20	34.71	37.01	41.31	46.92	<b>19</b>	
<b>20</b>	7.25	13.72	18.84	19.26	19.43	19.60	19.70	20.04	20.21	20.42	21.66	22.31	22.60	23.42	23.79	24.92	25.12	26.45	27.19	28.65	30.50	33.38	34.91	37.22	41.52	47.14	<b>20</b>	
<b>21</b>	7.25	13.81	19.01	19.44	19.57	19.71	19.82	20.14	20.35	20.50	21.76	22.44	22.71	23.54	23.94	24.98	25.27	26.61	27.33	28.85	30.65	33.66	35.13	37.45	41.73	47.35	<b>21</b>	
<b>22</b>	7.25	13.97	19.19	19.62	19.76	19.88	19.92	20.25	20.50	20.58	21.88	22.58	22.77	23.68	24.12	25.12	25.40	26.76	27.47	29.00	30.82	33.87	35.31	37.66	41.96	47.56	<b>22</b>	
<b>23</b>	7.25	14.05	19.32	19.81	19.92	20.05	20.09	20.37	20.64	20.70	22.00	22.73	22.83	23.79	24.33	25.25	25.51	26.90	27.66	29.14	31.01	34.07	35.51	37.87	42.16	47.78	<b>23</b>	
<b>24</b>	7.25	14.14	19.49	20.01	20.10	20.20	20.21	20.50	20.80	20.86	22.12	22.83	22.91	23.92	24.48	25.41	25.64	27.07	27.79	29.32	31.18	34.24	35.67	38.07	42.35	47.98	<b>24</b>	
<b>25</b>	7.25	14.23	19.65	20.20	20.28	20.34	20.40	20.61	20.93	21.01	22.23	22.93	22.98	24.04	24.64	25.53	25.79	27.22	27.92	29.47	31.33	34.42	35.83	38.28	42.57	48.19	<b>25</b>	
<b>26</b>	7.25	14.33	19.82	20.38	20.48	20.50	20.56	20.71	21.08	21.12	22.35	23.05	23.08	24.17	24.80	25.64	25.92	27.38	28.05	29.63	31.51	34.59	35.99	38.50	42.77	48.40	<b>26</b>	
<b>27</b>	7.25	14.42	19.98	20.58	20.66	20.70	20.73	20.82	21.24	21.26	22.48	23.17	23.18	24.30	24.96	25.76	26.06	27.54	28.22	29.80	31.68	34.74	36.13	38.72	42.98	48.60	<b>27</b>	
<b>28</b>	7.25	14.52	20.14	20.78	20.86	20.90	20.92	20.98	21.38	21.40	22.61	23.28	23.29	24.42	25.11	25.88	26.19	27.72	28.35	29.97	31.84	34.91	36.29	38.95	43.19	48.81	<b>28</b>	
<b>29</b>	7.25	14.62	20.29	20.96	21.06	21.09	21.12	21.16	21.53	21.55	22.73	23.39	23.40	24.54	25.26	26.01	26.34	27.89	28.49	30.14	32.01	35.07	36.45	39.17	43.40	49.02	<b>29</b>	
<b>30</b>	7.25	14.74	20.42	21.09	21.19	21.24	21.26	21.28	21.62	21.66	22.84	23.51	23.53	24.67	25.39	26.14	26.46	28.07	28.65	30.31	32.16	35.29	36.62	39.37	43.62	49.26	<b>30</b>	



**SHELBY COUNTY PUBLIC SCHOOLS**  
**2023-24**  
**CERTIFIED SALARY SCHEDULE**

APPROVED March 14, 2024

# 185 Days

**This includes a 3% across the board pay increase**

*NOTE: Rank I/Step 2 is for employees who hold an earned doctorate degree, as defined by the Kentucky Education Professional Standards Board.*

Years of Experience	185 DAY SALARY AMOUNTS						Years of Experience
	Rank I		Rank II	Rank III	Rank IV	Rank V	
	EdD/PhD Step 2	BA+60 Step 1	BA+30 Step 1	BA+Cert Step 1	BA Step 1	64 Hours Step 1	
0	51,980	49,303	44,751	40,760	36,637	32,514	0
1	53,188	50,512	45,869	41,172	36,637	32,514	1
2	53,506	50,829	46,190	41,584	36,637	32,514	2
3	53,838	51,163	46,511	41,996	36,637	32,514	3
4	57,394	54,717	49,965	45,317	36,637	32,514	4
5	57,723	55,047	50,287	45,635	36,637	32,514	5
6	58,054	55,378	50,608	45,952	36,637	32,514	6
7	58,386	55,710	50,927	46,274	36,637	32,514	7
8	58,713	56,038	51,256	46,596	36,637	32,514	8
9	59,044	56,368	51,591	46,919	36,637	32,514	9
10	64,607	61,931	57,125	52,295	36,637	32,514	10
11	64,933	62,258	57,465	52,625	36,637	32,514	11
12	65,266	62,590	57,789	52,951	36,637	32,514	12
13	65,379	62,703	57,899	53,067	36,637	32,514	13
14	65,487	62,811	58,010	53,177	36,637	32,514	14
15	67,119	64,443	59,642	54,796	36,637	32,514	15
16	67,230	64,554	59,752	54,906	36,637	32,514	16
17	67,338	64,663	59,859	55,013	36,637	32,514	17
18	67,452	64,777	59,973	55,126	36,637	32,514	18
19	67,560	64,885	60,082	55,235	36,637	32,514	19
20	70,876	68,202	63,398	58,560	36,637	32,514	20
21	71,723	69,046	64,241	59,408	36,637	32,514	21
22	71,865	69,191	64,383	59,546	36,637	32,514	22
23	72,006	69,330	64,522	59,687	36,637	32,514	23
24	72,145	69,470	64,663	59,834	36,637	32,514	24
25	73,082	70,406	65,601	60,767	36,637	32,514	25
26	74,439	71,762	66,957	62,127	36,637	32,514	26
27	75,755	73,081	68,276	63,442	36,637	32,514	27
28	77,035	74,359	69,554	64,721	36,637	32,514	28
29	77,422	74,721	69,947	65,389	36,637	32,514	29
30	77,978	75,327	70,466	66,009	36,637	32,514	30