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FAYETTE COUNTY PUBLIC SCHOOLS

2009-2010 Salary Schedules

Fayette County Public Schools

Prepared by

The Office of Budget & Staffing

Effective July 1, 2009

FAYETTE COUNTY PUBLIC SCHOOLS

2009-2010 TEACHERS' SALARY SCHEDULE

This schedule reflects 3% increase from 2008- 2009 Teachers' Salary Schedule.

Approved: May 21, 2009

Effective: July 1, 2009

Years of Experience	Rank 3.1 (AB)		Rank 3.2 (AB+15)		Rank 2.1* (MA)		Rank 2.2 (MA+15)		Rank 1.1** (MA+30)		Rank 1.2 (Ph.D.)	
	187 days	192 Days	187 days	192 Days	187 days	192 Days	187 days	192 Days	187 days	192 Days	187 days	192 Days
0	36,662	37,642	36,930	37,917	39,153	40,200	40,020	41,090	42,546	43,684	44,141	45,321
1	36,817	37,801	37,688	38,696	39,925	40,993	40,795	41,886	43,335	44,494	44,933	46,134
2	37,575	38,580	38,448	39,476	40,702	41,790	41,571	42,683	44,127	45,307	45,729	46,952
3	38,330	39,355	39,204	40,252	41,477	42,586	42,349	43,481	44,921	46,122	46,516	47,760
4	39,440	40,495	40,321	41,399	42,576	43,714	43,448	44,610	46,052	47,283	47,647	48,921
5	40,200	41,275	41,082	42,180	43,352	44,511	44,226	45,409	46,850	48,103	48,446	49,741
6	41,272	42,376	42,152	43,279	44,446	45,634	45,315	46,527	47,957	49,239	49,559	50,884
7	42,109	43,235	42,993	44,143	45,304	46,515	46,178	47,413	48,835	50,141	50,430	51,778
8	42,943	44,091	43,830	45,002	46,159	47,393	47,033	48,291	49,707	51,036	51,308	52,680
9	43,793	44,964	44,680	45,875	47,018	48,275	47,890	49,170	50,586	51,939	52,184	53,579
10	45,959	47,188	46,847	48,100	49,717	51,046	50,592	51,945	53,277	54,702	54,878	56,345
11	46,829	48,081	47,716	48,992	50,595	51,948	51,468	52,844	54,156	55,604	55,756	57,247
12	47,698	48,973	48,586	49,885	51,471	52,847	52,336	53,735	55,028	56,499	56,630	58,144
13	48,570	49,869	49,458	50,780	52,340	53,739	53,210	54,633	55,899	57,394	57,498	59,035
14	49,325	50,644	50,332	51,678	53,213	54,636	54,084	55,530	56,775	58,293	58,376	59,937
15	50,837	52,196	51,853	53,239	55,348	56,828	56,351	57,858	59,042	60,621	60,645	62,267
16	51,176	52,544	52,616	54,023	55,716	57,206	57,015	58,539	60,063	61,669	61,678	63,327
17	51,514	52,891	52,955	54,371	56,058	57,557	57,366	58,900	60,531	62,149	62,708	64,385
18	51,850	53,236	53,296	54,721	56,398	57,906	57,712	59,255	61,001	62,632	63,492	65,190
19	52,140	53,534	53,637	55,071	56,740	58,257	58,060	59,612	61,704	63,354	64,123	65,838
20 ***	52,552	53,957	54,310	55,762	57,587	59,127	59,489	61,080	63,258	64,949	65,801	67,560
21	52,750	54,160	54,511	55,969	57,842	59,389	59,770	61,368	63,574	65,274	66,134	67,902
22	52,944	54,360	54,707	56,170	58,096	59,649	60,047	61,653	63,892	65,600	66,462	68,239
23	53,138	54,559	54,905	56,373	58,348	59,908	60,329	61,942	64,212	65,929	66,790	68,576
24	53,338	54,764	55,100	56,573	58,601	60,168	60,610	62,231	64,528	66,253	67,121	68,916
25	53,558	54,990	55,328	56,807	58,941	60,517	61,008	62,639	64,998	66,736	67,611	69,419
26	53,580	55,013	55,351	56,831	59,025	60,603	61,116	62,750	65,148	66,890	67,769	69,581

Rank IV = \$29,977 (187 days)
Rank IV = \$30,778 (192 days)

Rank V = \$26,014 (187 days)
Rank V = \$26,709 (192 days)

Beginning with the 2003-2004 school year, retired teachers will be placed on the approved Teacher Salary Schedule with their appropriate degree and not more than 20 years of experience. For retirees working under the provisions of the Daily Wage Threshold, placement on the salary schedule will be in the cell closest, but not to exceed, their maximum earning levels as allowed by KTRS. One (1) year of experience credit step-up requires a minimum of 140 paid days.

Rank compensated will be determined by EPSB.

Certified Teacher's Salary Schedule

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~~Anyone with~~ Rank 2 - a thirty-two hour planned Fifth Year Program or a Master's Degree accepted by ~~the Kentucky Department of Education as~~ Education Professional Standards Board as sufficient to issue the employee a Rank 2 certificate.

~~Anyone with~~ Rank 1 - a thirty-hour planned program approved by the institution attended and accepted by the ~~Kentucky Department of Education as~~ Education Professional Standards Board as sufficient to issue the employee a Rank 1 certificate.

~~H~~New hires will be given a mMaximum credit of twenty years teaching experience outside Fayette County Public School system. This experience must have been in a school approved by the accrediting authority in the state in which the professional experience was rendered. Changed from ten to twenty years outside experience effective, July 1, 1987.

This salary schedule is for 192 days - 9.5 months. In accordance with KRS 157.320, one (1) year of experience credit step-up requires a minimum of 140 paid days of teaching in a single school year and shall not be for less than one-half day. A teacher performing teaching duties for less than one-half of a normal school day on 140 days of each of two (2) school years shall be credited with one (1) year of experience.

Credits and/or rank change to be considered in determining the salary of a teacher must be completed prior to September 15 with appropriate documentation (listed in the table below) submitted to the Department of Human Resources by ~~December 30, the last day of school in the first semester of the current school year.~~

Rank Change	Required Documents
Bachelors plus 15 hours (Rank 3.2)	Original Transcript <u>and Valid KY Teaching Certificate on file with the District</u>
Masters (Rank 2.1)	Original Degree Awarded Transcript and Original Certificate
Masters plus 15 hours (Rank 2.2)	Program of Studies, and Original Transcript, <u>and Valid Certificate on file with the District</u>
Rank I (Rank 1.1)	Original Degree Awarded Transcript and Original Certificate
Ph.D. (Rank 1.2)	Original Degree Awarded Transcript <u>and Valid Certificate on file with the District</u>

The increase in salary for each higher training level is based on graduate semester hours of training counting toward a higher degree or rank and such semester hours cannot be a part of the requirements for the previous degree or rank. However, training that a teacher obtains subsequent to receipt of the bachelor's degree, which is not credited toward a master's degree, may, upon the approval of the superintendent, be credited toward achieving the second step on the salary schedule based on training.

In accordance with HB 940, the Kentucky Education Reform Act, and its corresponding funding provision, SEEK (Support Education Excellence in Kentucky), any teacher who has a higher rank certified by the Division of Teacher Certification effective after September 15 shall not be entitled to the salary at the higher rank until the beginning of the next school year. Graduate semester hours earned at the AB+15 or MA+15 pay levels effective after September 15 shall not be entitled to the salary at the higher pay level until the beginning of the next school year.

In accordance with KRS 157.420, salary expenditures shall be paid only for teachers holding properly authorized certificates.

Retired teachers will be paid from the approved Teacher Salary schedule and can only earn up to 65% of their last contract salary without restriction of days based on their Daily Wage Threshold established by KTRS. Beginning with the 2003-2004 school year, retired teachers will be placed on the approved Teacher Salary Schedule with their appropriate degree and not more than 20 years of experience. One (1) year of experience credit step-up requires a minimum of 140 paid days.

National Board Certification - KRS 157.395 requires local districts to pay an annual salary supplement of \$2,000 to teachers who attain National Board for Professional Teaching Standards certification and are employed as teachers or mentors in the field of their national certification.

Teachers/mentors must be teaching/mentoring in the subject and age range of their NBPTS certification for 50% or more of their time. Teachers who meet those criteria are eligible for the \$2,000 annual salary supplement for the life of the NBPTS certificate.

Certified School Finance Officer – Qualifying individuals who meet the criteria and attain Certified School Finance Officer status are eligible for a \$2,000 annual salary supplement for the life of the CSFO certification.

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Fayette County Public Schools

Supplemental Pay

Parameters Regarding Supplemental Pay

All Supplemental duty positions are for the current contract year only. Both the duty and the accompanying pay conclude at the end of the contract year. Supplemental duties are to be performed outside the regular work day.

Funds to support supplemental positions shall be allocated to school councils. Funds will be allocated based on the school's March 1 projected enrollment with adjustments made on Day 4.

Payments for all supplemental duties, (including athletics), regardless of the source of payment, shall be based on the Board-approved Supplemental Salary Schedule. No principal, council or booster club may authorize or pay more for a position than has been approved by the Board. Deviation from the amounts listed in the Supplemental Salary Schedule and payment bands is not allowed.

Principals shall confer with the SBDM council regarding the assignment of staff. SBDM councils shall approve all positions and payment bands as described in the Best Practice Guide for Determining Supplemental Pay Rates.

District employment policies shall be followed in filling all supplemental positions. All supplemental positions must be assigned using the District's on-line supplemental duty assignment system.

Athletics shall follow Kentucky High School Athletic Association (KHSAA) bylaws and FCPS Middle and High School Athletic Guidelines.

Certified employees must be considered for supplemental positions before hiring classified employees or people not employed with FCPS.

No certified employee shall be given an additional planning period as a result of a supplemental duty assignment.

Employees receiving an administrative additive, including but not limited to Principals, Associate Principals and IAKSS administrators, shall not hold supplemental duty positions per Board Policy 03.121.

Classified hourly employees selected for a non-athletic supplemental duty will be paid at their regular (or overtime) hourly rate based on their regular position. Classified employees must be paid for actual hours worked. If the resulting cost exceeds the Board-approved cost for the assigned supplemental duty, the school will be responsible for the difference.

Principals will write specific expectations for each supplemental duty. Each employee who has been assigned to a supplemental duty will receive from the principal a written

statement outlining the expectations for performance of the duty. Principals will conduct an evaluation of each supplemental duty position to determine the importance of the supplemental duty in helping the school to meet defined goals as determined by the SBDM council. These evaluations will be kept at the school level.

Parameters Regarding Supplemental Allocations (cont'd)

All supplemental salaries must be paid through the District payroll. If funds other than the school's supplemental duty allocation are used to pay the supplemental duty, the cost of the fringe benefits must be added to the funds when remitting them to the District. The cost of the fringe benefits is adjusted annually for certified, classified and non-FCPS personnel. Funds must be received in the Budget & Staffing Office before supplemental duty positions will be processed for payment. The Budget & Staffing Office annually publishes the appropriate fringe benefits rate to use.

Recommended Best Practices* for Hiring Retirees for Supplemental Duties:

Due to income restrictions imposed on retirees by KTRS, KTRS retirees working as a certified employee (including certified substitute) for the school district should not work a supplemental duty.

KTRS retirees should only be considered for athletic (not academic) supplemental duty, if:

- They are not employed in a certified position; **or**
- They are employed in a classified position; **or**
- They are not employed in any FCPS position; **AND**
- Form 30E has been completed with Human Resources and submitted to KTRS for exemption approval BEFORE the duty has begun.

***Veering from these Recommended Best Practices will require a signed release from the retiree. The required release form can be obtained from Human Resources.**

Best Practice Guide for Determining Supplemental Pay Rates

<p style="text-align: center;">Band A (100%)</p> <p>Assumes 100% of the duty for the entire year or season</p> <p>Plans, directs, and carries out all responsibilities associated with the duty.</p> <p>Supervises all staff and/or students taking part in the activity.</p>	<p style="text-align: center;">Band B (75%)</p> <p>Assumes duties for the majority of the year or season but may share some duties with other personnel.</p> <p>Plans, directs, and carries out the majority of the activities but may have assistance from other personnel.</p> <p>Supervises the majority of staff and/or students taking part in the activity but may have assistance from other personnel.</p>
<p style="text-align: center;">Band C (50%)</p> <p>Assumes approximately half of the duties for the year or season but may share with other personnel.</p> <p>Shares in the planning, direction, and performance of the activities.</p> <p>Has responsibilities for supervision of staff and/or students taking part in the activity.</p>	<p style="text-align: center;">Band D (25%)</p> <p>Assumes duties for a small part of the year or season or may serve in the role on an intermittent basis as needed.</p> <p>Minimal responsibilities for planning, direction, and performance of activities.</p> <p>Minimal responsibilities for supervision of staff and/or students taking part in the activity.</p>

**SUPPLEMENTAL SALARY SCHEDULE FOR DISTRICT LEVEL AND/OR DISTRICTWIDE POSITIONS
2009 - 2010**

Approved: May 21, 2009

Effective: July 1, 2009

ELEMENTARY - Job Titles	Band 1 100%	Band 2 75%	Band 3 50%	Band 4 25%
Elementary - Arts Content Leader (1 per District)	\$4,655	\$ 3,491	\$ 2,328	\$ 1,164
Elementary - Music Content Leader (1 per District)	\$4,655	\$ 3,491	\$ 2,328	\$ 1,164
Elementary - Leadership and Learning Service Content Leader (1 per District)	\$4,655	\$ 3,491	\$ 2,328	\$ 1,164
MIDDLE SCHOOL - Job Titles				
Middle School - Arts Content Leader (1 per District)	\$4,655	\$ 3,491	\$ 2,328	\$ 1,164
Middle School - Music Content Leader (1 per District)	\$4,655	\$ 3,491	\$ 2,328	\$ 1,164
Middle - Leadership and Learning Service Content Leader (1 per District)	\$4,655	\$ 3,491	\$ 2,328	\$ 1,164
HIGH SCHOOL – Job Titles				
High School - Arts Content Leader (1 per District)	\$4,655	\$ 3,491	\$ 2,328	\$ 1,164
High School - Social Studies Content Leader (K-12) (1 per District)	\$4,655	\$ 3,491	\$ 2,328	\$ 1,164
High School - Music Content Leader (1 per District)	\$4,655	\$ 3,491	\$ 2,328	\$ 1,164
High School - Physical Ed & Well Being (K-12) (1 per District)	\$4,655	\$ 3,491	\$ 2,328	\$ 1,164
High School - Leadership and Learning Service Content Leader (1 per District)	\$4,655	\$ 3,491	\$ 2,328	\$ 1,164
District Level				
District - Leadership and Learning Service Content Leader (1 per District)	\$4,655	\$ 3,491	\$ 2,328	\$ 1,164
District - Video-Linked Classroom (per semester)	\$800	\$ 600	\$ 400	\$ 200
District - International/Social Studies Content Leader (1 per District)	\$4,655	\$ 3,491	\$ 2,328	\$ 1,164
District - Practical Living/Vocational Studies Content Leader (1 per District)	\$4,655	\$ 3,491	\$ 2,328	\$ 1,164
<u>Spanish Immersion Representative (1 per Location)</u>	<u>\$800</u>	<u>\$ 600</u>	<u>\$ 400</u>	<u>\$ 200</u>

**SUPPLEMENTAL SALARY SCHEDULE FOR NON ATHLETIC DUTIES
2009-2010**

Approved: May 21, 2009

Effective: July 1, 2009

ELEMENTARY - Job Titles	Band A 100%	Band B 75%	Band C 50%	Band D 25%
Elementary - Academic Team Coach	\$800	\$600	\$400	\$200
Elementary - Academic Challenge Coordinator - Funded w/ 2020	\$800	\$600	\$400	\$200
Elementary - Attendance Reporter	\$800	\$600	\$400	\$200
Elementary - Building Assessment Coordinator	\$800	\$600	\$400	\$200
Elementary - Book Store Supervisor	\$800	\$600	\$400	\$200
Elementary - Curriculum Specialists	\$1,600	\$1,200	\$800	\$400
Elementary - Extra Curricular Activity Supervisor	\$800	\$600	\$400	\$200
Elementary - Technology Coordinator	\$2,350	\$1,763	\$1,175	\$588
Elementary - Portfolio Cluster Leader	\$800	\$600	\$400	\$200
Elementary - Professional Development Chair	\$800	\$600	\$400	\$200
Elementary - SBDM Secretary	\$800	\$600	\$400	\$200
Elementary - Chess Team Coach	\$800	\$600	\$400	\$200
Elementary - Intermediate Representative	\$800	\$600	\$400	\$200
Elementary - Internal Planning Facilitator	\$800	\$600	\$400	\$200
Elementary - Music Sponsor	\$800	\$600	\$400	\$200
Elementary - Primary Representative (Primary Liaison)	\$800	\$600	\$400	\$200
Elementary - Publication Sponsor (Yearbook)	\$800	\$600	\$400	\$200
Elementary - School Site-based Committee Chairperson	\$800	\$600	\$400	\$200
Elementary - STLP Coordinator (KETS Funded)	\$800	\$600	\$400	\$200
Elementary - Student Assistance Team Leader	\$800	\$600	\$400	\$200
Elementary - Web Master	\$800	\$600	\$400	\$200
Elementary - Zero Hour (must relinquish planning period to teach class during regular school hours)	\$7,030		\$3,515	
MIDDLE SCHOOL - Job Titles				
Middle School - Academic Competition Sponsor	\$1,600	\$1,200	\$800	\$400
Middle School - Attendance Reporter	\$800	\$600	\$400	\$200
Middle School - Beta Club Sponsor	\$800	\$600	\$400	\$200
Middle School - Building Assessment Coordinator	\$800	\$600	\$400	\$200
Middle School - Book Store Supervisor	\$800	\$600	\$400	\$200
Middle School - Bus Supervisor	\$800	\$600	\$400	\$200
Middle School - Exploratory Coordinator	\$800	\$600	\$400	\$200
Middle School - Extra Curricular Activity Supervisor	\$800	\$600	\$400	\$200
Middle School - Math Team Sponsor	\$1,600	\$1,200	\$800	\$400
Middle School - Portfolio Cluster Leader:	\$800	\$600	\$400	\$200
Middle School - Professional Development Chair	\$800	\$600	\$400	\$200
Middle School - Speech Sponsor	\$1,600	\$1,200	\$800	\$400
Middle School - Student Council Sponsor	\$1,600	\$1,200	\$800	\$400
Middle School - Subject Area Representative	\$1,600	\$1,200	\$800	\$400
Middle School - Team Leader				
• 2 person team - \$1200	\$1,200	\$900	\$600	\$300
• 3 person team - \$1750	\$1,750	\$1,313	\$875	\$438
• 4 person team - \$2350	\$2,350	\$1,763	\$1,175	\$588
• 5 person team - \$2950	\$2,950	\$2,213	\$1,475	\$738
Middle School - Technology Coordinator	\$2,350	\$1,763	\$1,175	\$588

SUPPLEMENTAL SALARY SCHEDULE FOR ACADEMICS

2008-2009

MIDDLE SCHOOL - Job Titles	Band A	Band B	Band C	Band D
	100%	75%	50%	25%
Middle School - Yearbook Sponsor	\$1,600	\$1,200	\$800	\$400
Middle School - Assistant Academic Team Sponsor	\$800	\$600	\$400	\$200
Middle School - Drama Sponsor	\$800	\$600	\$400	\$200
Middle School - Internal Planning Facilitator	\$800	\$600	\$400	\$200
Middle School - Music Sponsor	\$800	\$600	\$400	\$200
Middle School - Secretary, SBDM	\$800	\$600	\$400	\$200
Middle School - School Site-based Committee Chairperson	\$800	\$600	\$400	\$200
Middle School - STLP Coordinator (KETS Funded)	\$800	\$600	\$400	\$200
Middle School - Student Assistance Team Leader	\$800	\$600	\$400	\$200
Middle School - Web Master	\$800	\$600	\$400	\$200
Middle School - Zero Hour (must relinquish planning period to teach class during regular school hours)	\$7,030		\$3,515	
HIGH SCHOOL – Job Titles				
High School - Academic Competition – Sponsor	\$4,700	\$3,525	\$2,350	\$1,175
High School - Academic Competition - Assistant Sponsor	\$2,350	\$1,763	\$1,175	\$588
High School - Attendance Reporter	\$800	\$600	\$400	\$200
High School Band Director (Plus 10 days Extd. Employment)	\$6,250	\$4,688	\$3,125	\$1,563
High School - Band - Assistant Director. (Plus 10 days Extd. Employment)	\$3,150	\$2,363	\$1,575	\$788
High School - Book Store Supervisor	\$800	\$600	\$400	\$200
High School - Building Assessment Coordinator	\$800	\$600	\$400	\$200
High School - Bus Supervisor	\$800	\$600	\$400	\$200
High School - Extra Curricular Activity Supervisor	\$800	\$600	\$400	\$200
High School - Freshman Class Sponsor	\$800	\$600	\$400	\$200
High School - Sophomore Class Sponsor	\$800	\$600	\$400	\$200
High School - Class Sponsor – Junior	\$800	\$600	\$400	\$200
High School - Class Sponsor – Senior	\$800	\$600	\$400	\$200
High School - Departmental Chair	\$4,700	\$3,525	\$2,350	\$1,175
High School - Drama Sponsor Spring Production	\$2,350	\$1,763	\$1,175	\$588
High School - Drama Sponsor Fall Production	\$2,350	\$1,763	\$1,175	\$588
High School - Newspaper Sponsor	\$3,150	\$2,363	\$1,575	\$788
High School - Orchestra Sponsor	\$3,150	\$2,363	\$1,575	\$788
High School - Portfolio Cluster Leader	\$800	\$600	\$400	\$200
High School - Professional Development Chair	\$800	\$600	\$400	\$200
High School - Speech Sponsor	\$3,150	\$2,363	\$1,575	\$788
High School - Student Council Sponsor	\$3,150	\$2,363	\$1,575	\$788
High School - Technology Coordinator	\$2,350	\$1,763	\$1,175	\$588
High School - Vocal Music Sponsor	\$3,150	\$2,363	\$1,575	\$788
High School - Yearbook Sponsor	\$4,700	\$3,525	\$2,350	\$1,175
High School - Debate Sponsor	\$3,150	\$2,363	\$1,575	\$788
High School - Internal Planning Facilitator	\$800	\$600	\$400	\$200
High School - School Site-based Committee Chairperson	\$800	\$600	\$400	\$200
High School - Secretary, SBDM	\$800	\$600	\$400	\$200
High School - STLP Coordinator (KETS Funded)	\$800	\$600	\$400	\$200
High School - Student Assistance Team Leader	\$800	\$600	\$400	\$200
High School - Web Master	\$800	\$600	\$400	\$200
High School - Future Educators of America	\$800	\$600	\$400	\$200
High School - Zero Hour (must relinquish planning period to teach class during regular school hours)	\$7,030		\$3,515	

**SUPPLEMENTAL SALARY SCHEDULE FOR ACADEMICS
2009-2010**

Special and Alternative Programs Board Funded Positions	Band A 100%	Band B 75%	Band C 50%	Band D 25%
Alternative Programs - Technology Coordinator	\$1,200	\$900	\$600	\$300
Alternative Programs - Building Assessment Coordinator	\$800	\$600	\$400	\$200
Alternative Programs - STLP Coordinator (KETS FUNDED)	\$800	\$600	\$400	\$200
Bluegrass SCAPA - Academic Coach	\$800	\$600	\$400	\$200
Bluegrass SCAPA - Curriculum Specialist	\$1,600	\$1,200	\$800	\$400
Bluegrass SCAPA - Department Chairs	\$4,700	\$3,525	\$2,350	\$1,175
Bluegrass SCAPA - Drama Sponsor Fall Production	\$1,600	\$1,200	\$800	\$400
Bluegrass SCAPA - Drama Sponsor Spring Production	\$1,600	\$1,200	\$800	\$400
Bluegrass SCAPA - Music Sponsor	\$1,600	\$1,200	\$800	\$400
Martin Luther King - Academic Coach	\$800	\$600	\$400	\$200
Vocational Schools - Academic Coach	\$800	\$600	\$400	\$200

**SUPPLEMENTAL SALARY SCHEDULE FOR MIDDLE SCHOOL ATHLETICS
2009-2010**

Approved: May 21, 2009

Effective: July 1, 2009

Job Titles	Band A 100%	Band B 75%	Band C 50%	Band D 25%
Basketball – Boys (Asst.) *	\$1,600	\$1,200	\$800	\$400
Basketball – Girls (Asst.) *	\$1,600	\$1,200	\$800	\$400
Basketball – Boys (Head)	\$3,150	\$2,363	\$1,575	\$788
Basketball – Girls (Head)	\$3,150	\$2,363	\$1,575	\$788
Cheerleader Sponsor	\$3,150	\$2,363	\$1,575	\$788
Dance Team	\$800	\$600	\$400	\$200
Cheerleading (Asst.) *	\$800	\$600	\$400	\$200
District Middle School Football Representative (1 per District)	\$800	\$600	\$400	\$200
District Middle School Boys' Basketball Representative (1 per District)	\$800	\$600	\$400	\$200
District Middle School Girls' Basketball Representative (1 per District)	\$800	\$600	\$400	\$200
District Middle School Boys' & Girls' Track Representative (1 per District)	\$800	\$600	\$400	\$200
District Middle School Cheerleading Representative (1 per District)	\$800	\$600	\$400	\$200
District Middle School Volleyball Representative (1 per District)	\$800	\$600	\$400	\$200
Football (Asst.) *	\$1,600	\$1,200	\$800	\$400
Football (Head)	\$3,150	\$2,363	\$1,575	\$788
Intramural Director*	\$1,600	\$1,200	\$800	\$400
Track and Field - Boys (Head)	\$3,150	\$2,363	\$1,575	\$788
Track and Field - Girls (Head)	\$3,150	\$2,363	\$1,575	\$788
Track and Field - Boys (Asst.) *	\$1,600	\$1,200	\$800	\$400
Track and Field - Girls (Asst.) *	\$1,600	\$1,200	\$800	\$400
Volleyball - Girls (Head)	\$3,150	\$2,363	\$1,575	\$788
Volleyball – Girls (Asst.) *	\$1,600	\$1,200	\$800	\$400
Middle School Coach - Discretionary (used for sports or positions not listed above)	\$800	\$600	\$400	\$200

* Refer to FCPS Athletic Guidelines for maximum number of assistant coaches permitted.

FAYETTE COUNTY PUBLIC SCHOOLS

**ADMINISTRATIVE ADDITIVE SCHEDULE FOR
ADMINISTRATIVE AND SUPERVISORY PERSONNEL**

Approved: May 25, 2009

Effective: July 1, 2009

Pay Grade	Administrative Additive*
01	229
02	1,513
03	3,009
04	4,623
05	6,415
06	7,960
07	10,772
08	13,278
09	16,143
10	19,485
11	23,427
12	27,934
13	33,071
14	36,726

Effective with the 1990-91 school year, the following Longevity Increments* are incorporated into the administrative additive structure in recognition of years of experience in administrative service.

<u>Administrative Service</u>	<u>Annual Amount</u>
5 Years	\$250
10 Years	\$500
15 Years	\$750
20 Years	\$1,000
25 Years	\$1,250

*Effective June 30, 2006, all components of administrative salaries, including base pay from the Teacher Salary Schedule, extended employment, Administrative Additive, and Longevity Increment will be subject to the same increases as those applied to the teacher salary schedule. Placement on the Teacher Salary Schedule based on rank and experience, extended employment, appropriate Administrative Additives, and Longevity Increments as listed in the tables above will be utilized as the starting salary for administrative and supervisory positions.

FAYETTE COUNTY PUBLIC SCHOOLS
**2009-2010 SUBSTITUTE TEACHER
 SALARY SCHEDULE**

Approved: May 21, 2009

Effective: July 1, 2009

Daily Rate	Premium Daily Rate
\$77.00	\$100.00

An individual who accepts an assignment of more than 20 consecutive days in the same position will be paid a responsibility factor of **\$47** per day, beginning day 21. To be eligible for these provisions, the service must be within the same position and same school year, and the substitute must hold a valid provisional, valid standard, or valid emergency certificate (in a critical shortage area) that is appropriate for the position. Approved extended leave assignments (maternity, childrearing, military, sick, family medical, educational) will begin on day one at the long term rate (\$147).

Daily Rate

Persons who have 64 college credit hours or more (GPA 2.5 or greater) or a BA (GPA 2.0 or greater) may substitute in Fayette County Public Schools. Individuals will receive **\$77** per day.

Premium Daily Rate for Provisional or Standard Certification

Persons with current provisional or standard teaching certificates who have worked for 20 consecutive days as a substitute teacher for Fayette County Public Schools without refusing an assignment will be paid a premium rate of **\$100** per day¹. The new rate of pay will begin on day 21. During the period of premium rate the substitute is allowed one refusal of assignment. Upon the second refusal the substitute pay will return to the basic rate of **\$77** per day. If there is a break in services, the individual will be paid **\$77** per day until an additional 20 consecutive days are worked without refusal. Once those days are worked, the premium rate will again be applied on day 21. There will not be retro pay, new premium begins on day 21.

Priority Substitute Status

Persons who are: 1.) retired teachers from the Fayette County Public Schools, 2.)retired teachers from other Kentucky districts, or 3.) substitute teachers in the Fayette County Public Schools for 15 or more years, are eligible for Priority Substitute Status, which entitles them to receive a rate of **\$137** per day for all substitute teaching assignments accepted. An individual (in this category) who accepts an assignment of more than 20 consecutive days in the same position will be paid a responsibility factor of **\$10** per day, beginning day 21. To be eligible for these provisions, the service must be within the same position and same school year, and the substitute must hold a valid provisional, valid standard, or valid emergency certificate (in a critical shortage area) that is appropriate for the position. There will not be retro pay, new premium begins on day 21.

Substitute Administrator Assignment

Substitute administrators will be paid the premium priority rate on the Substitute Teacher's Salary Schedule with the addition of a administrative additive of \$100.00 per day as adopted on July 1, 1995.

Long Term Assignments

An individual who accepts a long-term substitute assignment of 140 days or more by October 1 of a school year will be paid on the regular Teacher's salary schedule with a Rank 3.1 (Bachelors Degree) and zero years of experience. To be eligible for this provision, the service must be within the same position and same school year, and the substitute must hold either a valid provisional or valid standard certificate that is appropriate for the position.

Experience Granted for Substitute Teaching Experience

Substitutes who are placed in a long term substitute assignment of 140 or more days within one position and within the same school year will receive one year of regular contract teaching experience on the steps built into the regular Teacher's salary schedule (if they are hired as a teacher the following year).

Substitute Teachers Working as Temporary Teacher Aides

Effective July 1, 2007 all Board approved substitute teachers who are assigned as substitute paraeducator will be paid from the Board approved Classified Salary Schedule. An official classified Confirmation of Employment must be completed and signed for salary purposes. Long term substitute rates do not apply when a certified substitute teacher is assigned in any paraeducator capacity.

Kentucky Teachers Retirement

Effective July 1, 2002, Kentucky Teachers Retirement contributions must be withheld from substitute teachers compensation which will discontinue the contribution to the Old Age Pension portion of Social Security. Substitute compensation will still be subject to the Medicare portion of Social Security. Retired teachers will be paid from the approved Substitute Teacher Salary schedule and can only earn up to 65% of their last contract salary without restriction of days based on their Daily Wage Threshold established by KTRS.

¹A refusal is defined as *unwillingness to fulfill* the assignment given by the District Substitute Caller Service. Days on which individuals are not contacted for services do not count as "turn downs." Substitutes will be expected to be available for assignments on all days designated for student instruction on the Board approved calendar.

Fayette County Public Schools Stipend Pay for Salaried Employees

Parameters Regarding Stipend Pay

Stipends are only to be paid to salaried personnel for intermittent duties not included in the Board approved salary schedule for supplemental positions. Substitutes are not eligible for stipend pay. (Classified hourly personnel who perform additional duties must be paid the appropriate hourly rate for their job classification, including overtime, for intermittent duties assigned by their principal or other supervisor.)

Authorization for stipend payments must come from the principal or other supervisor with verification by the office of Budget and Staffing regarding the availability of funds.

The principal or other supervisor will determine the classification of the stipend as outlined below, will verify that the duties have been performed, and will report the hours of service using appropriate district procedures and forms. **KTRS has advised that retirees not be permitted to receive stipend pay, to avoid exceeding their daily wage threshold.**

Stipend pay rates are established by the Board of Education. Deviation from these rates is not permitted. Salaried employees will not receive an hourly rate based on their daily rate of pay.

Stipend Pay Classifications and Rates

I. Instruction of students outside of the regular school day

<u>Step</u>	<u>Amount Per Hour</u>	<u>No of Years Experience</u>
I	\$30.00	0-10
II	\$34.00	11-20
III	\$37.00	21 +

Examples: Extended School Services (ESS), before or after school instruction, Saturday instruction programs, and instruction of students in any other program that occurs outside of the regular school day. **Beginning with the 2009-2010 school year Occupational, Physical Therapist, Speech Therapist, Psychologist and Diagnosticians will be paid from this tier in regards to work performed related to reporting and evaluations.**

II. Participation and/or presentation in professional development activities and other professional duties

Stipend Amount= **\$25.00 per hour**

Examples: Participation in school or district based professional development, preparation for presentation of professional development activity, participation in curriculum writing, participation in textbook/materials selection, other professional activities that do not involve direct instruction of students. Presenters may add additional time to allow for preparation at the rate of \$25.00/hour.

III. Supervision of students outside of the regular school day

Stipend Amount= **\$15.00 per hour**

Examples: Bus room supervision, detention hall, game duty, supervision of any other student activity that does not include instruction of students.

FAYETTE COUNTY PUBLIC SCHOOLS
**2009-2010 OCCUPATIONAL THERAPISTS
 SALARY SCHEDULE**

This schedule reflects a 3% increase over the 2008-2009 Occupational Therapist Salary Schedule

Approved: May 21, 2009

Effective: July 1, 2009

Experience	ANNUAL SALARY
0	50,670
1	51,544
2	52,417
3	53,291
4	54,164
5	55,038
6	55,911
7	56,783
8	57,658
9	58,530
10	59,405
11	60,277
12	61,152
13	62,024
14	62,897
15	63,771
16	64,643
17	65,518
18	66,390
19	67,265
20	68,137
21	69,010
22	69,884
23	70,757
24	71,631
25	72,504
26	73,377

Experience for Step Increases

Initial placement on the salary schedule will be determined by an evaluation of prior training and/or experience. Official cut off date for granting an experience step-up: employment must begin on or before the first day following winter break, and the number of days worked must equivalent to at least 50% of the work calendar.

FAYETTE COUNTY PUBLIC SCHOOLS
**2009-2010 PHYSICAL THERAPISTS
 SALARY SCHEDULE**

This schedule reflects a 3% increase over the 2007-2008 Physical Therapist Salary Schedule

Approved: May 21, 2009

Effective: July 1, 2009

Experience	ANNUAL SALARY
0	52,109
1	53,051
2	53,992
3	54,935
4	55,876
5	56,817
6	57,761
7	58,702
8	59,644
9	60,586
10	61,528
11	62,469
12	63,410
13	64,353
14	65,294
15	66,237
16	67,179
17	68,121
18	69,062
19	70,004
20	70,946
21	71,887
22	72,829
23	73,772
24	74,714
25	75,655
26	76,597

Experience for Step Increases

Initial placement on the salary schedule will be determined by an evaluation of prior training and/or experience. Official cut off date for granting an experience step-up: employment must begin on or before the first day following winter break, and the number of days worked must equivalent to at least 50% of the work calendar.

FAYETTE COUNTY PUBLIC SCHOOLS
**2009 - 2010 OCCUPATIONAL THERAPIST ASSISTANT
 SALARY SCHEDULE**

This schedule reflects a 3% increase over the 2008 -2009 Occupational Therapist Assistant Salary Schedule.

Approved: May 21, 2009

Effective: July 1, 2009

Certification	Experience	Hourly Rate	Daily Rate	Salary
State Licensed	0	\$16.83	\$134.61	\$25,576.65
	1	\$18.13	\$145.05	\$27,560.15
	2	\$19.44	\$155.49	\$29,543.64
	3	\$20.75	\$166.03	\$31,545.37
	4	\$22.06	\$176.47	\$33,528.87
	5	\$23.36	\$186.91	\$35,512.36
	6-9	\$24.68	\$197.43	\$37,511.83
	10-12	\$27.29	\$218.31	\$41,478.82
	13-15	\$29.91	\$239.28	\$45,464.04

**2008-2009 FAMILY RESOURCE AND YOUTH SERVICE CENTER
COORDINATORS SALARY SCHEDULE**

This schedule reflects a 3% increase over the 2008-2009 Family Resource and Youth Service Center Coordinators Salary Schedule

Approved: May 21, 2009

Effective: July 1, 2009

Experience	AB-BA	MA+
0	37,261	40,116
1	37,984	40,903
2	38,720	41,705
3	39,476	42,525
4	40,250	43,365
5	41,036	44,220
6	41,841	45,096
7	42,665	45,991
8	43,507	46,907
9	44,367	47,839
10	45,245	48,794
11	46,141	49,772
12	47,060	50,769
13	48,000	51,789
14	48,957	52,830
15	49,939	53,896
16	50,940	54,984
17	51,963	56,096
18	53,007	57,232
19	54,078	58,396
20	55,169	59,584
21	56,287	60,796
22	57,427	62,036
23	58,593	63,305
24	59,785	64,599
25	61,002	65,924
26	62,249	67,277

Placement on Salary Schedule

Initial placement on the salary schedule will be determined by an evaluation of prior training and/or experience through the Department of Human Resources. **Effective 07/01/2007, only previous FRYSC Coordinator experience will be allowed for initial experience credit.**

Salary Schedule Experience Credit

Experience credit for step-up on the salary schedule will be granted when the employee has received pay for a minimum of 70% of the annual work calendar. Salary based on 250 day work schedule July 1 - June 30. Coordinators who move to social worker positions within the district may receive up to 10 years experience credit for service as a FRYSC coordinator.

FAYETTE COUNTY PUBLIC SCHOOLS
**2009-2010 SCHOOL ADMINISTRATIVE MANAGER (SAM)
 SALARY SCHEDULE**

This schedule reflects a 3% increase over the 2008-2009 School Administrative Manager (SAM) Salary Schedule

Approved: May 21, 2009

Effective: July 1, 2009

Experience	AB-BA	MA+
0	33,419	35,424
1	33,921	35,956
2	34,430	36,495
3	34,946	37,043
4	35,470	37,599
5	36,003	38,163
6	36,543	38,736
7	37,091	39,316
8	37,647	39,906
9	38,211	40,504
10	38,785	41,112
11	39,367	41,728
12	39,956	42,354
13	40,556	42,990
14	41,165	43,634
15	41,782	44,289
16	42,410	44,954
17	43,045	45,627
18	43,691	46,312
19	44,345	47,007
20	45,010	47,712
21	45,686	48,428
22	46,372	49,153
23	47,066	49,891
24	47,773	50,639
25	48,490	51,400
26	49,217	52,170

Placement on Salary Schedule

Initial placement on the salary schedule will be determined by an evaluation of prior training and/or experience through the Department of Human Resources.

Salary Schedule Experience Credit

Experience credit for step-up on the salary schedule will be granted when the employee has received pay for a minimum of 70% of the annual work calendar. Salary based on 222 day work schedule July 1 - June 30.

**2009-2010 (2020) VISION SALARY CLASSIFIED
SALARY SCHEDULE**

This schedule reflects a 3% increase over the 2008-2009 (2020) Vision Classified Salary Schedule

Approved: May 21, 2009

Effective: July 1, 2009

Experience	AB-BA	MA+
0	— 42,705	— 45,269
1	— 43,346	— 45,948
2	— 43,997	— 46,636
3	— 44,656	— 47,336
4	— 45,327	— 48,046
5	— 46,005	— 48,766
6	— 46,697	— 49,498
7	— 47,397	— 50,241
8	— 48,108	— 50,994
9	— 48,829	— 51,759
10	— 49,562	— 52,536
11	— 50,305	— 53,323
12	— 51,060	— 54,123
13	— 51,826	— 54,936
14	— 52,603	— 55,759
15	— 53,392	— 56,596
16	— 54,193	— 57,445
17	— 55,006	— 58,306
18	— 55,831	— 59,180
19	— 56,668	— 60,068
20	— 57,518	— 60,969
21	— 58,381	— 61,883
22	— 59,256	— 62,812
23	— 60,145	— 63,753
24	— 61,048	— 64,710
25	— 61,963	— 65,682
26	— 62,892	— 66,666

Placement on Salary Schedule

Initial placement on the salary schedule will be determined by an evaluation of prior training and/or experience through the Department of Human Resources.

Salary Schedule Experience Credit

Experience credit for step-up on the salary schedule will be granted when the employee has received pay for a minimum of 70% of the annual work calendar. Salary based on 222 day work schedule July 1 - June 30.

Fayette County Public Schools

Student Workers and Miscellaneous Rate Schedule

Approved: May 21, 2009

Effective: July 1, 2009

STUDENT WORKER SALARY SCHEDULE

Hourly Rate of Pay		Additional Pay for Experience
\$7.25		\$.25 per hour additional if 70 days worked the prior year

- 1 Student workers are identified as those students currently enrolled in Fayette County Public Schools or graduated from Fayette County Public Schools the prior year.
- 2 Individuals who are hired for part time or temporary work will be placed on the appropriate salary schedule at the appropriate level.

Any day in which a student works 3.5 hours or more will be counted as a "day worked. "

ATHLETIC OFFICIAL FEES

Fayette County Public Schools will follow guidelines and fee schedules set by KHSAA for contest officials. Please refer to the KHSAA Officials Licensing Guidebook.

HOURLY CLASSIFIED STIPEND RATE

	Hourly Rate of Pay
PROFESSIONAL DEVELOPMENT PARTICIPATION AND PREPARATION	Individual's appropriate hourly rate from the Classified Hourly Single Salary Schedule
DISTRICT HOURLY CLASSIFIED EMPLOYEE'S PRESENTATIONS	An additional \$1 per hour added to the individual's appropriate hourly rate from the Classified Hourly Single Salary Schedule

Classified hourly employees may have two hours of planning for every three hours of presenting, which would be paid at their regular hourly rate of pay

CONSULTANT RATE

<p>PRESENTERS WILL NEGOTIATE WITH THE DISTRICT AND ITS INDIVIDUAL SCHOOLS FOR FAIR MARKET VALUE RATE FOR CONSULTANTS, WITH THE ONLY EXCEPTION BEING RECENTLY RETIRED FAYETTE COUNTY PUBLIC SCHOOL EMPLOYEES, WHO MAY EARN NO MORE THAN THEIR FINAL DAILY RATE FOR CONSULTANT SERVICES RENDERED TO THE DISTRICT WITHIN SIX (6) MONTHS OF THEIR DATE OF RETIREMENT.</p> <p align="right"><small>BOARD APPROVED 4/2/2001</small></p> <p>Effective July 1, 2007 KTRS retirees wishing to provide consultant services for the District must file a Form 30-E with KTRS and granted a contributions exemption before a professional services contract will be awarded by the District or the services are preformed.</p>

An approved current year contract must be on file before payment can be made

Fayette County Public Schools
2009-2010 CLASSIFIED HOURLY EMPLOYEES SINGLE SALARY SCHEDULE

Reflects a 3% increase over the 2008-2009 schedule

Approved: **May 21, 2009**

Effective: **July 1, 2009**

Grade ↗ Level ↓	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
0	8.33	8.63	8.99	9.32	9.70	10.09	10.49	10.91	11.35	11.81	12.27	12.76	13.28	13.79	14.35	14.94
1	8.45	8.76	9.13	9.49	9.83	10.25	10.64	11.05	11.54	11.97	12.46	12.97	13.46	14.03	14.55	15.17
2	8.58	8.91	9.26	9.63	10.00	10.39	10.83	11.28	11.67	12.15	12.65	13.16	13.68	14.22	14.79	15.40
3	8.68	9.04	9.42	9.75	10.15	10.57	10.95	11.41	11.87	12.33	12.83	13.37	13.87	14.43	15.00	15.59
4	8.84	9.16	9.57	9.89	10.29	10.70	11.10	11.59	12.04	12.52	13.01	13.58	14.08	14.66	15.22	15.85
5	9.00	9.35	9.73	10.10	10.52	10.92	11.35	11.82	12.28	12.79	13.28	13.81	14.38	14.95	15.54	16.16
6	9.14	9.50	9.86	10.26	10.67	11.06	11.54	12.00	12.47	12.98	13.46	14.05	14.56	15.18	15.77	16.41
7	9.27	9.64	10.02	10.41	10.85	11.29	11.67	12.17	12.66	13.17	13.68	14.26	14.80	15.42	16.03	16.66
8	9.43	9.76	10.20	10.59	10.97	11.43	11.87	12.38	12.84	13.38	13.87	14.46	15.02	15.63	16.25	16.89
9	9.58	9.90	10.32	10.71	11.17	11.60	12.04	12.55	13.02	13.60	14.08	14.69	15.23	15.86	16.49	17.14
10	9.75	10.11	10.56	10.94	11.37	11.83	12.28	12.82	13.29	13.83	14.38	14.98	15.55	16.17	16.83	17.49
11	9.89	10.27	10.69	11.08	11.56	12.02	12.47	13.00	13.48	14.06	14.56	15.20	15.78	16.42	17.07	17.77
12	10.05	10.42	10.87	11.30	11.71	12.18	12.66	13.19	13.71	14.27	14.80	15.45	16.04	16.67	17.35	18.03
13	10.22	10.60	10.99	11.44	11.89	12.39	12.84	13.40	13.88	14.49	15.02	15.65	16.27	16.91	17.59	18.29
14	10.36	10.73	11.19	11.61	12.07	12.57	13.02	13.63	14.10	14.70	15.23	15.88	16.50	17.17	17.85	18.61
15	10.59	10.95	11.40	11.86	12.31	12.83	13.29	13.87	14.39	14.99	15.55	16.22	16.84	17.51	18.22	18.94
16	10.71	11.10	11.58	12.03	12.49	13.01	13.48	14.08	14.57	15.21	15.78	16.45	17.08	17.80	18.48	19.22
17	10.89	11.31	11.77	12.21	12.69	13.20	13.71	14.29	14.82	15.46	16.04	16.69	17.36	18.05	18.75	19.52
18	11.03	11.47	11.93	12.42	12.86	13.41	13.88	14.51	15.05	15.66	16.27	16.94	17.60	18.32	19.07	19.82
19	11.24	11.62	12.09	12.58	13.09	13.64	14.10	14.72	15.24	15.89	16.50	17.21	17.88	18.62	19.32	20.10
20	11.44	11.87	12.33	12.84	13.32	13.88	14.39	15.02	15.56	16.23	16.84	17.54	18.23	18.95	19.73	20.51
21	11.61	12.04	12.52	13.02	13.50	14.10	14.57	15.23	15.79	16.47	17.08	17.82	18.49	19.23	20.00	20.84
22	11.80	12.23	12.71	13.21	13.73	14.30	14.82	15.49	16.05	16.70	17.36	18.07	18.76	19.53	20.30	21.13
23	11.96	12.43	12.89	13.42	13.94	14.52	15.05	15.69	16.29	16.95	17.60	18.34	19.08	19.83	20.58	21.45
24	12.12	12.60	13.11	13.65	14.13	14.73	15.24	15.91	16.51	17.22	17.88	18.64	19.33	20.11	20.93	21.76
25	12.39	12.85	13.34	13.89	14.42	15.05	15.56	16.27	16.85	17.56	18.23	18.99	19.75	20.52	21.34	22.21
26	12.57	13.06	13.53	14.11	14.64	15.24	15.79	16.50	17.09	17.83	18.49	19.25	20.01	20.85	21.65	22.55

4.0% Increase between grades

1.5% Increase every level to 26 years

0.5% Increase @ 5,10,15,20,25 level interval

Fayette County Public Schools
2009-2010 CLASSIFIED HOURLY EMPLOYEES SINGLE SALARY SCHEDULE

Reflects a 3% increase over the 2008-2009 schedule

Approved: **May 21, 2009**

Effective: **July 1, 2009**

Grade ⇒ Level ↓	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
0	15.53	16.14	16.81	17.46	18.16	18.88	19.66	20.42	21.22	22.11	22.95	23.90	24.82	25.82	26.88	27.93
1	15.76	16.40	17.06	17.72	18.44	19.18	19.92	20.72	21.56	22.40	23.33	24.25	25.20	26.22	27.24	28.37
2	16.02	16.64	17.33	17.99	18.72	19.44	20.25	21.03	21.89	22.75	23.66	24.61	25.61	26.60	27.67	28.79
3	16.24	16.88	17.58	18.26	19.00	19.77	20.53	21.35	22.21	23.09	24.02	24.98	26.00	27.02	28.09	29.22
4	16.48	17.12	17.84	18.54	19.28	20.04	20.86	21.66	22.55	23.43	24.37	25.35	26.36	27.43	28.50	29.65
5	16.81	17.47	18.20	18.89	19.68	20.46	21.24	22.13	22.97	23.91	24.84	25.85	26.90	27.96	29.05	30.26
6	17.06	17.74	18.47	19.19	19.96	20.75	21.58	22.44	23.36	24.26	25.21	26.25	27.26	28.39	29.52	30.71
7	17.33	18.01	18.74	19.45	20.27	21.07	21.91	22.78	23.69	24.63	25.63	26.64	27.68	28.83	29.97	31.18
8	17.58	18.28	19.03	19.78	20.55	21.38	22.23	23.12	24.04	25.02	26.01	27.04	28.10	29.27	30.37	31.63
9	17.84	18.57	19.30	20.05	20.90	21.68	22.57	23.45	24.43	25.36	26.39	27.45	28.51	29.68	30.84	32.11
10	18.20	18.93	19.72	20.47	21.28	22.16	22.99	23.93	24.86	25.86	26.92	27.99	29.08	30.29	31.49	32.74
11	18.47	19.21	19.99	20.79	21.60	22.47	23.38	24.28	25.24	26.27	27.31	28.42	29.54	30.76	31.94	33.22
12	18.74	19.51	20.29	21.08	21.93	22.82	23.73	24.67	25.66	26.65	27.70	28.87	29.98	31.22	32.45	33.75
13	19.03	19.80	20.57	21.41	22.27	23.14	24.06	25.04	26.03	27.06	28.14	29.31	30.42	31.68	32.92	34.26
14	19.30	20.07	20.92	21.69	22.62	23.48	24.45	25.38	26.43	27.46	28.53	29.71	30.86	32.15	33.40	34.75
15	19.72	20.50	21.32	22.18	23.03	23.97	24.90	25.88	26.94	28.01	29.11	30.31	31.50	32.78	34.07	35.45
16	19.99	20.82	21.63	22.50	23.40	24.32	25.30	26.29	27.34	28.43	29.56	30.78	31.95	33.28	34.57	35.99
17	20.29	21.12	21.98	22.85	23.75	24.70	25.68	26.67	27.75	28.88	30.00	31.24	32.46	33.81	35.11	36.53
18	20.57	21.44	22.30	23.18	24.09	25.08	26.05	27.09	28.19	29.32	30.47	31.70	32.93	34.31	35.64	37.08
19	20.92	21.75	22.65	23.50	24.48	25.44	26.45	27.48	28.57	29.72	30.88	32.17	33.42	34.80	36.17	37.62
20	21.32	22.20	23.09	24.00	24.97	25.98	26.97	28.06	29.16	30.32	31.54	32.84	34.08	35.50	36.89	38.39
21	21.63	22.52	23.43	24.34	25.34	26.34	27.36	28.45	29.60	30.79	31.98	33.31	34.58	36.06	37.45	38.98
22	21.98	22.87	23.79	24.72	25.74	26.72	27.79	28.90	30.05	31.25	32.48	33.84	35.12	36.59	38.01	39.55
23	22.30	23.23	24.14	25.09	26.09	27.14	28.22	29.34	30.51	31.72	32.95	34.33	35.65	37.13	38.58	40.16
24	22.65	23.54	24.51	25.46	26.50	27.57	28.60	29.75	30.91	32.20	33.46	34.82	36.18	37.70	39.17	40.75
25	23.09	24.02	25.03	26.00	27.03	28.10	29.19	30.34	31.57	32.87	34.11	35.55	36.90	38.46	39.93	41.57
26	23.43	24.37	25.37	26.36	27.44	28.51	29.62	30.81	32.04	33.34	34.63	36.10	37.46	39.02	40.53	42.17

4.0%

Increase between grades

1.5% Increase every level to 26 years

0.5% Increase @ 5,10,15,20,25 level interval

20098 – 201009 HOURLY CLASSIFIED EMPLOYEES

Official Cut Off Date for Granting an Experience Step-Up: Experience credit for step-up on the salary schedule will be granted when the employee has received pay for a minimum of 70% of the previous years annual work calendar.

Education Credit: Credit for education will be granted to regular, permanent employees as follows: 2 levels for an AA degree; 4 levels for a BA/BS degree; 5 levels for a MA/MS degree; and 6 levels for a PhD degree from an accredited

college or university. ~~Credit for education will also be granted for post-secondary degrees from an accredited public or proprietary vo-tech or business institution—~~

~~1 level for a 1-year post-secondary degree and 2 levels for a 2-year post secondary degree. Credit for education will only be given once for the highest level of education attained.~~

Credit for Allowable Experience: Previous experience will be evaluated by the Department of Human Resources and each employee will be placed at the appropriate experience level with a maximum allowance of 4 levels. Retired FCPS employees who return to work in a permanent position will be granted a ~~maximum~~ **maximum** of 4 levels.

- EXCEPTION: Past FCPS employees (not retired)retired) will be given credit for past FCPS experience that directly relates to the current job be hired.

Transfers between Job Classifications:

Hourly classified employee's jobs ~~are~~ **grouped** ~~are grouped~~ into job classifications. Full credit for the employee's current level will be allowed for transfers within the same job classifications. For transfers outside of the employee's current job classification, the employee will be allowed to carry

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over ½ of their current levels. The credit will be rounded up to the nearest whole number. Employees who choose to take a job in a different classification that is a lower grade will carry over all of their levels to the lower graded position. Maintenance/Plant Operations/and Warehouse transfers carry over all of their levels between job classifications

Additional Certification Credit: In addition to the education credit indicated above, certification credit has been approved for employees in the following job classifications:

- NOTE: Training certifications/documents must be turned in by the last business day in December to be credited for that current school year. Any documentation received after that date will be retained and credit given the following school year.

Administrative Support Personnel – Administrative Support personnel may be eligible to receive certification credit by working towards their Certified Educational Office Employee (CEOE) certificate issued through the Professional Standards Program of the National Association of Educational Office Professionals. Credit for certification is: 1 level for Associate Professional; 2 levels for Advanced II; 3 levels for Advanced III; and 4 levels for completion of the CEOE. Administrative Support personnel who successfully complete the University of Kentucky, Gatton College of Business & Economics Certificate in Business Administration Program will receive 1 level of credit.

Automotive Maintenance Personnel – Automotive maintenance personnel may be eligible to receive certification credit by working towards their Automotive

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Service Excellence (ASE) Certification. Credit is earned as follows: 1 level for 25 successful completion of 1-2 tests; 2 levels for successful completion of 3-4 tests; 3 levels for successful completion of 5 tests. Certification must be maintained in order to remain eligible for certification credit.

~~Paraeducator~~Para educator **Personnel** – ~~Paraeducator~~Para educator personnel would be eligible to receive certification credit by earning a Child Development Associate (CDA) Certificate.

Successful completion of the CDA Certificate will result in a 1 level increase. Certification must be maintained in order to remain eligible for certification credit.

~~Paraeducator~~Para educator personnel would also be eligible to receive certification credit by successfully completing the ~~Paraeducator~~Para educator Certification Program available through Central Kentucky Technical College. Successful completion of the ~~Paraeducator~~Para educator Certification program will result in a 1 level increase. Certification must be maintained in order to remain eligible for certification credit.

Food Service Personnel – Food service employees who have completed the requirements for the American School Food Service Association Certification

~~Program are~~Program is eligible to receive 1 level of credit. Certification must be maintained in order to remain eligible for certification credit.

Technology Personnel – Technology employees are eligible to receive an additional level of credit for successful completion of the following: A+ certification; Network + Certification; Telephony Certification; Certified Software Manager; Microsoft Certified Professional; Certified Novell Administrator (CNA); Certified Novell Engineer (CNE); Microsoft Certified System Engineer (MCSE).

Maintenance Personnel – Maintenance employees may be eligible to receive additional level credits for the appropriate craft certification as follows: 1 level for a craft Apprentice License and 2 years of verifiable craft experience; 2 levels for a craft Journeyman’s License or FCC License; 3 levels for a craft Masters’ License or craft Contractor’s License or State Fire Inspector’s License. Lead Technicians and Supervisors may be eligible to receive additional level credits as follows: 2 levels for completion of Certified Manager of Maintenance (CMM) certification; 3 levels for completion of Facilities Management Administrator (FMA) or Certified School Plant Manager (NSPMA) certification; 4 levels for Certified Plant Engineer (CPE) certification. Management certification is not cumulative with either Craft Certification or Management Certification. Certification must be maintained in order to remain eligible for certification credit.

OTHER ALLOWABLE CREDIT:

Credit for education (*that pertains to the current job you are hired*) will also be granted for post-secondary degrees from an accredited public or proprietary vo-tech or business institution – 1 level for a 1-year post-secondary degree and 2 levels for a 2-year post secondary degree. Credit for education will only be given once for the highest level of education attained.

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