

SHELBY COUNTY PUBLIC SCHOOLS

2019-20

APPROVED June 20, 2019

SALARY SCHEDULES

FOR

ALL EMPLOYEES

187 Days

SHELBY COUNTY PUBLIC SCHOOLS 2019-20 CERTIFIED SALARY SCHEDULE

APPROVED June 20, 2019

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 Step 2	Rank I Step 1	Rank II Step 1	Rank III Step 1	Rank IV Step 1		Rank V Step 1
0	49,526	46,975	42,639	38,270	38,270	30,979	0
1	50,677	48,128	43,703	39,257	38,270	30,979	1
2	50,980	48,430	44,010	39,555	38,270	30,979	2
3	51,297	48,747	44,315	39,863	38,270	30,979	3
4	54,684	52,134	47,606	43,178	38,270	30,979	4
5	54,998	52,448	47,912	43,481	38,270	30,979	5
6	55,313	52,763	48,219	43,783	38,270	30,979	6
7	55,629	53,080	48,523	44,089	38,270	30,979	7
8	55,941	53,392	48,836	44,396	38,270	30,979	8
9	56,256	53,706	49,155	44,703	38,270	30,979	9
10	61,556	59,007	54,428	49,826	38,270	30,979	10
11	61,868	59,318	54,752	50,140	38,270	30,979	11
12	62,184	59,635	55,061	50,452	38,270	30,979	12
13	62,292	59,743	55,166	50,561	38,270	30,979	13
14	62,395	59,846	55,271	50,666	38,270	30,979	14
15	63,950	61,401	56,826	52,208	38,270	30,979	15
16	64,056	61,507	56,931	52,314	38,270	30,979	16
17	64,159	61,610	57,033	52,416	38,270	30,979	17
18	64,267	61,718	57,141	52,523	38,270	30,979	18
19	64,370	61,821	57,245	52,627	38,270	30,979	19
20	67,530	64,982	60,404	55,795	38,270	30,979	20
21	68,337	65,787	61,208	56,603	38,270	30,979	21
22	68,472	65,924	61,343	56,735	38,270	30,979	22
23	68,607	66,056	61,475	56,869	38,270	30,979	23
24	68,739	66,191	61,610	57,009	38,270	30,979	24
25	69,631	67,081	62,503	57,898	38,270	30,979	25
26	70,925	68,374	63,796	59,193	38,270	30,979	26
27	72,179	69,630	65,052	60,446	38,270	30,979	27
28	73,398	70,848	66,270	61,666	38,270	30,979	28
29	73,767	71,193	66,645	62,301	38,270	30,979	29
30	74,297	71,771	67,139	62,892	38,270	30,979	30

**SHELBY COUNTY PUBLIC SCHOOLS
2019-20
EXTENDED EMPLOYMENT SALARY SCHEDULE**

APPROVED June 20, 2019

Position	Extended / Total Days ^	Percent Increment *	Position	Extended / Total Days ^	Percent Increment *
Activities Coordinator	a 15 / 200		Mental Health/Behavior Consultant	185	
Assistant Superintendent for Facilities	55 / 240	45.0%	Occupational Therapist	15 / 200	8.0%
ATC Academic Counselor	15 / 200		Principal - Early Childhood Education	55 / 240	20.0%
Behavior Analyst	15 / 200		Principal - Elementary	55 / 240	20.0%
Chief Academic Officer (#)	e 55 / 240	30.0%	Principal - Middle	55 / 240	20.0%
Chief Financial Officer	e 55 / 240	30.0%	Principal - High	55 / 240	30.0%
Chief Operations Officer	e 55 / 240	30.0%	Principal - Associate - College and Career Education	50 / 235	18.0%
College and Career Readiness Coach	15 / 200		Principal - Associate - High	50 / 235	18.0%
Coordinator of Exceptional Child Services	35 / 220	10.0%	Principal - Assistant - Elementary	22 / 207	10.0%
Counselor/Social Worker	d 5 / 190		Principal - Assistant - Middle	22 / 207	10.0%
Dean of Students	2 / 187		Principal - Assistant - High	30 / 215	15.5%
Deputy Superintendent	e 55 / 240	30.0%	Psychologist	25 / 210	10.0%
Digital Learning Coach	15 / 200		Public Relations Coordinator	45 / 230	10.0%
Digital Learning Coordinator	c 55 / 240	10.0%	Reading And Math Proficiency Coordinator	30	10.0%
Director of College and Career Education	e 55 / 240	23.0%	Reading Recovery Teacher Leader	35 / 220	10.0%
Director of Curriculum Personalization	e 55 / 240	23.0%	Response to Intervention Consultant	45 / 230	
Director of Special Education	e 55 / 240	23.0%	Response to Intervention Coordinator	45 / 230	10.0%
Director of Student Services	e 55 / 240	23.0%	ROTC Instructor	b 13 / 198	
District Technology Coordinator	e 55 / 240	23.0%	Special Education Facilitator	15 / 200	
District Assessment Coordinator	/ 140		Staff Developer	45 / 230	10.0%
Equity Coordinator	/ 40		Student Assistance Counselor	2 / 187	
Exceptional Children Consultant	15 / 200		Teacher	2 / 187	
Guidance Counselor - Elementary	12 / 197		Teacher - Agribusiness - High	51 / 236	
Guidance Counselor - Middle	27 / 212		Teacher - Family & Consumer Science - High	12 / 197	
Guidance Counselor - High	30 / 215		Teacher - Gifted	4 / 189	
Health Coordinator	35 / 220		Teacher - Project Lead The Way	12 / 197	
Instructional Coach	f 25 / 210		Teacher - Project Rebound	5 / 190	
Library Media Specialist	22 / 207		Teacher - Technology Education - High	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.

^ Days shown are for internal reference only.

current staff employed are grandfathered at previous increment rate

a Regardless of certificate held or experience attained by the employee, salary is always calculated as 130% of Rank III with 0 experience prorated for 200 days.

b Current ROTC instructors work 198 days for the senior officers and 185 days for the junior officers.

c Increment increases to 15% for Digital Learning Coordinator if the employee holds Administrative Certification.

d This position will have an additional 12 days contingent upon a continuing contract with Department of Juvenile Justice.

e The increment increases by 3% if the individual holds a Superintendent certification.

f Up to two individuals in this position are 210 days; others are 200.

Stipends: Stipends for certified employees are capped at \$25/hour and may exceed \$100/day only when the employee is working directly with students (ESS, Summer School, etc.).

New Teacher Onboarding: Stipends for new teacher onboarding is paid at \$300/day, for up to three days.

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 Extended Days: May be paid at the contracted hourly rate.

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

Daily Wage Threshold (DWT): Retired employees subject to a DWT shall be paid no more than 80% of the DWT. The Superintendent may make limited exceptions for hard-to-fill positions.

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.

Speech Language Pathologist Supplements: Full time certified employees who maintain Certificate Clinical Competency receive a \$1500 supplement. Any break in certification voids eligibility.

Increment of 10% for Behavior Analyst and Exceptional Children Consultant if the employee holds Board Certified Behavior Analyst licensure.

Extra Service Pay
2019-20

APPROVED June 20, 2019

(#) = 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
	\$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 paid from SBDM funds*) Yearbook (1)	Dance Assistant (1 paid from SBDM funds*) Drama Assistant (1 paid from SBDM funds*) Team Leader (7, 1 paid from SBDM funds*)	Dance Assistant (1) Drama Assistant (1 paid from SBDM funds*) Team Leader-8th Grade (2)
B	\$750	Drama Head (1) Odyssey of the Mind Head (1)	Dance Head (1 paid from SBDM funds*)	
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 SBDM funds*) Cross Country Assistant (1) Drama Head (1) 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) Volleyball Assistant (2, 1 from DAF*) Yearbook (1)	Class Sponsor (2) Dance Head (1) 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)
D	\$1,500		Academic Team Head (1) Archery Head (1) Baseball Head (1) Basketball Assistant (1 Boys/1 Girls) Cheerleading Head (1) Cross Country Head (1) 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) Cross Country Assistant (2, 1 paid by DAF*) Golf Head (1 Boys/1 Girls) Soccer Assistant (1 Boys/1 Girls) Swim Assistant (1) Track Assistant (4, 1 paid by DAF*) Volleyball Assistant (1)
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)
I	\$3,000			Academic Team Head (1) Band Assistant (1)

Group	Amount	HIGH SCHOOL
J	\$3,500	Basketball Assistant (1 Boys/1 Girls) Choral Director (1) Cross Country Head (1) Football Assistant (4, 1 paid from DAF*) Track Head (1)
K	\$4,000	Baseball Head (1) Soccer Head (1 Boys/1 Girls) Softball Head (1) Volleyball Head (1)
L	\$4,500	Basketball Assistant Head (1 Boys/1 Girls) Football Assistant Head (1)
M	\$5,000	Dean of Students (1 per middle and high school)
N	\$8,500	Band Director (1)
O	\$9,500	Basketball Head (1 Boys/1 Girls) Football Head (1)

DISTRICT		
	\$2,000	ESS Coordinator - district (1)

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.

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.

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.

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

**SHELBY COUNTY PUBLIC SCHOOLS
2019-20
SUBSTITUTE TEACHER SALARY SCHEDULE**

APPROVED June 20, 2019

	<u>Regular Pay</u>	
Rank I	\$117 per day	Master's degree plus 30 additional hours
Rank II	\$107 per day	Master's degree and valid teaching certificate
Rank III	\$97 per day	Bachelor's degree and valid teaching certificate
Rank IV	\$87 per day	95+ hours or more and an emergency substitute teaching certificate

Retired substitute teachers: A retired substitute teacher will receive an additional \$10 per day based on their Rank.

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 20th consecutive day and all subsequent days in the same assignment. Long-term substitute teacher pay shall be calculated as two (2) times the regular pay, not to exceed the Daily Wage Threshold, if applicable.

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, limited by 80% of their Daily Wage Threshold, if applicable.

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, limited by 80% of their Daily Wage Threshold, if applicable.

SHELBY COUNTY PUBLIC SCHOOLS
2019-20
PAY GRADES AND DAYS

APPROVED June 20, 2019

Job Title	Pay Grade	Days ^	Job Title	Pay Grade	Days ^	Job Title	Pay Grade	Days ^
<u>SECRETARIES & CLERKS</u>			<u>MAINTENANCE/CUSTODIAL</u>			<u>OTHER PERSONNEL</u>		
Account Clerk II	17	* 225	Custodial Supervisor	14	* 261	Academic Assessment Assistant	19	* 180
Accounts Payable Clerk	19	* 261	Custodian	13	* 0	Assistive Technology Service Provider	41	185
Administrative Assistant	24	* 261	Day Porter	9	* 185	Computer Technician ^	21	* 261
Administrative Assistant II	21	* 261	Facilities Director	51	261	Computer Technician - School	21	* 185
Administrative Secretary I	15	* 261	Facilities Engineer	43	# 261	Computer Technician Specialist I	23	* 261
Benefit Coordinator/Finance Secretary	19	* 261	Grounds Worker II	13	* 261	Computer Technician Specialist II	26	* 261
Finance Supervisor	47	* 261	HVAC Technician	24	# 261	Data Manager	28	261
FRYSC Clerk	12	* 182	Maintenance Apprentice	14	* 261	Daycare Director-Schools	16	200
Library Media Clerk	13	205	Maintenance Secretary	15	261	Daycare Manager-District	31	* 240
Payroll Assistant	23	* 261	Maintenance Supervisor	29	# 261	Daycare Assistant Manager - District	18	* 220
Payroll Manager	34	* 261	Maintenance Technician III	21	* 261	Daycare Worker	12	(v)
Personnel Clerk	15	261	Maintenance Technician III-Electrical	21	* 261	Daycare Worker Assistant-Substitute	1	(v)
Personnel Manager	34	* 261	Maintenance Worker I	17	* 261	Educational Interpreter I	38	181
Receptionist/Secretary-C.O.	15	* 261	Maintenance Worker II	19	261	Educational Interpreter II	45	181
Receptionist-School	13	205	Summer Worker	12	(v)	Educational Interpreter III	47	181
School Grounds Monitor	9	180	Warehouse and Custodial Manager	21	* 261	ELL Assistant	13	180
School Secretary I	16	* 205	Warehouse/Grounds Worker III	14	* 261	FRYSC Coordinator	36	(v)
School Secretary II High	18	205				Instructional Assistant I	12	180
Secretary I	15	205				Instructional Assistant II	16	* 180
Staff Support Secretary	13	205				Instructional Assistant I-Preschool	12	160
Staff Support Secretary-Attendance	15	* 205				Mail Courier	12	192
						Migrant Recruiter	12	200
						Network Engineer	45	* 261
			<u>TRANSPORTATION</u>			Occupational Therapy Assistant	41	180
			Assistant Transportation Coordinator	28	240	School Health Aide	13	180
			Bus Driver	22	183	School Nurse-LPN	21	180
			Bus Driver Intern	12	(v)	School Nurse-Preschool	21	160
<u>SCHOOL NUTRITION FOOD SERVICE</u>			Bus Monitor-Alternative School	12	180	School Nurse-RN	36	180
Food Service Coordinator	a	31 240	Bus Monitor-Head Start	12	134	SETS Technician	12	(v)
Food Service Clerk	13	0	Bus Monitor-Preschool	12	130	Student Worker	1	(v)
Secretary I-Food Service	15	261	Bus Monitor-Special Education	12	180	Translator	12	180
Food Service Assistant II	12	182	Bus Routing Technician/Bus Driver	23	* 200	Vocational Trainer	19	* 187
Food Service Manager I	16	190	Driver Trainer	22	(v)	Webmaster	21	200
Lunchroom Monitor	12	180	Garage Service and Parts Manager	28	261			
			Lead Vehicle Mechanic	28	# 261			
			Transportation Area Coordinator	38	261			
			Vehicle Mechanic I	24	261			
			Vehicle Mechanic II	26	# 261			

a If the employee possesses a bachelor's degree, the pay grade is 36

(v) = The number of days varies or the position is filled only for a certain number of hours.
 # = 9-hour workdays
 * = up to 8-hour workdays
 ^ = Days shown are for internal reference only. Days may be adjusted with Superintendent approval.

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.

SHELBY COUNTY PUBLIC SCHOOLS
2019-20
CERTIFIED SALARY SCHEDULE

APPROVED June 20, 2019

185 Days

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	
	Step 2	Step 1	Step 1	Step 1	Step 1	Step 1	
0	48,996	46,473	42,183	37,861	37,861	30,648	0
1	50,135	47,613	43,236	38,837	37,861	30,648	1
2	50,435	47,912	43,539	39,132	37,861	30,648	2
3	50,748	48,226	43,841	39,437	37,861	30,648	3
4	54,099	51,576	47,097	42,716	37,861	30,648	4
5	54,410	51,887	47,400	43,016	37,861	30,648	5
6	54,721	52,199	47,703	43,315	37,861	30,648	6
7	55,034	52,512	48,004	43,617	37,861	30,648	7
8	55,343	52,821	48,314	43,921	37,861	30,648	8
9	55,654	53,132	48,629	44,225	37,861	30,648	9
10	60,898	58,376	53,846	49,293	37,861	30,648	10
11	61,206	58,684	54,166	49,604	37,861	30,648	11
12	61,519	58,997	54,472	49,912	37,861	30,648	12
13	61,626	59,104	54,576	50,020	37,861	30,648	13
14	61,728	59,206	54,680	50,124	37,861	30,648	14
15	63,266	60,744	56,218	51,650	37,861	30,648	15
16	63,371	60,849	56,322	51,754	37,861	30,648	16
17	63,473	60,951	56,423	51,855	37,861	30,648	17
18	63,580	61,058	56,530	51,961	37,861	30,648	18
19	63,682	61,160	56,633	52,064	37,861	30,648	19
20	66,808	64,287	59,758	55,198	37,861	30,648	20
21	67,606	65,083	60,553	55,998	37,861	30,648	21
22	67,740	65,219	60,687	56,128	37,861	30,648	22
23	67,873	65,350	60,818	56,261	37,861	30,648	23
24	68,004	65,483	60,951	56,399	37,861	30,648	24
25	68,886	66,364	61,835	57,279	37,861	30,648	25
26	70,166	67,643	63,114	58,560	37,861	30,648	26
27	71,407	68,885	64,356	59,800	37,861	30,648	27
28	72,613	70,090	65,561	61,006	37,861	30,648	28
29	72,978	70,432	65,932	61,635	37,861	30,648	29
30	73,502	71,003	66,421	62,219	37,861	30,648	30