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FAYETTE COUNTY PUBLIC SCHOOLS

2011-2012

Salary Schedules

Fayette County Public Schools

Prepared by

The Office of Budget & Staffing

Effective July 1, 2011

FAYETTE COUNTY PUBLIC SCHOOLS

2011-2012 TEACHERS' SALARY SCHEDULE

This schedule reflects 2.5% increase from 2010-2011 Teachers' Salary Schedule.

Approved: May 23, 2011

Effective: July 1, 2011

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	191 Days	187 days	191 Days	187 days	191 Days	187 days	191 Days	187 days	191 Days	187 days	191 Days
0	39,162	40,000	39,311	40,152	41,678	42,570	42,601	43,512	45,290	46,259	46,988	47,993
1	39,749	40,599	40,118	40,976	42,500	43,409	43,426	44,355	46,130	47,117	47,830	48,853
2	40,345	41,208	40,928	41,803	43,327	44,254	44,252	45,199	46,972	47,977	48,678	49,719
3	40,950	41,826	41,732	42,625	44,151	45,095	45,080	46,044	47,818	48,841	49,515	50,574
4	42,130	43,031	42,921	43,839	45,322	46,291	46,250	47,239	49,022	50,071	50,720	51,805
5	43,394	44,322	44,209	45,155	46,681	47,680	47,637	48,656	50,492	51,572	52,241	53,358
6	44,088	45,031	44,870	45,830	47,381	48,394	48,352	49,386	51,249	52,345	53,025	54,159
7	44,983	45,945	45,766	46,745	48,226	49,258	49,155	50,206	52,018	53,131	53,820	54,971
8	45,874	46,855	46,656	47,654	49,136	50,187	50,066	51,137	52,912	54,044	54,627	55,795
9	46,782	47,783	47,562	48,579	50,050	51,121	50,978	52,068	53,848	55,000	55,549	56,737
10	49,589	50,650	50,415	51,493	53,052	54,187	54,036	55,192	57,079	58,300	58,882	60,142
11	50,333	51,410	51,171	52,266	53,857	55,009	54,847	56,020	57,935	59,174	59,765	61,043
12	51,088	52,181	51,938	53,049	54,790	55,962	55,710	56,902	58,804	60,062	60,661	61,959
13	51,885	52,995	52,717	53,845	55,715	56,907	56,641	57,853	59,686	60,963	61,571	62,888
14	52,694	53,821	53,577	54,723	56,644	57,856	57,572	58,803	60,581	61,877	62,495	63,832
15	55,329	56,513	56,257	57,460	59,476	60,748	60,450	61,743	63,610	64,971	65,620	67,024
16	56,159	57,360	57,100	58,321	60,369	61,660	61,357	62,669	64,564	65,945	66,604	68,029
17	57,001	58,220	57,957	59,197	61,274	62,585	62,277	63,609	65,533	66,935	67,603	69,049
18	57,856	59,094	58,826	60,084	62,193	63,523	63,211	64,563	66,516	67,939	68,617	70,085
19	58,724	59,980	59,709	60,986	63,126	64,476	64,159	65,531	67,513	68,957	69,646	71,136
20 ***	61,073	62,379	62,097	63,425	65,651	67,055	66,726	68,153	70,214	71,716	72,432	73,981
21	61,989	63,315	63,029	64,377	66,636	68,061	67,727	69,176	71,267	72,791	73,518	75,091
22	62,919	64,265	63,974	65,342	67,635	69,082	68,742	70,212	72,336	73,883	74,621	76,217
23	63,862	65,228	64,934	66,323	68,650	70,118	69,774	71,266	73,421	74,992	75,741	77,361
24	64,099	65,470	65,167	66,561	68,945	70,420	70,102	71,602	73,781	75,359	76,112	77,740
25	64,361	65,738	65,435	66,835	69,345	70,828	70,564	72,073	74,319	75,909	76,675	78,315
26	64,387	65,764	65,461	66,861	69,442	70,927	70,691	72,203	74,490	76,083	76,851	78,495

Rank IV = \$31,955 (187 days)
Rank IV = \$32,639 (191 days)

Rank V = \$27,730 (187 days)
Rank V = \$28,323 (191 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

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

Rank 1 - a thirty-hour planned program approved by the institution attended and accepted by the Education Professional Standards Board as sufficient to issue the employee a Rank 1 certificate. Principals will receive annual verification form to sign documenting this criterion.

New hires will be given a maximum 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 191 days - 9.5 months. **The optional work day for teachers provided by the Board is optional and not part of the employee contract.** 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 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 and Valid KY Teaching Certificate on file with the District
Masters (Rank 2.1)	Original Degree Awarded Transcript and Original Certificate
Masters plus 15 hours (Rank 2.2)	Program of Studies, Original Transcript, and Valid Certificate on file with the District
Rank I (Rank 1.1)	Original Degree Awarded Transcript and Original Certificate
Ph.D. (Rank 1.2)	Original Degree Awarded Transcript and Valid Certificate on file with the District

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. **Underpaid salaries and the collection of overpayment of salaries will be retroactive for only two school years.**

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.

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

SPHR/PHR/GPHR - – Qualifying individuals who meet the criteria and attain Professional Human Resources, Senior Professional Human Resources, and Global Professional Human Resources status are eligible for a \$2,000 annual certification additive for the life of the SPHR/PHR/GPHR certification.

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 or 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.

Candidates for National Board certification shall notify the Superintendent/designee in writing prior to September 15 that certification is pending in order for the employee to receive any rank-related increase retroactive to the beginning of the school year.

New National Board Teachers must submit a TC-1 application, processing fee, and National Board approval letter or their new National Board Rank 1 KY certificate and the National Board approved letter prior to the last day of school in the first semester to receive the salary increase and stipend for the current school year. Salary increase will take effect after the new Rank I certificate and National Board letter are received.

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

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 majority of duties for 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 a small part of the duties for 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>

BEST PRACTICE GUIDE for DETERMINING SUPPLEMENTAL PAY RATES for DISTRICT GRANT MANAGERS*

<p style="text-align: center;">Band A (1.0 FTE) \$4655</p> <p>Assumes 100% of the grant manager duties for grants of \$250,001 and above (based on the <u>annual</u> award amount.)</p>	<p style="text-align: center;">Band B (0.75 FTE) \$3492</p> <p>Assumes 100% of the grant manager duties for grants of \$250,001 to \$500,000 (based on the <u>annual</u> award amount.)</p>
<p style="text-align: center;">Band C (0.5 FTE) \$2328</p> <p>Assumes 100% of the grant manager duties for grants of \$100,001 to \$250,000 (based on the <u>annual</u> award amount.)</p> <p style="text-align: center;"><u>OR</u></p> <p>Splits Band A grant manager duties 50/50 with another grant manager.</p>	<p style="text-align: center;">Band D (0.25 FTE) \$1164</p> <p>Assumes 100% of the grant manager duties for grants of \$35,000 to \$100,000 (based on the <u>annual</u> award amount.)</p> <p style="text-align: center;"><u>OR</u></p> <p>Splits Band C grant manager duties 50/50 with another grant manager.</p>

***Grant Manager supplemental duty may only be assigned if:**

1. The grant allows for the payment of a grant manager/coordinator from the grant funds **and**
2. Sufficient funds are available to pay the supplemental duty once all other grant expenses have been budgeted **and**
3. The person assigned the duty does **not** have grant managing/coordinating as part of their regular job duties **and**
4. The person assigned the duty is **not** a 12-month employee and/or does **not** receive an administrative additive as part of their regular salary (per Board Policy 03.121).

**BEST PRACTICE GUIDE for DETERMINING
SUPPLEMENTAL PAY RATES
for SCHOOL GRANT MANAGERS***

Band A (1.0 FTE) \$800

Assumes 100% of the grant manager duties for grants of \$100,001 and above.

Band C (0.5 FTE) \$400

Assumes 100% of the grant manager duties for grants of \$20,000 to \$100,000.

OR

Splits *Band A* grant manager duties 50/50 with another grant manager.

***Grant Manager supplemental duty may only be assigned if:**

1. The grant allows for the payment of a grant manager/coordinator from the grant funds **and**
2. Sufficient funds are available to pay the supplemental duty once all other grant expenses have been budgeted **and**
3. The person assigned the duty does **not** have grant managing/coordinating as part of their regular job duties **and**
4. The person assigned the duty is **not** a 12-month employee and/or does **not** receive an administrative additive as part of their regular salary (per Board Policy 03.121).

**SUPPLEMENTAL SALARY SCHEDULE FOR DISTRICT LEVEL AND/OR DISTRICTWIDE POSITIONS
2011-2012**

Approved: May 23, 2011

Effective: July 1, 2011

ELEMENTARY - Job Titles	Band 1 100%	Band 2 75%	Band 3 50%	Band 4 25%
Elementary - Arts Content Leader (1 per District) (2020 Funded)	\$4,655	\$ 3,491	\$ 2,328	\$ 1,164
MIDDLE SCHOOL - Job Titles				
Middle School - Arts Content Leader (1 per District) (2020 Funded)	\$4,655	\$ 3,491	\$ 2,328	\$ 1,164
HIGH SCHOOL – Job Titles				
High School - Arts Content Leader (1 per District) (2020 Funded)	\$4,655	\$ 3,491	\$ 2,328	\$ 1,164
District Level				
District - Vocal Music Content Leader (1 per District) (2020 Funded)	\$4,655	\$ 3,491	\$ 2,328	\$ 1,164
District - Band Content Leader (1 per District) (2020 Funded)	\$4,655	\$ 3,491	\$ 2,328	\$ 1,164
District - Orchestra Content Leader (1 per District) (2020 Funded)	\$4,655	\$ 3,491	\$ 2,328	\$ 1,164
District - Leadership and Service Learning Content Leader (1 per District) (2020 Funded)	\$4,655	\$ 3,491	\$ 2,328	\$ 1,164
District - Video-Linked Classroom (per semester) (2020 Funded)	\$800	\$ 600	\$ 400	\$ 200
District - International/Social Studies Content Leader (1 per District) (2020 Funded)	\$4,655	\$ 3,491	\$ 2,328	\$ 1,164
District - Physical Ed, Health & Wellness Content Leader (K-12) (1 per District) (2020 Funded)	\$4,655	\$ 3,491	\$ 2,328	\$ 1,164
District - Practical Living & Vocational Studies Content Leader (1 per District) (2020 Funded)	\$4,655	\$ 3,491	\$ 2,328	\$ 1,164
Spanish Immersion Representative (1 per Spanish Immersion School) (2020 Funded)	\$800	\$ 600	\$ 400	\$ 200
District Level - Grant Manager (grant funded)	\$4,655	\$ 3,492	\$ 2,328	\$ 1,164

**SUPPLEMENTAL SALARY SCHEDULE FOR NON ATHLETIC DUTIES
2011-2012**

Approved: May 23, 2011

Effective: July 1, 2011

ELEMENTARY - Job Titles	Band A	Band B	Band C	Band D
	100%	75%	50%	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	
Elementary - Energy Manager (participation in E=use program)	\$600	\$450	\$300	\$150
Grant Manager (grant funded)	\$800		\$400	
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

2011-2012

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	
Middle School - Energy Manager (participation in E=use program)	\$600	\$450	\$300	\$150
Grant Manager (grant funded)	\$800		\$400	
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	
High School - Energy Manager (participation in E=use program)	\$600	\$450	\$300	\$150
Grant Manager (grant funded)	\$800		\$400	

**SUPPLEMENTAL SALARY SCHEDULE FOR ACADEMICS
2011-2012**

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
Alternative Programs - Grant Manager (grant funded)	\$800		\$400	
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

2011-2012

Approved: May 23, 2011

Effective: July 1, 2011

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.

**SUPPLEMENTAL SALARY SCHEDULE FOR HIGH SCHOOL ATHLETICS
2011- 2012**

Approved: May 23, 2011

Effective: July 1, 2011

Job Titles	Band A	Band B	Band C	Band D
	100%	75%	50%	25%
Baseball (Head)	\$6,250	\$4,688	\$3,125	\$1,563
Baseball (Asst.) *	\$3,150	\$2,363	\$1,575	\$788
Basketball - Boys (Head)	\$6,250	\$4,688	\$3,125	\$1,563
Basketball - Boys (Asst.) *	\$3,150	\$2,363	\$1,575	\$788
Basketball - Girls (Head)	\$6,250	\$4,688	\$3,125	\$1,563
Basketball - Girls (Asst.) *	\$3,150	\$2,363	\$1,575	\$788
Bowling - Boys & Girls (1 position)	\$1,600	\$1,200	\$800	\$400
Cheerleader Sponsor (Head)	\$6,250	\$4,688	\$3,125	\$1,563
Cheerleader Sponsor (Asst.)	\$3,150	\$2,363	\$1,575	\$788
Cross-Country - Boys & Girls (1 position)	\$3,150	\$2,363	\$1,575	\$788
Football (Head)	\$9,350	\$7,013	\$4,675	\$2,338
Football (Asst.) *	\$4,700	\$3,525	\$2,350	\$1,175
Golf - Boys & Girls (1 position)	\$3,150	\$2,363	\$1,575	\$788
Boys Soccer (Head)	\$6,250	\$4,688	\$3,125	\$1,563
Boys Soccer (Asst.) *	\$3,150	\$2,363	\$1,575	\$788
Girls Soccer (Head)	\$6,250	\$4,688	\$3,125	\$1,563
Girls Soccer (Asst.) *	\$3,150	\$2,363	\$1,575	\$788
Softball (Head)	\$6,250	\$4,688	\$3,125	\$1,563
Softball (Asst.) *	\$3,150	\$2,363	\$1,575	\$788
Swimming & Diving - (Head)	\$3,900	\$2,925	\$1,950	\$975
Swimming & Diving - (Asst)	\$1,600	\$1,200	\$800	\$400
Tennis- Boys & Girls (1 position)	\$3,150	\$2,363	\$1,575	\$788
Track & Field - (Head)	\$4,700	\$3,525	\$2,350	\$1,175
Track & Field - (Asst) *	\$3,150	\$2,363	\$1,575	\$788
Volleyball (Head)	\$6,250	\$4,688	\$3,125	\$1,563
Volleyball (Asst) *	\$3,150	\$2,363	\$1,575	\$788
Wrestling (Head)	\$3,900	\$2,925	\$1,950	\$975
Wrestling (Asst) *	\$1,600	\$1,200	\$800	\$400
Athletic Director	\$9,350	\$7,013	\$4,675	\$2,338
Intramural Director	\$3,150	\$2,363	\$1,575	\$788
High School Coach - Discretionary (used for sports or positions not listed above, i.e. dance)	\$800	\$600	\$400	\$200

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

Current coaches hired before July 1, 2006 under the previous supplemental salary amounts with current extended days, will continue with their supplemental salary/extended days until resignation (of that specific duty and/or at that specific school), retirement or other leave. All coaches hired after July 1, 2006 will be paid on the current supplemental salary schedule.

FAYETTE COUNTY PUBLIC SCHOOLS

**ADMINISTRATIVE ADDITIVE SCHEDULE FOR
ADMINISTRATIVE PERSONNEL**

Approved: May 23, 2011

Effective: July 1, 2011

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
**2011-2012 SUBSTITUTE TEACHER
 SALARY SCHEDULE**

Approved: May 23, 2011

Effective: July 1, 2011

Classified Para Educator Substitute	Teacher Substitute	Premium Rate KY Certified Substitutes
\$10.65 per hour	\$82.00 per day	\$107.00 per day

Classified Substitute Rate

Classified substitutes (High School Diploma or GED required) and certified substitutes working as a classified substitute, will be paid a rate of \$10.65 per hour. Classified substitutes with 48 college credit hours or who have passed the KY Paraeducator Test may be considered for long term classified substitute positions. A long term classified substitute who works more than 20 days in the same position, will begin to make the rate of pay for the beginning level of that job class at step zero. This rate would change beginning on day 21 and continue until that assignment ends. If the assignment is pre-approved (maternity, family leave, etc.) in advance of the long term assignment the long term rate of pay would begin on day one.

Certified Substitute 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 **\$82.00** per day.

Premium Daily Rate for Certified Substitutes

Substitutes with current teaching certificates who have worked for 20 consecutive days as a substitute teacher for Fayette County Public Schools will be paid a premium rate of **\$107.00** per day beginning on day 21 for the remainder of the school year. There will not be retro pay; the new premium rate of \$107.00 begins on day 21.

Long Term Rate for Certified Substitutes

A certified substitute who accepts an assignment of more than 20 consecutive days in the same position will be paid a responsibility factor of \$49 per day, beginning on 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 Kentucky Provisional or Standard Certificate, that is appropriate for the position. Pre-approved extended leave assignments (maternity, childrearing, military, sick, family medical, educational) will begin on day one at the long term rate (\$156.00).

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 **\$146.00** per day for all substitute teaching assignments accepted. A retired certified substitute who accepts an assignment of more than 20 consecutive days in the same position will be paid an additional **\$10.00** per day, beginning on 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 Kentucky Provisional or Standard Certificate that is appropriate for the position. There will not be retro pay; the \$156.00 rate begins on day 21.

Substitute Administrator Assignment

Substitute administrators will be paid a rate of \$250 per day.

Certified Teaching Assignments lasting 140 days or more

A certified substitute who accepts a long-term substitute assignment of 140 days during 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 Kentucky Provisional or Standard Certificate that is appropriate for the position. 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 in that same position.

Kentucky Teachers Retirement

All certified substitutes are enrolled in a certified retirement account with the Kentucky Teachers Retirement System. Substitute teachers are not eligible for participation through payroll deductions for Social Security.

Retired teachers who return as substitute teachers may substitute up to 69% of the days a full time person is required to work. A second retirement account will be established for wages earned as a substitute. All members contribute 9.85% or 10.85% (after July 1, 2008) of compensation on a pre-tax basis, apportioned to the retirement account and the medical insurance fund. After 5 full years (190 days) of service, the member will be vested. Retirees returning to work as a substitute must have a minimum of 3 months break in service from their retirement date. The Daily Wage Threshold (DWT) applies to all money earned from KTRS employers during a regular school calendar year.

Certified Substitutes not previously a KTRS Retiree: Substitute Service amounting to 70% or 133 days of the 190 day term will enable the member to make contributions for the full school year and receive a full year of service credit in the Teachers' Retirement System. All such contributions must be made on or before December 31 following June 30 of the fiscal year in which the substitute service was rendered.

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.**

Regardless of job classification, twelve month salaries employees are not eligible to receive stipend pay.

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
**2011-2012 OCCUPATIONAL THERAPISTS
 SALARY SCHEDULE**

This schedule reflects a 2.5% increase over the 2010-2011 Occupational Therapist Salary Schedule

Approved: May 23, 2011

Effective: July 1, 2011

Experience	ANNUAL SALARY
0	53,656
1	54,582
2	55,506
3	56,432
4	57,356
5	58,282
6	59,207
7	60,130
8	61,056
9	61,979
10	62,906
11	63,829
12	64,756
13	65,679
14	66,604
15	67,530
16	68,453
17	69,380
18	70,302
19	71,229
20	72,152
21	73,077
22	74,002
23	74,927
24	75,853
25	76,777
26	77,702

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
**2011-2012 PHYSICAL THERAPISTS
 SALARY SCHEDULE**

This schedule reflects a 2.5% increase over the 2010-2011 Physical Therapist Salary Schedule

Approved: May 23, 2011

Effective: July 1, 2011

Experience	ANNUAL SALARY
0	55,180
1	56,178
2	57,174
3	58,172
4	59,170
5	60,166
6	61,165
7	62,162
8	63,159
9	64,156
10	65,155
11	66,151
12	67,147
13	68,146
14	69,142
15	70,140
16	71,139
17	72,136
18	73,132
19	74,130
20	75,127
21	76,123
22	77,120
23	78,120
24	79,117
25	80,113
26	81,111

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
**2011 - 2012 OCCUPATIONAL THERAPIST ASSISTANT
 SALARY SCHEDULE**

This schedule reflects a 2.5% increase over the 2010-2011 Occupational Therapist Assistant Salary Schedule.

Approved: May 23, 2011

Effective: July 1, 2011

Certification	Experience	Hourly Rate	Daily Rate	Salary
State Licensed	0	\$17.25	\$137.98	\$26,354.04
	1	\$18.58	\$148.68	\$28,397.83
	2	\$19.92	\$159.38	\$30,441.61
	3	\$21.27	\$170.18	\$32,504.18
	4	\$22.61	\$180.88	\$34,547.97
	5	\$23.95	\$191.58	\$36,591.75
	6-9	\$25.30	\$202.37	\$38,651.99
	10-12	\$27.97	\$223.77	\$42,739.55
	13-15	\$30.66	\$245.27	\$46,845.91

**2011-2012 FAMILY RESOURCE AND YOUTH SERVICE CENTER
COORDINATORS SALARY SCHEDULE**

This schedule reflects a 2.5% increase over the 2010-2011 Family Resource and Youth Service Center Coordinators Salary Schedule

Approved: May 23, 2011

Effective: July 1, 2011

Experience	AB-BA	MA+
0	39,664	42,703
1	40,434	43,540
2	41,217	44,394
3	42,021	45,268
4	42,845	46,161
5	43,682	47,072
6	44,539	48,004
7	45,416	48,957
8	46,313	49,931
9	47,228	50,924
10	48,162	51,940
11	49,116	52,982
12	50,094	54,043
13	51,095	55,128
14	52,114	56,236
15	53,159	57,371
16	54,225	58,529
17	55,314	59,713
18	56,425	60,922
19	57,566	62,162
20	58,727	63,425
21	59,917	64,716
22	61,129	66,036
23	62,371	67,387
24	63,640	68,765
25	64,935	70,175
26	66,263	71,615

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
**2011-2012 SCHOOL ADMINISTRATIVE MANAGER (SAM)
 SALARY SCHEDULE**

This schedule reflects a 2.5% increase over the 2010-2011 School Administrative Manager (SAM) Salary Schedule

Approved: May 23, 2011

Effective: July 1, 2011

Experience	AB-BA	MA+
0	35,414	37,539
1	35,946	38,103
2	36,485	38,674
3	37,032	39,254
4	37,587	39,843
5	38,152	40,441
6	38,724	41,049
7	39,305	41,663
8	39,895	42,288
9	40,492	42,921
10	41,100	43,566
11	41,717	44,219
12	42,341	44,882
13	42,977	45,557
14	43,622	46,238
15	44,276	46,932
16	44,942	47,637
17	45,614	48,351
18	46,299	49,076
19	46,992	49,812
20	47,697	50,560
21	48,413	51,318
22	49,140	52,087
23	49,875	52,869
24	50,624	53,661
25	51,385	54,468
26	52,155	55,284

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 221 day work schedule July 1 - June 30.

Fayette County Public Schools

Student Workers and Miscellaneous Rate Schedule

Approved: May 23, 2011

Effective: July 1, 2011

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.

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. BOARD APPROVED 4/2/2001</p>
<p>Employees cannot be consultants of the District unless they have a Federal ID number that is not their social security number.</p>
<p><u>Effective July 1, 2007</u> 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
2011-2012 CLASSIFIED HOURLY EMPLOYEES SINGLE SALARY SCHEDULE

Reflects a 2.5% increase over the 2010-2011 schedule

Approved: **May 23, 2011**

Effective: **July 1, 2011**

Grade ↗ Level ↓	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
0	8.87	9.18	9.57	9.92	10.32	10.74	11.16	11.61	12.08	12.57	13.06	13.58	14.13	14.68	15.27	15.91
1	9.00	9.33	9.72	10.11	10.47	10.91	11.33	11.77	12.28	12.74	13.26	13.81	14.33	14.93	15.49	16.14
2	9.13	9.48	9.86	10.25	10.65	11.06	11.53	12.00	12.42	12.94	13.47	14.01	14.57	15.14	15.74	16.39
3	9.24	9.62	10.02	10.38	10.80	11.25	11.65	12.15	12.64	13.12	13.65	14.23	14.76	15.36	15.97	16.59
4	9.41	9.75	10.19	10.53	10.96	11.39	11.82	12.34	12.81	13.33	13.85	14.45	14.99	15.60	16.21	16.87
5	9.58	9.95	10.35	10.75	11.20	11.62	12.08	12.59	13.07	13.61	14.13	14.70	15.30	15.92	16.54	17.20
6	9.73	10.12	10.50	10.93	11.36	11.78	12.28	12.77	13.27	13.82	14.33	14.95	15.50	16.15	16.79	17.47
7	9.87	10.26	10.67	11.08	11.55	12.01	12.42	12.96	13.48	14.02	14.57	15.18	15.75	16.41	17.07	17.73
8	10.03	10.39	10.85	11.28	11.67	12.17	12.64	13.18	13.66	14.25	14.76	15.40	15.99	16.64	17.30	17.98
9	10.20	10.54	10.99	11.40	11.89	12.35	12.81	13.36	13.86	14.47	14.99	15.64	16.22	16.88	17.55	18.25
10	10.38	10.76	11.24	11.64	12.11	12.60	13.07	13.64	14.15	14.72	15.30	15.95	16.55	17.21	17.92	18.61
11	10.53	10.94	11.38	11.80	12.31	12.79	13.27	13.84	14.35	14.97	15.50	16.18	16.80	17.48	18.17	18.91
12	10.70	11.09	11.57	12.03	12.46	12.97	13.48	14.04	14.60	15.19	15.75	16.44	17.08	17.74	18.47	19.19
13	10.88	11.29	11.70	12.18	12.66	13.19	13.66	14.27	14.77	15.43	15.99	16.66	17.32	18.00	18.73	19.46
14	11.03	11.42	11.91	12.36	12.84	13.38	13.86	14.50	15.01	15.65	16.22	16.90	17.57	18.28	19.00	19.81
15	11.28	11.65	12.14	12.63	13.10	13.65	14.15	14.76	15.31	15.96	16.55	17.26	17.93	18.63	19.39	20.16
16	11.40	11.82	12.33	12.80	13.29	13.85	14.35	14.99	15.51	16.20	16.80	17.51	18.18	18.95	19.67	20.46
17	11.59	12.04	12.53	13.00	13.51	14.05	14.60	15.21	15.77	16.46	17.08	17.76	18.48	19.21	19.96	20.78
18	11.74	12.21	12.70	13.22	13.69	14.28	14.77	15.45	16.02	16.67	17.32	18.03	18.74	19.51	20.30	21.09
19	11.96	12.37	12.87	13.39	13.93	14.52	15.01	15.67	16.23	16.91	17.57	18.32	19.03	19.82	20.56	21.39
20	12.18	12.64	13.12	13.66	14.18	14.77	15.31	15.99	16.56	17.27	17.93	18.68	19.40	20.17	21.00	21.83
21	12.36	12.81	13.33	13.86	14.37	15.01	15.51	16.22	16.81	17.53	18.18	18.97	19.68	20.47	21.29	22.18
22	12.56	13.02	13.53	14.06	14.62	15.22	15.77	16.49	17.09	17.77	18.48	19.24	19.97	20.79	21.61	22.49
23	12.73	13.23	13.72	14.29	14.84	15.46	16.02	16.70	17.34	18.04	18.74	19.53	20.31	21.10	21.90	22.84
24	12.90	13.42	13.95	14.53	15.04	15.68	16.23	16.93	17.58	18.33	19.03	19.84	20.57	21.40	22.28	23.17
25	13.19	13.67	14.20	14.78	15.35	16.02	16.56	17.32	17.94	18.70	19.40	20.21	21.02	21.84	22.71	23.65
26	13.38	13.90	14.40	15.02	15.58	16.23	16.81	17.57	18.19	18.98	19.68	20.49	21.30	22.19	23.04	24.01

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
2011-2012 CLASSIFIED HOURLY EMPLOYEES SINGLE SALARY SCHEDULE

Reflects a 2.5% increase over the 2010-2011 schedule

Approved: **May 23, 2011**

Effective: **July 1, 2011**

Grade ⇒ Level ↓	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
0	16.53	17.18	17.90	18.58	19.33	20.10	20.93	21.74	22.59	23.53	24.43	25.44	26.42	27.48	28.61	29.74
1	16.78	17.46	18.16	18.86	19.63	20.42	21.21	22.06	22.95	23.84	24.84	25.81	26.82	27.91	29.00	30.20
2	17.06	17.71	18.45	19.15	19.93	20.69	21.56	22.39	23.30	24.22	25.18	26.20	27.27	28.31	29.46	30.65
3	17.29	17.97	18.72	19.43	20.22	21.04	21.85	22.72	23.65	24.58	25.56	26.59	27.68	28.76	29.90	31.10
4	17.54	18.22	18.99	19.73	20.52	21.33	22.20	23.05	24.01	24.94	25.94	26.99	28.05	29.20	30.34	31.56
5	17.90	18.59	19.37	20.11	20.95	21.78	22.61	23.55	24.45	25.45	26.45	27.52	28.64	29.77	30.92	32.22
6	18.16	18.88	19.66	20.43	21.25	22.09	22.97	23.88	24.87	25.82	26.83	27.94	29.02	30.22	31.43	32.69
7	18.45	19.17	19.95	20.71	21.58	22.43	23.32	24.25	25.22	26.22	27.29	28.36	29.47	30.69	31.90	33.19
8	18.72	19.45	20.25	21.05	21.87	22.76	23.67	24.61	25.59	26.63	27.69	28.78	29.91	31.16	32.33	33.67
9	18.99	19.76	20.54	21.34	22.24	23.07	24.03	24.96	26.00	27.00	28.10	29.22	30.35	31.59	32.83	34.18
10	19.37	20.15	20.99	21.79	22.65	23.59	24.48	25.47	26.47	27.53	28.66	29.80	30.96	32.25	33.52	34.85
11	19.66	20.45	21.28	22.13	22.99	23.92	24.89	25.84	26.87	27.96	29.07	30.25	31.45	32.74	34.00	35.36
12	19.95	20.77	21.60	22.44	23.34	24.29	25.26	26.26	27.32	28.37	29.49	30.73	31.91	33.23	34.54	35.93
13	20.25	21.07	21.89	22.79	23.71	24.63	25.61	26.65	27.71	28.80	29.95	31.20	32.38	33.72	35.04	36.47
14	20.54	21.36	22.27	23.09	24.08	24.99	26.02	27.02	28.14	29.23	30.37	31.62	32.85	34.22	35.56	36.99
15	20.99	21.82	22.69	23.61	24.52	25.51	26.51	27.55	28.68	29.82	30.99	32.27	33.53	34.89	36.26	37.73
16	21.28	22.16	23.02	23.95	24.91	25.89	26.93	27.98	29.10	30.26	31.47	32.77	34.01	35.42	36.80	38.31
17	21.60	22.48	23.40	24.32	25.28	26.29	27.34	28.39	29.54	30.74	31.94	33.25	34.55	35.99	37.37	38.89
18	21.89	22.83	23.74	24.67	25.65	26.70	27.73	28.83	30.01	31.21	32.43	33.74	35.06	36.52	37.94	39.47
19	22.27	23.15	24.11	25.01	26.06	27.08	28.16	29.25	30.41	31.63	32.87	34.25	35.58	37.04	38.50	40.05
20	22.69	23.63	24.58	25.54	26.58	27.65	28.71	29.87	31.04	32.28	33.57	34.95	36.27	37.79	39.27	40.87
21	23.02	23.97	24.94	25.91	26.98	28.03	29.12	30.29	31.51	32.78	34.04	35.45	36.81	38.39	39.86	41.49
22	23.40	24.34	25.33	26.31	27.40	28.44	29.58	30.76	31.99	33.26	34.57	36.02	37.38	38.95	40.46	42.10
23	23.74	24.72	25.70	26.71	27.77	28.88	30.04	31.23	32.47	33.76	35.08	36.54	37.95	39.52	41.07	42.75
24	24.11	25.06	26.09	27.10	28.21	29.35	30.44	31.67	32.90	34.28	35.62	37.06	38.51	40.13	41.70	43.38
25	24.58	25.56	26.64	27.68	28.77	29.91	31.07	32.30	33.61	34.99	36.31	37.84	39.28	40.94	42.51	44.25
26	24.94	25.94	27.01	28.05	29.21	30.35	31.53	32.80	34.10	35.49	36.86	38.43	39.87	41.53	43.14	44.88

4.0%

Increase between grades

1.5% Increase every level to 26 years

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

CLASSIFIED PAY INCREASES FOR EDUCATION AND EXPERIENCE

Experience Step-Up Cut-Off Date:

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 year's annual work calendar.

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 of 4 levels.

- **EXCEPTION:** A former FCPS employee who is not a retired FCPS employee and is returning to work at FCPS will be given credit for past FCPS experience that directly relates to the current job for which they are being hired.

Transfers between Job Classifications:

Hourly classified employee's jobs are grouped into job classifications. Full experience 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 to a grade level equal to or higher than their current grade level, the employee will be allowed to carryover $\frac{1}{2}$ of their current level's experience. 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 level will carry over all of their current level's experience to the lower graded position. Maintenance, Plant Operations and Warehouse employees who transfer within those three departments may carry over all of their level's experience between job classifications.

College Education Credit:

Credit for education from an accredited college or university will be granted to regular, permanent classified employees as follows:

- 2 levels for an AA degree
- 4 levels for a BA/BS degree
- 5 levels for a MA/MS degree
- 6 levels for a PhD degree

Post Secondary Credit:

Credit for education **relevant to the employee's current job** will be granted for post-secondary degrees from an accredited public or proprietary vocational/technical or business institution as follows and will only be given once for the highest level of education attained. Credit for education is not cumulative.

- 1 level for a 1-year post-secondary degree
- 2 levels for a 2-year postsecondary degree.

Coursework for college education credit and post secondary technical or business institutions must be completed by September 15th of the current school year to apply toward an education increase on the hourly rate for the current school year. Official degree awarded transcripts must be submitted to Human Resources by the last day of school in the first semester of the school year to receive the college credit increase. The pay increase will be retroactive to the beginning of the school year.

Continuing Education Credit, License Upgrades, Program Certificates:

Documentation for all areas listed below must be received during the current school year and the pay increase will be effective as of the date of completion on the document.

Administrative Support Personnel – Administrative Support personnel may be eligible to receive pay level increases through the following programs.

- Certified Educational Office Employee (CEOE) certificate issued through the Professional Standards Program of the National Association of Educational Office Professionals.
 - 1 level for Associate Professional
 - 2 levels for Advanced II
 - 3 levels for Advanced III
 - 4 levels for completion of the CEOE.
- University of Kentucky, Gatton College of Business & Economics Certificate in Business Administration Program - 1 level of credit.
- Microsoft Office Specialist or Microsoft Certified Application Specialist -1 level of credit.

Automotive Maintenance Personnel – Automotive maintenance personnel may be eligible to receive pay level increases by working towards their Automotive Service Excellence (ASE) Certification. Certification must be maintained in order to remain eligible for certification credit. Credit is earned as follows:

- 1 level for successful completion of 1-2 tests;
- 2 levels for successful completion of 3 tests;
- 3 levels for successful completion of 5 tests.

Para Educator Personnel – Para Educator personnel are eligible to receive pay level increases through the following programs. Certification must be maintained in order to remain eligible for certification credit.

- Child Development Associate (CDA) Certificate- 1 level
- Bluegrass Career and Technical College Para educator Certification Program-1 level

Food Service Personnel – Food service employees are eligible to receive pay level increases for the following program and certification must be maintained to remain eligible for credit.

- American School Food Service Association Certification Program -1 level

Technology Personnel – Technology employees are eligible to receive a pay level increase for the following:

- A+ certification;
- Network + Certification;
- Telephony Certification;
- Certified Software Manager;
- Microsoft Certified Professional;
- Microsoft Certified System Engineer (MCSE);
- Microsoft Certified Technology Specialist (MCTS);
- Microsoft Certified IP Professional;
- Microsoft Certified Professional Developer; Certified Technology Expert (NCTE);
- Certified Design Expert (NCDE);
- Certified Support Expert (NCSE);
- Microsoft Certified Master Certifications;
- Nortel Certified Architect (NCA).

Maintenance Personnel – Maintenance employees are eligible to receive pay level increases through the following license upgrades. Certification must be maintained in order to remain eligible for credit.:

- 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 pay level increases for the following programs. Certification must be maintained in order to remain eligible for credit.

- 1 level for Backflow Certification from Blue Grass Cross Connection Prevention Association
- 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.)

Law Enforcement Personnel-Law Enforcement employees are eligible to receive a one step pay level increase for the following certifications. Certification must be maintained in order to remain eligible for the pay level.

- Defensive Tactics Certification
- Range Instructor Certification
- Portable Breathalyzer Technician Certification
- Narcotics Field Test Technician Certification

JOB CLASS CODES WITH GRADES

Code	Job Name	Grade	Code	Job Name	Grade
7116	PRINTING SUPERVISOR	23	7902	TRANSPORTATION MANAGER	21
7122	PRINTING ASST	14	7903	SAFETY TRAINING COORDINATOR	16
7161	ACCOUNTING MANAGER	28	7906	TRANSPORTATION DATA ASST	14
7162	ACCOUNT SPECIALIST	15	7907	VEHICLE OP CONTROL ANALYST	14
7163	SCHOOL ACCOUNT SPECIALIST - ELEM/MIDDLE	15	7908	LAW ENFORCEMENT DISPATCHER	15
7164	TRANSP ACCTS PAYABLE SPECIALIST	16	7912	VEHICLE MAINTENANCE SUPV	19
7183	BUDGET & STAFFING ANALYST	20	7913	VEHICLE MAINTENANCE ASST	13
7191	PAYROLL SPECIALIST	15	7915	VEHICLE MECHANIC II	17
7211	FOOD SERVICE MANAGER II	15	7916	VEHICLE MECHANIC I	15
7212	FOOD SERVICE MANAGER I	14	7917	VEHICLE MAINT ATTENDANT	06
7213	LUNCHROOM MONITOR	09	7922	AUTOBODY WORKER II	17
7224	FOOD SERVICE PROGRAM ASST	14	7923	AUTOBODY WORKER I	06
7233	FOOD SERVICE ASST II	11	7924	VEH UPHOL & GLASS WORKER	14
7234	FOOD SERVICE ASST I	07	7931	TRANSPORTATON RECORDS CLERK	16
7235	SUBSTITUTE FOOD SERVICE WORKER	\$9.30	7933	BUS DRIVER TRAINER	15
7310	SUBSTITUTE PARAEDUCATOR	\$10.65	7941	BUS DRIVER	14
7312	ESL INSTRUCTOR	13	7942	BUS MONITOR	7
7316	BILINGUAL PARAEDUCATOR	13	7963	FOOD SERVICE DELIVERY DRIVER	13
7317	EARLY START PARAEDUCATOR	13	7981	WAREHOUSE SUPERVISOR	19
7318	INSTRUCTIONAL PARAEDUCATOR	13	7982	LEAD WAREHOUSE WORKER	16
7319	SAFE PARAEDUCATOR	13	7983	WAREHOUSE WORKER II	14
7320	KINDERGARTEN PARAEDUCATOR	13	7984	WAREHOUSE WORKER I	12
7321	HIGH SCHOOL PARAEDUCATOR	13	8160	GRANT ANALYST	18
7334	SCAPA PROGRAM ASSISTANT	\$22.00/HR	8161	FINANCIAL SVCS BOOKKEEPER	16
7336	EDUCATIONAL INTERP II	29	8162	TAX PROCESSING SUPERVISOR	21
7338	EDUCATIONAL INTERP I	26	8163	ACCOUNTS PAYABLE SPECIALIST	15
7339	EDUCATIONAL INTERP III	30	8164	TAX AUDITING SPECIALIST	15
7361	MEDIA TECHNICIAN	14	8165	TAX PROCESSING SPECIALIST	15
7362	LIBRARY MEDIA ASSISTANT	13	8166	CONSTRUCTION BUDGET ANALYST	18
7412	DRAFTING SPECIALIST	19	8167	SPECIAL ED ACCOUNT SPECIALIST	15
7424	HVAC TECHNICIAN	17	8168	PROF DEVELOPMENT ACCT SPECIALIST	15
7425	ENERGY SYSTEMS OPERATOR/DISP	18	8171	SCHOOL ACCOUNT SPECIALIST - HIGH	15
7435	MAINTENANCE SUPERVISOR	21	8172	STDT ACT FUNDS BUDGET ANALYST	18
7441	LEAD MAINTENANCE TECH	19	8173	WORKERS COMP ANALYST	18
7442	MAINTENANCE TECH IV	17	8183	FINANCE ANALYST	18
7443	MAINTENANCE TECH III	16	8191	LEAD PAYROLL SPECIALIST	18
7444	MAINTENANCE TECH II	15	8205	FOOD SERVICE BUDGET ANALYST	18
7445	MAINTENANCE TECH I	14	8209	SUBSTITUTE FOOD SVC MANAGER	15
7447	MAINTENANCE WORKER II	06	8210	FOOD SERVICE MANAGER III	16
7449	MAINTENANCE APPRENTICE	03	8212	FOOD SERVICE SUPERVISOR	20
7512	FOOD SERVICE SYSTEMS ANALYST	20	8231	LEAD FOOD SERVICE ASST	13
7513	SYSTEMS ANALYST	24	8238	SUMMER SUB FD SVC WORKER	7
7515	COMPUTER PROGRAMMER	28	8303	JUVENILE DETENTION CTR INSTR	13
7522	DATA COMMUNICATIONS SPECIALIST	28	8304	LEAD AFTER SCHOOL PROGRAM COORD	\$25.00
7523	LAN/WAN TECHNICIAN	28	8305	CAP PARAEDUCATOR	13
7527	COMPUTER TRAINING SPEC	24	8312	READING TUTOR	14
7533	MICROCOMPUTER TECH SPEC	26	8313	MATH TUTOR	14
7534	MICROCOMP SPECIALIST	24	8325	SP ED PARA - LBD	13
7535	MICROCOMP RESOURCE TECHNICIAN	14	8326	SP ED PARA - FMD	13
7539	COMPUTER OPERATOR	20	8327	SP ED PARA - MMD	13
7548	DATA ENTRY ASST	13	8328	SP ED PARA - PD	13
7603	CUSTODIAL SERVICES TRAINER	18	8329	EARLY START SP ED PARAED	13
7605	CUSTODIAL SUPERVISOR	16	8342	SPECIAL ED PARENT LIAISON	12
7606	LEAD CUSTODIAL SVC WORKER	14	8344	504 PARAEDUCATOR	13
7609	CUSTODIAN	10	8344	504 PARAEDUCATOR	13
7622	GROUNDS SUPERVISOR	20	8352	SUB INTERPRETER FOR THE DEAF	\$21.30
7623	LEAD GDS EQUIP MECHANIC	16	8353	HOME/SCHOOL LIAISON	13
7624	GROUNDS EQUIP MECHANIC	14	8445	SUMMER MAINT CREW LEADER	14
7625	LEAD GOUNDS WORKER	16	8449	WORK CONTROL COORDINATOR	15
7627	GROUNDS WORKER II	14	8534	SCHOOL MICROCOMP SPECIALIST	24
7628	GROUNDS WORKER I	12	8539	SCHOOL BUSINESS OFFICE TRAINER	20
7631	UTILITY SERVICES SUPV	20	8610	PART-TIME CUSTODIAN	10
7632	LEAD UTILITY WORKER	16	8624	CUSTODIAL EQUIP MECHANIC	15
7633	UTILITY WORKER II	15	8630	SUMMER PLANT OPS WORKER	10
7634	UTILITY WORKER I	14	8762	OUT-OF-AREA ATTENDANCE SPEC	15
7651	INSURANCE SPECIALIST	15	8763	HR APPLICATIONS SPECIALIST	15
7661	PERSONNEL SPECIALIST	18	8765	ADMIN ASST TO COO	20
7723	PURCHASING ASSISTANT	15	8766	KTIP/STDT TEACHER COORDINATOR	16
7724	PURCHASING TECHNICIAN	21	8770	STAFF SUPPORT ADMIN ASST I (10.5 MO)	14

JOB CLASS CODES WITH GRADES

Code	Job Name	Grade	Code	Job Name	Grade
7116	PRINTING SUPERVISOR	23	7902	TRANSPORTATION MANAGER	21
7122	PRINTING ASST	14	7903	SAFETY TRAINING COORDINATOR	16
7761	ADMIN ASST TO THE SUPERINTENDENT	24	8774	HS ATTENDANCE SPECIALIST	13
7762	ADMINISTRATIVE ASSISTANT II	15	8781	SUB ASSIGNMENT SPECIALIST	15
7763	LEGAL ADMINISTRATIVE ASSISTANT	20	8782	IAKSS OFFICE ASSISTANT II (12 MONTH)	13
7765	ADMINISTRATIVE ASSISTANT III	16	8783	IAKSS OFFICE ASSISTANT I	12
7766	ADMIN ASST TO THE BOARD OF ED	21	8784	IAKSS OFFICE ASSISTANT II (<12 MONTH)	13
7771	STAFF SUPPORT ADMIN ASST I (12 MON)	14	8791	SCHOOL RECEPTIONIST	13
7772	SUBSTITUTE SECRETARY	\$10.15	8883	COURT-SCHOOL LIAISON	20
7773	SCHOOL ADMINISTRATIVE ASST I	14	8908	WEEKEND LAW ENF DISPATCHER	15
7774	ATTENDANCE SPECIALIST	13	8910	TRANSPORTATION DISPATCHER	15
7777	SCHOOL ADMIN ASST II - ELEM	15	8930	SUMMER DISPATCHER	15
7778	SCHOOL ADMIN ASST II - HIGH	15	8933	LEAD BUS DRIVER TRAINER	16
7779	SCHOOL ADMIN ASST II - MIDDLE	15	8938	SUBSTITUTE BUS DRIVER	\$12.75
7781	IAKSS OFFICE ASSISTANT III	14	8939	SUMMER SCHOOL DRIVER	14
7782	SCHOOL OFFICE ASSISTANT	13	8941	SUMMER TRIP DRIVER	14
7783	FRYSC OFFICE ASSISTANT	12	8944	SUBSTITUTE BUS MONITOR	\$9.80
7785	MAIL SPECIALIST	13	8945	TITLE I VAN DRIVER	13
7791	RECEPTIONIST	13	8963	FOOD SERVICE WAREHOUSE COORD	13
7821	LAW ENFORCEMENT SUPERVISOR	23	8982	MAINTENANCE WAREHOUSE WORKER	15
7824	LAW ENFORCEMENT OFFICER	21	8985	SUMMER WAREHOUSE WORKER	10
7861	INFORMATION SPECIALIST	15	7886	MIGRANT RECRUITER	13
7885	REGISTRAR	14			

Job Classification Groupings

FOOD SERVICE

7211 FOOD SERVICE MANAGER II
 7212 FOOD SERVICE MANAGER I
 7224 FOOD SERVICE PROGRAM ASST
 7233 FOOD SERVICE ASST II
 7234 FOOD SERVICE ASST I
 7512 FOOD SERVICE SYSTEMS ANALYST
 7724 PURCHASING TECHNICIAN
 7963 FOOD SERVICE DELIVERY DRIVER
 8210 FOOD SERVICE MANAGER III
 8212 FOOD SERVICE SUPERVISOR
 8231 LEAD FOOD SERVICE ASST
 8963 FOOD SVC WAREHOUSE COORDINATOR

LAW ENFORCEMENT

7821 LAW ENFORCEMENT SUPV
 7824 LAW ENFORCEMENT OFFICER
 7908 LAW ENFORCEMENT DISPATCHER
 8908 WEEKEND DISPATCHER

MAINTENANCE

7412 DRAFTING SPECIALIST
 7424 HVAC TECHNICIAN
 7425 ENERGY SYSTEMS OPERATOR/DISP
 7435 MAINTENANCE SUPERVISOR
 7441 LEAD MAINTENANCE TECH
 7442 MAINTENANCE TECH IV
 7443 MAINTENANCE TECH III
 7444 MAINTENANCE TECH II
 7445 MAINTENANCE TECH I
 7447 TEMP MAINT WORKER
 7449 MAINTENANCE APPRENTICE
 8445 SUMMER MAINT CREW LEADER
 8448 SUMMER MAINT WORKER
 8449 WORK CONTROL COORDINATOR
 8982 MAINTENANCE WAREHOUSE WORKER

PARAEDUCATORS

7213 LUNCHROOM MONITOR
 7312 ESL INSTRUCTOR
 7316 BILINGUAL PARA EDUCATOR
 7317 EARLY START PARA EDUCATOR
 7318 INSTRUCTIONAL PARA EDUCATOR
 7319 SAFE PARA EDUCATOR
 7320 KINDERGARTEN PARA EDUCATOR
 7321 HIGH SCHOOL PARA EDUCATOR
 7334 SCAPA PROGRAM ASST
 7336 EDUCATIONAL INTERP II
 7338 EDUCATIONAL INTERP I
 7339 EDUCATIONAL INTERP III
 7535 MICROCOMP RESOURCE TECH
 7886 MIGRANT RECRUITER
 8303 JUVENILE DETENTION CTR INSTR
 8304 LEAD CAP INSTRUCTOR
 8305 CAP PARA EDUCATOR
 8308 ESS WORKER
 8312 READING TUTOR
 8313 MATH TUTOR
 8327 PARA EDUCATOR FOR SP ED
 8329 EARLY START SP ED PARAED
 8331 TEMPORARY PARA EDUCATOR
 8344 504 PARA EDUCATOR
 8534 SCHOOL MICROCOMP SPECIALIST
 8945 TITLE I VAN DRIVER

PLANT OPERATIONS

7603 CUSTODIAL SERVICES TRAINER
 7605 CUSTODIAL SUPERVISOR
 7606 LEAD CUSTODIAL SVC WORKER
 7609 CUSTODIAN
 7622 GROUNDS SUPERVISOR
 7623 LEAD GDS EQUIP MECHANIC
 7624 GROUNDS EQUIP MECHANIC
 7625 LEAD GROUNDS WORKER
 7627 GROUNDS WORKER II
 7628 GROUNDS WORKER I
 7631 UTILITY SERVICES SUPV
 7632 LEAD UTILITY WORKER
 7633 UTILITY WORKER II
 7634 UTILITY WORKER I
 8610 PART-TIME CUSTODIAN
 8624 CUSTODIAL EQUIP MECHANIC

ADMINISTRATIVE SUPPORT

7122 PRINTING ASST
 7162 ACCOUNT SPECIALIST
 7163 SCHOOL ACCOUNT SPECIALIST
 7164 TRANSP ACCTS PAYABLE CLERK
 7183 BUDGET ANALYST
 7191 PAYROLL SPECIALIST
 7361 MEDIA TECHNICIAN
 7362 LIBRARY MEDIA ASSISTANT
 7548 DATA ENTRY ASSISTANT
 7651 INSURANCE SPECIALIST
 7661 PERSONNEL SPECIALIST
 7723 PURCHASING ASSISTANT
 7761 ADMIN ASST TO THE SUPERINTENDENT
 7762 ADMINISTRATIVE ASSISTANT II
 7763 LEGAL ADMINISTRATIVE ASSISTANT
 7765 ADMINISTRATIVE ASSISTANT III
 7766 ADMIN ASST TO THE BOARD OF EDUCATION
 7771 STAFF SUPPORT ADMIN ASST I (12 MONTH)
 7773 SCHOOL ADMINISTRATIVE ASST I
 7774 ATTENDANCE SPECIALIST
 7777 SCHOOL ADMIN ASST II - ELEM
 7778 SCHOOL ADMIN ASST II - HIGH
 7779 SCHOOL ADMIN ASST II - MIDDLE
 7781 IAKSS OFFICE ASSISTANT III
 7782 SCHOOL OFFICE ASSISTANT
 7783 FRYSC OFFICE ASSISTANT
 7785 MAIL SPECIALIST
 7791 RECEPTIONIST
 7861 INFORMATION SPECIALIST
 7885 REGISTRAR
 8160 GRANT ANALYST
 8161 FINANCIAL SVCS BOOKKEEPER
 8163 ACCOUNTS PAYABLE SPECIALIST
 8164 TAX AUDITING SPECIALIST
 8165 TAX PROCESSING SPECIALIST
 8166 CONSTRUCTION BUDGET ANALYST
 8167 SPECIAL ED ACCOUNT SPECIALIST
 8168 PROF DEVELOPMENT ACCOUNT SPECIALIST
 8191 LEAD PAYROLL SPECIALIST
 8205 FOOD SERVICE BUDGET ANALYST
 8342 SPECIAL ED PARENT LIAISON
 8353 HOME/SCHOOL LIAISON
 8762 OUT-OF-AREA ATTENDANCE SPEC
 8763 HR APPLICATIONS SPECIALIST
 8765 ADMIN ASST TO CHIEF OPERATING OFFICER
 8766 KTIP/STUDENT TEACHER PLACEMENT COORD
 8770 STAFF SUPPORT ADMIN ASST I (10.5 MONTH)
 8774 HIGH SCHOOL ATTENDANCE SPECIALIST
 8781 SUB ASSIGNMENT SPECIALIST
 8782 IAKSS OFFICE ASSISTANT II
 8783 IAKSS OFFICE ASSISTANT I
 8784 IAKSS OFFICE ASST II (<12 MONTH)
 8785 IAKSS OFFICE ASST I FED FUNDED
 8786 SCHOOL OFFICE ASST FED FUNDED
 8791 SCHOOL RECEPTIONIST

TRANSPORTATION

7903 SAFETY TRAINING COORDINATOR
 7906 TRANSPORTATION DATA ASST
 7907 VEHICLE OP CONTROL ANALYST
 7931 TRANSPORTATION RECORDS CLERK
 7933 BUS DRIVER TRAINER
 7941 BUS DRIVER
 7942 BUS MONITOR
 7912 VEHICLE MAINTENANCE SUPV
 7913 VEHICLE MAINTENANCE ASST
 7915 VEHICLE MECHANIC II
 7916 VEHICLE MECHANIC I
 7917 VEHICLE MAINT ATTENDANT
 7922 AUTOBODY WORKER II
 7923 AUTOBODY WORKER I
 7924 VEH UPHOL & GLASS WORKER
 8905 LEAD TRANSP DATA ASSISTANT
 8910 TRANSPORTATION DISPATCHER
 8933 LEAD BUS DRIVER TRAINER
 8942 EARLY START BUS MONITORS

TECHNOLOGY

7513 SYSTEMS ANALYST
 7515 COMPUTER PROGRAMMER
 7522 DATA COMMUNICATIONS SPECIALIST
 7523 LAN/WAN TECHNICIAN
 7527 COMPUTER TRAINING SPEC
 7533 MICROCOMP TECH SPEC
 7534 MICROCOMP SPECIALIST
 7539 COMPUTER OPERATOR
 8513 SYSTEMS ANALYST FED FUNDED
 8535 MICROCOMP SPECIALIST FED FUNDED

WAREHOUSE

7981 WAREHOUSE SUPERVISOR
 7982 LEAD WAREHOUSE WORKER
 7983 WAREHOUSE WORKER II
 7984 WAREHOUSE WORKER I

MISCELLANEOUS (HOURLY)

7116 PRINTING SUPERVISOR
 7161 ACCOUNTING MANAGER
 7884 DARE TO BE YOU PROGRAM COORD
 7902 TRANSPORTATION MANAGER
 8162 TAX PROCESSING SUPERVISOR
 8307 YSC OUTREACH FACILITATOR
 8883 COURT-SCHOOL LIAISON
 8884 GRANT PROGRAM SPECIALIST

CLASSIFIED SALARIED

7182 STAFFING & BUDGET SPECIALIST
 7222 FOOD SERVICE SUPV II
 7223 FOOD SVC MANAGER (SALARIED)
 7281 AUDIOLOGIST
 7291 PHYSICAL/OCCUPATION THERAPIST
 7293 SPEECH LANGUAGE PATHOLOGY ASST
 7294 SPEECH LANGUAGE PATHOLOGIST
 7301 COMMUNITY RELATIONS SPECIALIST
 7363 MEDIA PRODUCER
 7411 CONSTRUCTION INSPECTOR
 7421 ENERGY SYSTEMS SUPERVISOR
 7473 MAINTENANCE PROJECT COORD
 7475 EARLY START COORDINATOR
 7491 FAMILY RESOURCE CENTER COORD
 7502 ADMINISTRATIVE ANALYST
 7872 EMPLOYMENT TRAINING SPECIALIST
 8170 GRANT ACCOUNTANT
 8184 FINANCE OFFICER
 8274 INTERVENTION SPECIALIST
 8343 SCHOOL TO WORK RESOURCE SPEC
 8363 MEDIA PRODUCER/TECH COORD
 8460 DIRECTOR - HUMAN RESOURCES
 8461 DIRECTOR-PHYSICAL SUPPORT SVCS
 8462 INTERNAL AUDITOR
 8463 DIRECTOR - COMMUNITY RELATIONS
 8464 DIRECTOR - LAW ENFORCEMENT
 8465 DIRECTOR - TECHNOLOGY
 8466 DIRECTOR - BUDGET AND STAFFING
 8467 ASSOC DIR - HUMAN RESOURCES
 8468 ASSOC DIR - FOOD SERVICE
 8469 ASSOC DIR - MAINTENANCE
 8470 ASSOC DIR - PLANT OPERATIONS
 8471 ASSOC DIR - TRANSPORTATION
 8472 ASSOC DIR - WAREHOUSE
 8473 ASSOC DIR - RISK MANAGEMENT
 8474 ASSOC DIR - FINANCIAL SERVICES
 8475 ASSOC DIR-DATA,RESEARCH,EVAL
 8476 ASSOC DIR - TAX COLLECTION
 8477 SUPV - SAFETY, HEALTH, ENVIRON
 8478 MANAGER - SYSTEMS SUPPORT
 8479 MANAGER - FINANCIAL SYSTEMS
 8480 GENERAL COUNSEL - BD OF EDUC
 8481 MANAGER - ADMIN SYSTEMS
 8482 ATTENDANCE ANALYST
 8483 GRANT WRITER
 8484 EQUITY RESOURCE SPECIALIST
 8485 SBDM/EQUITY RESOURCE SPEC
 8486 SUPERVISOR TRANSPORTATION
 8881 GRANT PROGRAM MANAGER
 8882 GRANT CASE WORKER
 8905 ROUTING SPECIALIST