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FAYETTE COUNTY PUBLIC SCHOOLS

2021-2022 Salary Schedules

Fayette County Public Schools

Prepared by

The Office of Budget & Financial Planning

Effective July 1, 2021

2021-2022 Certified Salary Schedule
Approved May 24, 2021
2% Increase

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	189 Days	187 days	189 Days	187 days	189 Days	187 days	189 Days	187 days	189 Days	187 days	189 Days
0	42,822	43,280	42,985	43,445	45,575	46,062	46,583	47,082	49,522	50,052	51,379	51,929
1	43,463	43,928	43,867	44,336	46,471	46,968	47,484	47,992	50,441	50,981	52,299	52,859
2	44,116	44,588	44,754	45,232	47,376	47,883	48,388	48,905	51,362	51,911	53,228	53,797
3	44,777	45,256	45,632	46,120	48,278	48,794	49,294	49,821	52,287	52,846	54,144	54,723
4	46,067	46,560	46,932	47,434	49,558	50,088	50,572	51,112	53,605	54,178	55,460	56,054
5	47,450	47,958	48,341	48,858	51,043	51,589	52,088	52,645	55,211	55,801	57,123	57,734
6	48,208	48,724	49,064	49,589	51,810	52,364	52,872	53,437	56,037	56,636	57,980	58,600
7	49,186	49,712	50,043	50,578	52,732	53,296	53,749	54,324	56,879	57,488	58,850	59,479
8	50,161	50,697	51,015	51,561	53,729	54,303	54,744	55,330	57,857	58,476	59,731	60,370
9	51,154	51,701	52,007	52,563	54,726	55,311	55,741	56,337	58,880	59,509	60,739	61,389
10	54,222	54,802	55,127	55,717	58,010	58,631	59,086	59,717	62,413	63,080	64,384	65,073
11	55,037	55,626	55,952	56,551	58,890	59,520	59,973	60,614	63,347	64,025	65,349	66,048
12	55,863	56,461	56,791	57,398	59,910	60,550	60,916	61,568	64,299	64,986	66,329	67,038
13	56,733	57,340	57,644	58,261	60,922	61,573	61,933	62,596	65,263	65,961	67,325	68,045
14	57,618	58,234	58,583	59,209	61,936	62,599	62,953	63,627	66,242	66,950	68,334	69,065
15	60,500	61,147	61,514	62,172	65,033	65,729	66,097	66,804	69,554	70,298	71,752	72,519
16	61,407	62,064	62,436	63,104	66,009	66,715	67,091	67,808	70,597	71,352	72,829	73,608
17	62,329	62,996	63,375	64,052	67,000	67,716	68,097	68,826	71,656	72,422	73,919	74,710
18	63,264	63,941	64,324	65,012	68,004	68,732	69,118	69,857	72,731	73,509	75,027	75,830
19	64,211	64,898	65,289	65,987	69,023	69,762	70,155	70,905	73,821	74,611	76,153	76,968
20***	66,779	67,494	67,899	68,626	71,787	72,554	72,961	73,741	76,775	77,597	79,200	80,047
21	67,781	68,506	68,918	69,655	72,862	73,641	74,055	74,847	77,927	78,760	80,387	81,247
22	68,798	69,534	69,953	70,701	73,953	74,744	75,165	75,969	79,094	79,940	81,592	82,464
23	69,828	70,575	71,001	71,761	75,065	75,868	76,294	77,110	80,280	81,139	82,817	83,703
24	70,876	71,634	72,066	72,837	76,190	77,005	77,437	78,266	81,485	82,356	84,058	84,957
25	73,002	73,783	74,228	75,022	78,476	79,315	79,763	80,616	83,930	84,827	86,582	87,508
26	74,099	74,891	75,340	76,146	79,653	80,505	80,956	81,822	85,188	86,099	87,879	88,819
27	75,211	76,015	76,470	77,288	80,847	81,712	82,171	83,050	86,466	87,391	89,197	90,151
28	76,339	77,155	77,617	78,447	82,060	82,938	83,403	84,295	87,763	88,701	90,535	91,503
29	77,483	78,312	78,782	79,624	83,291	84,182	84,655	85,560	89,080	90,032	91,894	92,877
30	79,034	79,879	80,358	81,217	84,957	85,865	86,348	87,272	90,862	91,833	93,731	94,733

Rank IV = \$36,163 (187 days)
Rank IV = \$36,559 (189 days)

Rank V = \$31,389 (187 days)
Rank V = \$31,726 (189 days)

***Beginning with the 2003-2004 school year, retired teachers will be placed on the approved Certified 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 days employed per KRS 157.320. Exempt employees are also paid on this salary schedule. Rank compensated will be determined by EPSB. All Certified Salary Schedule new hires are capped at 20 years for incoming experience.

2021-2022 Teachers' 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.

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.

This salary schedule is for 189 days - 9.5 months. In accordance with KRS 157.320, a teacher who is employed by a board for at least one hundred forty (140) days of a school year and who performs teaching duties for the equivalent of at least seventy (70) full school days during that school year, regardless of the schedule on which those duties were performed, shall be credited with one (1) year of experience. A teacher who is employed by a board for at least one hundred forty (140) days during each of two (2) school years and who performs teaching duties for the equivalent of at least seventy (70) full school days during those 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 15th of the current school year with appropriate documentation (listed in the table below) submitted to the Department of Human Resources by the last day of school before the winter break of the current school year.

Rank Change	Required Documents
Bachelors plus 15 hours (Rank 3.2)	Official Transcript of 15 graduate hours and current valid KY teaching certificate on file with the district
Masters (Rank 2.1)	Official degree awarded transcript and original Rank 2 KY certificate
Masters plus 15 hours (Rank 2.2)	Official transcript of 15 graduate hours above masters, and current valid Rank 2 KY certificate on file with the district
Masters + 30 (Exempt classified personnel)	Official transcripts of 30 graduate hours above masters that pertain to current classified position
Rank 1 (Rank 1.1) (Certified personnel)	Official transcripts of Rank 1 grad hours or additional master's degree and current valid Rank 1 KY teaching certificate on file with district
PHD (Rank 1.2) (Certified)	Official degree awarded transcript and current valid Rank 1 KY certificate on file with the district
PHD (Rank 1.2) (Exempt classified)	Official degree awarded transcripts that pertain to the current classified position in the district

The increase in salary for each "plus 15" level is based on graduate semester hours of training and such semester hours cannot be a part of the requirements for the previous degree or rank. Transcripts must indicate that the additional 15 hours were outside of the degree or rank. Graduate coursework completed at the same time as your Masters or degree program will not be considered for the "plus 15".

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 based on their Daily Wage Threshold established by KTRS.

Certified and Classified Salaried positions follow the guidelines outlined in the "Teacher's Salary Schedule" unless there is a separate salary schedule approved for that specific position such as Occupational Therapist, Physical Therapist or Law Enforcement Lieutenant.

Salary notices are sent to employees prior to winter break to verify current salary levels. Any errors should be reported to the Human Resources Department. It is the employee's responsibility to provide documentation to Human Resources for salary changes. All underpaid salaries and deductions related to district level errors are retroactive a maximum of two school years.

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. Principals will receive an annual verification form to sign documenting this criterion.

New National Board Teachers must submit a CA-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.

Other Recognized Certifications--

- Certified Energy Manager
- Certified School Financial Manager (CSFM)
- Certified School Financial Officer (CSFO)
- National Counselor Certification
- Nationally Certified School Psychologist
- Professional Human Resources (PHR)
- Senior Professional Human Resources (SPHR)

Qualifying exempt status employees who meet the criteria and attain a certification issued by a nongovernmental certification organization that aligns with their position and duties pertain to the certification may be eligible for a \$2,000 annual certification additive for the life of their certification. Certificate must be submitted to the Human Resources Department for evaluation. If the nongovernmental certification is issued after the start of the employee's work calendar, the salary additive will be prorated. The maximum number of nongovernmental certification salary additives that a qualifying exempt employee may receive is one.

The nongovernmental certification must be maintained to remain eligible for the certification salary additive. If the nongovernmental certification expires, no longer applies to the position or becomes outdated, the certification salary additive will be removed. Verification of nongovernmental certification renewal must be submitted to Human Resources prior to certificate expiration.

When transferring salaried positions, the certification salary additive will be maintained, if the certification applies to the new position.

Professional Licenses – Qualifying exempt status employees who meet the criteria and attain a professional license issued by local, state, or federal government agency shall receive an additive at a rate that will be evaluated by the upcoming compensation study. Examples include licenses issued by the Kentucky State Board of Accountancy – Certified Public Accountant, Kentucky Board of Engineers and Land Surveyors – Professional Engineer, Kentucky Board of Social Work – Licensed Clinical Social Worker, etc along with others identified in the compensation study.

Promise Academies (Williams Wells Brown and Harrison Elementary) – For the 2021-2022 school year, certified personnel required to work the extended school day will be given a supplement prorated based on their full-time equivalent (FTE). The supplement for a full-time certified employee at William Wells Brown is \$10,000 and at Harrison it is \$5000. The amounts listed are based on the extended hours worked. If an employee fails to complete the extended work day, the supplement will be adjusted accordingly.

*****Any changes on this salary schedule will take effect on July 1 of the school year pertaining to this salary schedule and is not retroactive.***

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.

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. Non Employees are not eligible for most Instructional Supplemental pay but they are eligible for Athletic Supplemental pay.

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 Department of Budget and Financial Planning before supplemental duty positions will be processed for payment. The Department of Budget and Financial Planning 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

Band A (100%)

Assumes 100% of the duty for the entire year or season

Plans, directs, and carries out all responsibilities associated with the duty.

Supervises all staff and/or students taking part in the activity.

Band B (75%)

Assumes majority of duties for the year or season but may share some duties with other personnel.

Plans, directs, and carries out the majority of the activities but may have assistance from other personnel.

Supervises the majority of staff and/or students taking part in the activity but may have assistance from other personnel.

Band C (50%)

Assumes approximately half of the duties for the year or season but may share with other personnel.

Shares in the planning, direction, and performance of the activities.

Has responsibilities for supervision of staff and/or students taking part in the activity.

Band D (25%)

Assumes a small part of the duties for the year or season or may serve in the role on an intermittent basis as needed.

Minimal responsibilities for planning, direction, and performance of activities.

Minimal responsibilities for supervision of staff and/or students taking part in the activity.

**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
2021-2022**

Approved: May 24, 2021

Effective:

July 1, 2021

DISTRICT LEVEL - Job Titles	Band A 100%	Band B 75%	Band C 50%	Band D 25%
District - Energy Manager Elementary (participation in E=use program)	\$600	\$450	\$300	\$150
District - Energy Manager Middle (participation in E=use program)	\$600	\$450	\$300	\$150
District - Energy Manager High (participation in E=use program)	\$600	\$450	\$300	\$150
District - Arts/Humanities Band Content Leader	\$4,655	\$3,491	\$2,328	\$1,164
District - Arts/Humanities Orchestra Content Leader	\$4,655	\$3,491	\$2,328	\$1,164
District - Arts/Humanities Content Leader (K-12)	\$4,655	\$3,491	\$2,328	\$1,164
District - Elementary Health/PE Content Leader	\$4,655	\$3,491	\$2,328	\$1,164
District - Secondary Health/PE Content Leader	\$4,655	\$3,491	\$2,328	\$1,164
District - Science Content Leader - Elementary	\$4,655	\$3,491	\$2,328	\$1,164
District - Social Studies Content Leader - Elementary	\$4,655	\$3,491	\$2,328	\$1,164
District - Social Studies Content Leader - Middle	\$4,655	\$3,491	\$2,328	\$1,164
District - Social Studies Content Leader - High	\$4,655	\$3,491	\$2,328	\$1,164
District - Special Project Coordinator (as needed and funded from instructional directors' office)	\$1,600	\$1,200	\$800	\$400
District - Academic Challenge Coordinator	\$800	\$600	\$400	\$200

**SUPPLEMENTAL SALARY SCHEDULE FOR NON ATHLETIC DUTIES
2021-2022**

Approved: May 24, 2021

Effective: July 1, 2021

ELEMENTARY - Job Titles	Band A 100%	Band B 75%	Band C 50%	Band D 25%
Elementary - Academic Challenge Coordinator	\$800	\$600	\$400	\$200
Elementary - Academic Team Coach	\$800	\$600	\$400	\$200
Elementary - Building Assessment Coordinator	\$800	\$600	\$400	\$200
Elementary - Bld Level Eng Learners Coach (grant funded)	\$1,200	\$900	\$600	\$300
Elementary - Committee Chair	\$800	\$600	\$400	\$200
Elementary - Curriculum Specialists	\$800	\$600	\$400	\$200
Elementary - Extra Curricular Coordinator	\$800	\$600	\$400	\$200
Elementary - Grade Level Representative	\$800	\$600	\$400	\$200
Elementary - Grant Manager (grant funded)	\$800	---	\$400	---
Elementary - Professional Development Chair	\$800	\$600	\$400	\$200
Elementary - Publication/Yearbook/Communications	\$800	\$600	\$400	\$200
Elementary - SBDM Secretary	\$800	\$600	\$400	\$200
Elementary - Special Area Sponsor	\$800	\$600	\$400	\$200
Elementary - STLP Coordinator (KETS Funded)	\$800	\$600	\$400	\$200
Elementary - Student Assistance Team Leader	\$800	\$600	\$400	\$200
Elementary - Transportation Captain	\$1,200	\$900	\$600	\$300
Elementary - Technology Coordinator	\$2,350	\$1,763	\$1,175	\$588
Elementary - Web Master	\$800	\$600	\$400	\$200
MIDDLE SCHOOL - Job Titles				
Middle School - Academic Team Sponsor	\$1,600	\$1,200	\$800	\$400
Middle School - Assistant Academic Team Sponsor	\$800	\$600	\$400	\$200
Middle School - Building Assessment Coordinator	\$1,000	\$750	\$500	\$250
Middle School - Bld Level Eng Learners Coach (grant funded)	\$2,000	\$1,500	\$1,000	\$500
Middle School - Club Sponsor	\$800	\$600	\$400	\$200
Middle School - CSIP Manager	\$800	\$600	\$400	\$200
Middle School - Drama Sponsor - Production	\$800	\$600	\$400	\$200
Middle School - Exploratory Coordinator	\$800	\$600	\$400	\$200
Middle School - Extra Curricular Activity (Academic)	\$1,600	\$1,200	\$800	\$400
Middle School - Extra Curricular Activity (Non Academic)	\$800	\$600	\$400	\$200
Middle School - Grant Manager (grant funded)	\$800	---	\$400	---
Middle School - Math Team Sponsor	\$1,600	\$1,200	\$800	\$400
Middle School - Professional Development Chair	\$800	\$600	\$400	\$200
Middle School - Program Review Coordinator	\$800	\$600	\$400	\$200
Middle School - SPS - Systematic Problem Solving Team	\$800	\$600	\$400	\$200
Middle School - Secretary, SBDM	\$800	\$600	\$400	\$200
Middle School - Speech Team Sponsor - Competition	\$1,600	\$1,200	\$800	\$400
Middle School - STLP Coordinator (KETS Funded)	\$800	\$600	\$400	\$200
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
Middle School - Web Master	\$800	\$600	\$400	\$200
Middle School - Yearbook Sponsor	\$1,600	\$1,200	\$800	\$400
Middle School - Zero Hour (must utilize planning period to teach class during regular school hours)	\$6,018	\$4,514	\$3,009	\$1,505

**SUPPLEMENTAL SALARY SCHEDULE FOR NON ATHLETIC DUTIES
2021-2022**

Approved: May 24, 2021

Effective: July 1, 2021

HIGH SCHOOL – Job Titles	Band A 100%	Band B 75%	Band C 50%	Band D 25%
High School - Academic Competition - Assistant Sponsor	\$2,350	\$1,763	\$1,175	\$588
High School - Academic Competition – Sponsor	\$4,700	\$3,525	\$2,350	\$1,175
High School - Academy Chair	\$4,700	\$3,525	\$2,350	\$1,175
High School - Band - Assistant Director (Plus 10 days)	\$3,150	\$2,363	\$1,575	\$788
High School - Band Director (Plus 10 days)	\$6,250	\$4,688	\$3,125	\$1,563
High School - Band				
· Guard	\$4,500	\$3,375	\$2,250	\$1,125
· Percussion	\$3,150	\$2,363	\$1,575	\$788
· Winds	\$2,000	\$1,500	\$1,000	\$500
· Jazz Band	\$1,000	\$750	\$500	\$250
· Marching Tech	\$2,000	\$1,500	\$1,000	\$500
High School - Building Assessment Coordinator	\$1,200	\$900	\$600	\$300
High School - Bld Level Eng Learners Coach (grant funded)	\$2,000	\$1,500	\$1,000	\$500
High School - Class Sponsor	\$800	\$600	\$400	\$200
High School - Debate Sponsor	\$3,150	\$2,363	\$1,575	\$788
High School - Departmental Chair	\$4,700	\$3,525	\$2,350	\$1,175
High School - Drama Sponsor Fall Production	\$2,350	\$1,763	\$1,175	\$588
High School - Drama Sponsor Spring Production	\$2,350	\$1,763	\$1,175	\$588
High School - Extra Curricular Activity Supervisor	\$800	\$600	\$400	\$200
High School - Grant Manager (grant funded)	\$800	---	\$400	---
High School - Internal Planning Facilitator	\$800	\$600	\$400	\$200
High School - Orchestra Sponsor	\$3,150	\$2,363	\$1,575	\$788
High School - Orchestra				
· Upper String	\$1,600	\$1,200	\$800	\$400
· Lower String	\$1,600	\$1,200	\$800	\$400
High School - Professional Development Chair	\$800	\$600	\$400	\$200
High School - Program Review Coordinatoor	\$3,150	\$2,363	\$1,575	\$788
High School - Secretary, SBDM	\$800	\$600	\$400	\$200
High School - Speech Sponsor	\$3,150	\$2,363	\$1,575	\$788
High School - STLP Coordinator (KETS Funded)	\$800	\$600	\$400	\$200
High School - Student Council Sponsor	\$3,150	\$2,363	\$1,575	\$788
High School - Supervisory Duties	\$800	\$600	\$400	\$200
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 - Vocal				
· Ensemble Coach	\$2,000	\$1,500	\$1,000	\$500
· Instructor	\$1,000	\$750	\$500	\$250
· Clinician	\$400	\$300	\$200	\$100
High School - Web Master	\$800	\$600	\$400	\$200
High School - Yearbook Sponsor	\$4,700	\$3,525	\$2,350	\$1,175
High School - Zero Hour (must utilize planning period to teach class during regular school hours)	\$6,018	\$4,514	\$3,009	\$1,505

Funded Positions - Job Titles

Alternative Programs - Technology Coordinator	\$1,200	\$900	\$600	\$300
Alternative Programs - Building Assessment Coordinator	\$1,000	\$750	\$500	\$250
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
2021-2022**

Approved: May 24, 2021

Effective: July 1, 2021

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
Cross Country - Boys/Girls (Head)	\$1,600	\$1,200	\$800	\$400
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
District Middle School Dance 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
Lacrosse (Head) Boys	\$3,150	\$2,363	\$1,575	\$788
Lacrosse (Asst.)* Boys	\$1,600	\$1,200	\$800	\$400
Lacrosse (Head) Girls	\$3,150	\$2,363	\$1,575	\$788
Lacrosse (Asst.)* Girls	\$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
2021- 2022**

Approved: May 24, 2021

Effective: July 1, 2021

Job Titles	Band A 100%	Band B 75%	Band C 50%	Band D 25%
Archery - Boys & Girls (1 position)	\$3,150	\$2,363	\$1,575	\$788
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
Bass Fishing - Boys & Girls (1 position)	\$1,600	\$1,200	\$800	\$400
Bowling - Boys & Girls (1 position)	\$3,150	\$2,363	\$1,575	\$788
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
Dance Sponsor (Head)	\$3,150	\$2,363	\$1,575	\$788
E-Sports	\$1,600	\$1,200	\$800	\$400
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
Lacrosse (Head) Boys	\$6,250	\$4,688	\$3,125	\$1,563
Lacrosse (Asst.) * Boys	\$3,150	\$2,363	\$1,575	\$788
Lacrosse (Head) Girls	\$6,250	\$4,688	\$3,125	\$1,563
Lacrosse (Asst.) * Girls	\$3,150	\$2,363	\$1,575	\$788
Soccer (Head) Boys	\$6,250	\$4,688	\$3,125	\$1,563
Soccer (Asst.) * Boys	\$3,150	\$2,363	\$1,575	\$788
Soccer (Head) Girls	\$6,250	\$4,688	\$3,125	\$1,563
Soccer (Asst.) * Girls	\$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)	\$6,250	\$4,688	\$3,125	\$1,563
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
Assistant Athletic Director (school or booster funded)	\$4,700	\$3,525	\$2,350	\$1,175
Intramural Director	\$3,150	\$2,363	\$1,575	\$788
High 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.**

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 24, 2021

Effective: July 1, 2021

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
15	40,766
16	44,842
17	48,872
18	53,277
19	58,072
20	63,299

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.

When adjusting employee additives up or down the pay and longevity schedules will be used as a baseline guide in determining the amount of the adjustment.

FAYETTE COUNTY PUBLIC SCHOOLS
**2021-2022 SUBSTITUTE TEACHER/PARA
 SALARY SCHEDULE**

Approved: May 24, 2021

Effective: July 1, 2021

Classified Para Educator Substitute	Non Certified Teacher Substitute	Certified Teacher Substitute	Retired Certified Teacher Substitute
\$12.50 per hour	\$100 per day	\$125.00 per day	\$160.00 per day
Long term rate for assignments 21 days or longer	Not eligible for long term certified assignments	Long term rate for assignments 21 days or longer	Long term rate for assignments 21 days or longer
\$12.50 rate paid for days 1-20. Beginning on Day 21, rate equivalent to the same grade at step zero for the job group of the long term assignment.	Eligible to work a maximum of 20 days in a certified assignment	\$125 rate paid for days 1-20 \$175 rate per day beginning on day 21	\$160 rate paid for days 1-20 \$175 per day beginning on day 21

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 **\$12.50** per hour. Classified substitutes with 48 college credit hours or who have passed the KY Para educator 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.

Retired Classified Substitutes

People who have retired from the Kentucky Retirement System may work up to 70 days each school year. Classified retirees will earn the rate posted for each substitute job.

Non-Certified Teacher 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 qualify for an emergency substitute certificate and work as a substitute teacher for short term assignments in Fayette County Public Schools. These individuals will receive **\$100.00** per day.

Certified Teacher Substitutes

Substitutes with current teaching certificates will be paid a premium rate of **\$125.00** per day.

Retired Teacher Status

Teachers who retire from Fayette County Public Schools or another Kentucky school district will be paid a premium substitute rate of **\$160.00** per day. Pre-approved specialized assignments may receive the Daily Wage Threshold rate.

Long Term Rate for Certified Substitutes

A certified substitute who accepts an assignment will be paid a daily rate of **\$175.00**, beginning on day 21 of that assignment. There will not be retro pay; the **\$175.00** rate begins on day 21. To be eligible for the additional pay, the assignment must be more than 20 consecutive days in the same position and same school year. The substitute must hold a valid Kentucky Provisional or Standard Certificate, that is appropriate for the position in order to be eligible for the long term-assignment.

Substitute Administrator Assignment

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

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 a percentage of compensation on a pre-tax basis, apportioned to the retirement account and the medical insurance fund as determined by KTRS. After 5 full years 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% of the 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.

Note: Teachers that are hired under sub status but receive their certification on or before September 30th will be given retro-pay from their start date. All substitutes must work at least one day each semester to remain an active substitute with Fayette County Public Schools.

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.) Employees who receive an Administrative Additive are not eligible for Stipend Pay.

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 salaried employees are not eligible to receive stipend pay. Administrators less than 12 months may receive stipend pay **outside their work calendar.**

Stipend compensation is a salary supplement and payments shall coincide with the cut-off dates detailed on the board-approved pay date schedule. If requests for payment are submitted after the deadline, payments will be made on the next scheduled pay date.

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>Tier</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 Stipend Pay for Salaried Employees

IV. District Summer School (2021-2022 School Year)

Stipend Amount= **Certified Hourly Rate Equivalent**

Examples: District Summer School and District Technology Services will be paid with ESSER funds. Special Education Services will be paid from IDEA B. **Other Summer School Programs will be paid at the tiered** rate above.

*Instruction of students outside of the regular school day or utilize planning period to teach class during the regular school day for an unfilled absence will receive a tier rate.

FAYETTE COUNTY PUBLIC SCHOOLS
BOARD CERTIFIED BEHAVIOR ANALYST
2021-2022 SALARY SCHEDULE
 Approved May 24, 2021 - 2% Increase

Experience	ANNUAL SALARY
0	76,500
1	77,648
2	78,812
3	79,995
4	81,195
5	82,413
6	83,649
7	84,904
8	86,177
9	87,470
10	88,782
11	90,114
12	91,465
13	92,837
14	94,230
15	95,643
16	97,077
17	98,534
18	100,012
19	101,512
20	103,035
21	104,581
22	106,149
23	107,742
24	109,357
25	110,997
26	112,663
27	114,353
28	116,068
29	117,809
30	119,577

Experience for Step Increases

Initial placement on the salary schedule will be determined by an evaluation of prior training and/or experience. Salary based on 209 day work schedule July 1 - June 30.

FAYETTE COUNTY PUBLIC SCHOOLS
OCCUPATIONAL THERAPISTS
2021-2022 SALARY SCHEDULE
 Approved May 24, 2021 - 2% Increase

Experience	ANNUAL SALARY
0	58,056
1	59,057
2	60,059
3	61,059
4	62,060
5	63,062
6	64,061
7	65,061
8	66,062
9	67,062
10	68,064
11	69,063
12	70,066
13	71,063
14	72,065
15	73,066
16	74,066
17	75,068
18	76,068
19	77,068
20	78,067
21	79,067
22	80,069
23	81,070
24	82,071
25	83,073
26	84,074
27	85,334
28	86,614
29	87,914
30	89,232

Experience for Step Increases

Initial placement on the salary schedule will be determined by an evaluation of prior training and/or experience. Salary based on 189 day work schedule July 1-June 30.

FAYETTE COUNTY PUBLIC SCHOOLS
PHYSICAL THERAPISTS
2021-2022 SALARY SCHEDULE
 Approved May 24, 2021 - 2% Increase

Experience	ANNUAL SALARY
0	59,705
1	60,784
2	61,863
3	62,941
4	64,021
5	65,098
6	66,180
7	67,261
8	68,338
9	69,416
10	70,497
11	71,575
12	72,652
13	73,733
14	74,810
15	75,891
16	76,970
17	78,049
18	79,127
19	80,209
20	81,287
21	82,363
22	83,442
23	84,524
24	85,604
25	86,681
26	87,761
27	89,077
28	90,413
29	91,769
30	93,145

Experience for Step Increases

Initial placement on the salary schedule will be determined by an evaluation of prior training and/or experience. Salary based on 189 day work schedule July 1 - June 30.

FAYETTE COUNTY PUBLIC SCHOOLS
LAW ENFORCEMENT LIEUTENANTS
2021-2022 SALARY SCHEDULE
 Approved May 24, 2021 - 2% Increase

Experience	ANNUAL SALARY
0	55,355
1	56,187
2	57,029
3	57,884
4	58,753
5	59,634
6	60,529
7	61,437
8	62,358
9	63,293
10	64,243
11	65,207
12	66,185
13	67,177
14	68,185
15	69,208
16	70,245
17	71,299
18	72,369
19	73,454
20	74,556
21	75,675
22	76,810
23	77,962
24	79,132
25	80,318
26	81,522
27	82,745
28	83,987
29	85,247
30	86,526

Experience for Step Increases

Initial placement on the salary schedule will be determined by an evaluation of prior training and/or experience. Salary based on 245 day work schedule July 1-June 30.

FAYETTE COUNTY PUBLIC SCHOOLS
**FAMILY RESOURCE AND
YOUTH SERVICE CENTER COORDINATORS**
2021-2022 SALARY SCHEDULE
Approved May 24, 2021 - 2% Increase

Experience	AB-BA	MA+
0	41,638	44,827
1	42,444	45,703
2	43,266	46,602
3	44,111	47,519
4	44,975	48,457
5	45,854	49,413
6	46,753	50,391
7	47,675	51,392
8	48,616	52,413
9	49,576	53,455
10	50,557	54,521
11	51,558	55,616
12	52,584	56,729
13	53,635	57,869
14	54,706	59,031
15	55,802	60,224
16	56,921	61,439
17	58,065	62,681
18	59,230	63,950
19	60,428	65,251
20	61,646	66,578
21	62,896	67,933
22	64,167	69,319
23	65,471	70,737
24	66,803	72,183
25	68,163	73,662
26	69,557	75,174
27	70,600	76,302
28	71,659	77,447
29	72,734	78,608
30	73,825	79,787

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. Employees will be placed on the FRYSC Coordinator Salary Schedule with their appropriate degree and not more than 20 years of experience.

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 240 day work schedule July 1-June 30.

Fayette County Public Schools

Student Workers and Miscellaneous Rate Schedule

STUDENT WORKER SALARY SCHEDULE

Hourly Rate of Pay		Additional Pay for Experience
\$8.20		\$.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 KTRS retirees wishing to provide consultant services for the District must file a Form 30-E with KTRS and be granted a contributions exemption before a professional services contract will be awarded by the District or the services are performed.</u></p>

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

2021-2022 CLASSIFIED HOURLY EMPLOYEES SALARY SCHEDULE

Approved May 24, 2021

2% Increase

Grade Level	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
0	8.74	9.05	9.45	9.78	10.19	10.59	12.25	12.71	13.28	13.75	14.34	14.91	15.48	16.12	16.72	17.43
1	8.83	9.14	9.54	9.88	10.29	10.70	12.43	12.90	13.48	13.96	14.56	15.14	15.72	16.36	16.97	17.70
2	8.91	9.23	9.64	9.98	10.40	10.80	12.64	13.15	13.63	14.18	14.77	15.34	15.97	16.60	17.25	17.97
3	9.02	9.32	9.73	10.08	10.51	10.90	12.76	13.31	13.85	14.37	14.95	15.61	16.19	16.84	17.50	18.19
4	9.11	9.41	9.82	10.18	10.61	11.02	12.95	13.55	14.05	14.63	15.18	15.85	16.42	17.09	17.78	18.48
5	9.29	9.61	10.02	10.39	10.81	11.23	13.23	13.80	14.31	14.91	15.48	16.12	16.78	17.45	18.13	18.86
6	9.38	9.70	10.12	10.50	10.92	11.35	13.48	14.00	14.57	15.15	15.72	16.38	16.98	17.71	18.40	19.15
7	9.48	9.79	10.22	10.60	11.04	11.46	13.63	14.20	14.78	15.35	15.97	16.64	17.27	17.99	18.72	19.42
8	9.58	9.89	10.33	10.70	11.14	11.58	13.85	14.43	14.96	15.64	16.19	16.88	17.52	18.24	18.97	19.71
9	9.67	9.99	10.43	10.80	11.25	11.70	14.05	14.66	15.19	15.87	16.42	17.14	17.79	18.49	19.24	20.02
10	9.86	10.19	10.64	11.02	11.49	11.93	14.31	14.94	15.50	16.14	16.78	17.48	18.14	18.87	19.64	20.40
11	9.96	10.29	10.74	11.13	11.60	12.06	14.57	15.17	15.74	16.40	16.98	17.75	18.41	19.16	19.92	20.72
12	10.06	10.39	10.85	11.24	11.72	12.17	14.78	15.38	16.00	16.65	17.27	18.02	18.73	19.43	20.25	21.03
13	10.16	10.51	10.95	11.36	11.83	12.29	14.96	15.66	16.20	16.91	17.52	18.26	18.99	19.73	20.52	21.33
14	10.25	10.61	11.07	11.48	11.95	12.41	15.19	15.90	16.44	17.15	17.79	18.51	19.26	20.05	20.83	21.72
15	10.47	10.81	11.29	11.70	12.19	12.66	15.50	16.19	16.79	17.49	18.14	18.93	19.65	20.42	21.25	22.10
16	10.57	10.92	11.40	11.82	12.31	12.78	15.74	16.42	16.99	17.77	18.41	19.19	19.93	20.77	21.56	22.43
17	10.68	11.03	11.52	11.94	12.43	12.91	16.00	16.68	17.29	18.04	18.73	19.46	20.26	21.05	21.89	22.78
18	10.78	11.14	11.63	12.06	12.56	13.04	16.20	16.93	17.56	18.27	18.99	19.77	20.53	21.39	22.26	23.12
19	10.88	11.25	11.76	12.18	12.68	13.18	16.44	17.17	17.80	18.52	19.26	20.09	20.86	21.73	22.53	23.45
20	11.10	11.49	11.99	12.41	12.93	13.44	16.79	17.52	18.15	18.94	19.65	20.47	21.26	22.11	23.02	23.92
21	11.21	11.60	12.11	12.54	13.06	13.58	16.99	17.79	18.42	19.21	19.93	20.79	21.57	22.44	23.34	24.32
22	11.33	11.72	12.23	12.67	13.20	13.72	17.29	18.07	18.74	19.48	20.26	21.08	21.90	22.79	23.68	24.65
23	11.44	11.83	12.35	12.79	13.33	13.85	17.56	18.30	19.01	19.78	20.53	21.41	22.27	23.13	24.01	25.04
24	11.56	11.95	12.47	12.91	13.46	13.98	17.80	18.54	19.27	20.10	20.86	21.75	22.54	23.46	24.43	25.39
25	11.79	12.19	12.72	13.18	13.73	14.26	18.15	18.99	19.66	20.49	21.26	22.15	23.04	23.94	24.88	25.92
26	11.91	12.31	12.84	13.31	13.87	14.40	18.42	19.26	19.94	20.81	21.57	22.46	23.35	24.33	25.26	26.32
27	12.09	12.50	13.04	13.52	14.08	14.62	18.70	19.55	20.24	21.12	21.89	22.80	23.70	24.69	25.63	26.71
28	12.27	12.68	13.23	13.72	14.29	14.84	18.98	19.84	20.54	21.44	22.22	23.14	24.06	25.06	26.02	27.11
29	12.45	12.87	13.43	13.92	14.50	15.07	19.26	20.15	20.85	21.76	22.55	23.49	24.42	25.44	26.41	27.52
30	12.64	13.07	13.64	14.14	14.72	15.29	19.55	20.44	21.17	22.08	22.89	23.84	24.79	25.82	26.81	27.93

2021-2022 CLASSIFIED HOURLY EMPLOYEES SALARY SCHEDULE

Approved May 24, 2021

2% Increase

Grade Level	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32
0	18.12	18.85	19.60	20.36	21.20	22.05	22.90	23.83	24.78	25.74	26.83	27.88	28.96	30.13	31.31	32.60
1	18.39	19.14	19.91	20.67	21.51	22.39	23.25	24.19	25.15	26.14	27.23	28.31	29.40	30.59	31.79	33.10
2	18.71	19.40	20.23	20.99	21.85	22.66	23.63	24.55	25.55	26.54	27.59	28.72	29.91	31.04	32.28	33.59
3	18.96	19.70	20.51	21.29	22.16	23.06	23.95	24.89	25.92	26.94	28.01	29.13	30.35	31.53	32.78	34.10
4	19.23	19.98	20.82	21.62	22.49	23.38	24.34	25.27	26.32	27.34	28.44	29.58	30.74	32.01	33.25	34.60
5	19.61	20.38	21.23	22.05	22.97	23.87	24.78	25.82	26.80	27.90	28.99	30.16	31.40	32.64	33.90	35.31
6	19.91	20.69	21.55	22.40	23.30	24.23	25.17	26.18	27.26	28.32	29.41	30.63	31.81	33.12	34.45	35.82
7	20.23	21.01	21.88	22.68	23.65	24.59	25.57	26.58	27.63	28.74	29.93	31.09	32.29	33.63	34.97	36.37
8	20.51	21.31	22.21	23.07	23.98	24.94	25.94	26.97	28.04	29.17	30.36	31.55	32.79	34.16	35.43	36.90
9	20.82	21.66	22.51	23.39	24.38	25.29	26.35	27.36	28.51	29.59	30.79	32.03	33.26	34.63	35.99	37.45
10	21.23	22.09	23.01	23.88	24.82	25.86	26.83	27.92	29.01	30.17	31.42	32.67	33.95	35.35	36.75	38.22
11	21.55	22.42	23.33	24.27	25.19	26.22	27.29	28.34	29.45	30.65	31.88	33.16	34.47	35.88	37.27	38.76
12	21.88	22.77	23.67	24.60	25.59	26.63	27.70	28.79	29.96	31.10	32.31	33.67	34.98	36.41	37.85	39.39
13	22.21	23.09	24.00	24.97	25.98	26.99	28.06	29.19	30.38	31.57	32.83	34.20	35.49	36.95	38.41	39.98
14	22.51	23.41	24.42	25.31	26.40	27.39	28.53	29.62	30.84	32.04	33.28	34.66	36.02	37.50	38.97	40.55
15	23.01	23.91	24.86	25.88	26.88	27.96	29.05	30.19	31.44	32.69	33.99	35.37	36.76	38.26	39.74	41.35
16	23.33	24.30	25.22	26.25	27.31	28.39	29.51	30.67	31.91	33.17	34.49	35.92	37.28	38.82	40.35	41.98
17	23.67	24.64	25.66	26.66	27.72	28.83	29.98	31.12	32.37	33.68	35.01	36.44	37.87	39.45	40.97	42.64
18	24.00	25.03	26.01	27.03	28.10	29.26	30.40	31.60	32.90	34.21	35.54	36.98	38.43	40.04	41.59	43.26
19	24.42	25.37	26.43	27.42	28.57	29.68	30.87	32.07	33.32	34.67	36.04	37.54	38.99	40.60	42.21	43.89
20	24.86	25.90	26.94	27.99	29.12	30.30	31.47	32.74	34.04	35.38	36.80	38.32	39.75	41.43	43.04	44.81
21	25.22	26.28	27.34	28.41	29.57	30.72	31.93	33.20	34.54	35.93	37.31	38.86	40.36	42.10	43.70	45.47
22	25.66	26.68	27.77	28.85	30.04	31.17	32.43	33.71	35.07	36.45	37.89	39.48	40.98	42.70	44.35	46.16
23	26.01	27.08	28.15	29.27	30.45	31.65	32.94	34.23	35.59	37.01	38.45	40.06	41.60	43.31	45.01	46.87
24	26.43	27.47	28.60	29.70	30.92	32.17	33.35	34.71	36.07	37.57	39.04	40.62	42.22	43.98	45.71	47.55
25	26.94	28.01	29.18	30.35	31.54	32.79	34.07	35.40	36.84	38.36	39.80	41.48	43.05	44.88	46.59	48.51
26	27.34	28.44	29.61	30.74	32.02	33.26	34.56	35.96	37.37	38.90	40.41	42.14	43.71	45.51	47.28	49.19
27	27.75	28.87	30.06	31.20	32.50	33.76	35.08	36.49	37.93	39.48	41.01	42.77	44.37	46.20	47.99	49.93
28	28.16	29.29	30.51	31.67	32.98	34.27	35.60	37.04	38.51	40.08	41.63	43.40	45.03	46.89	48.71	50.68
29	28.59	29.73	30.97	32.15	33.48	34.78	36.14	37.60	39.09	40.68	42.26	44.05	45.71	47.59	49.44	51.44
30	29.02	30.18	31.44	32.63	33.98	35.30	36.68	38.16	39.67	41.29	42.89	44.72	46.39	48.31	50.17	52.21

CLASSIFIED HOURLY PAY INCREASES FOR EDUCATION AND EXPERIENCE

Salary notices are sent to employees prior to winter break to verify current salary levels. Any errors should be reported to the Human Resources Department. It is the employee's responsibility to provide documentation to Human Resources for salary changes. All underpaid salaries and deductions related to district level errors are retroactive a maximum of two school years.

Experience Step-Up Cut-Off Date:

Experience credit for step-up on the salary schedule will be granted if the employee has received pay for a minimum of 70% of the previous year's annual work calendar.

Credit for Allowable Experience:

Effective July 1, 2021, a classified employee may bring in a maximum of 20 years of previous experience outside of FCPS. Previous experience must be full time and job duties of previous position(s) must pertain to current position. Completed previous experience forms will be evaluated by the Department of Human Resources and each employee will be placed at the appropriate experience level. A former FCPS employee who is not a retired FCPS employee and is returning to work at FCPS in a classified position, will be given credit for past FCPS experience.

Transfers between Job Classifications:

Effective July 1, 2018, all FCPS experience credit will be granted for classified employees transferring to another classified position within FCPS. Hourly classified employees are grouped into job classifications. Experience credit for current levels will be transferable to any hourly position regardless of job classification. Step increases awarded due to continuing education credit, license upgrades and/or program certificates will only carry over if it directly relates to the new hourly position. For example, if you were given one step level increase for a maintenance certificate the one level awarded will not carry over with you into a law enforcement position.

Classified hourly employees transferring to a certified position will not carry over their hourly experience. Classified hourly employees transferring to classified salaried positions will be allowed to carry all of their FCPS experience, as well as any outside experience applicable to the new position. Previous outside experience applicable to the new classified salaried position shall not exceed 20 years. Effective July 1, 2021, when transferring to a classified salaried position from a classified hourly position, an additive for a certification issued by a nongovernmental organization will be applied at \$200 per level earned, not to exceed 10 levels. The amount for the additive for a certification issued by a nongovernmental organization is not to exceed \$2,000 annually to compensate for levels earned. If an employee transfers to an hourly or salaried position for which a certification does not apply, the certification credit will be removed. Classified salaried and certified employees transferring to classified hourly positions will carry all of their FCPS experience to the new position. Effective July 1, 2021, previous outside experience applicable to the new hourly position shall not exceed 20 years.

Experience Credit for Retirees:

Certified retirees who return to work for a classified position are allowed a maximum of 4 years experience plus the steps given for their education. A classified retiree may only return to a permanent position of 4 hours per day or more. Classified retirees who return to work will be granted one-half of their years of experience. Classified retirees may work as a classified substitute (sub para, sub secretary, sub food service, sub custodian) for up to 70 days each school year.

College Education Credit:

Credit for education from an accredited college or university will be granted to regular, permanent classified employees. Credit for education is not cumulative and the increase will be effective the date that Human Resources receives the official degree awarded transcripts with no retro pay.

- 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 and the increase will be effective the date that Human Resources receives the official degree awarded transcripts with no retro pay.

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

Continuing Education Credit, License Upgrades, and 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 the certification is submitted to Human Resources. Employees shall earn no more than 2 certifications each contract year, with a maximum of 10 certifications applied to salary. Certification must be maintained to remain eligible for certification credit. If the certification expires, no longer applies to the position or becomes outdated, the certification credit will be removed.

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; or
 - 4 levels for completion of the CEOE
- Microsoft Office Specialist or Microsoft Certified Application Specialist -1 level of credit.
- Certified Payroll Professional - 1 level
- Direct Contact Service Professional Certification (DCSP)- 1 level

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
- Kentucky Paraeducator Certification (EKU) - 1 level
- Safety Crisis Management - Manage & De-escalate - 1 level
- Safety Crisis Management - Manage & De-escalate & Emergency Safety Interventions - 2 levels

- ParaPro Assessment (ETS) - 1 level
- PBS Media Literacy Educator Certification - 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
- School Nutrition Association (SNA) Certification - 1 level

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

- Microsoft Fundamentals Level Certifications (MTA Excluded)
- Microsoft Associate Level Certifications
- Microsoft Expert Level Certifications
- Certified Customer Service Professional
- Comp TIA Certifications (Excluding IT Fundamentals) (Max of 3 certifications)
- Google Cloud Certified Administrator or Professional Level Certification
- Extreme Networks Certified Specialist Certification
- Certified Information Systems Security Professional (CISSP) (2 Levels)
- CWNP Certified Wireless Technician, Administrator, Professional, or Expert Level Certification (2 Levels)
- Certified Associate Project Management (CAPM) (1Level)

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.
- 2 levels KSPMA General Maintenance Certification Level I; an additional 1 level for completion of KSPMA

General Maintenance Certification Level II

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

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.

- 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 (KSPMA) certification;
- 4 levels for Certified Plant Engineer (CPE) certification.
(*Management certification is not cumulative with either Craft Certification or Management Certification.*)

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

- 1 level Defensive Tactics Certification
- 1 level Range Instructor Certification
- 1 level Emergency Operations Coordinator (EOC) Certification
- 1 level Special Investigator Certification
- 1 level Police Instructor Certification
- 2 levels Police Training Officer Certification
- 1 level Intermediate Telecommunicator Certification
- 1 level Advanced Telecommunicator Certification
- 2 levels Intermediate Law Enforcement Officer Certification
- 1 level Advanced Law Officer Enforcement Certification

Operations - Maintenance employees are eligible to receive a pay level increase for the following certifications. Certification must be maintained in order to remain eligible for the pay level.

- 1 level for Class B CDL (Grounds)

- 2 levels for Class A CDL (Utilities)
- 1 level for Forklift License
- 3 levels for Certified Playground Safety Inspector (CPSI) Certification - Utilities
- 1 level for American Concrete Institute (ACI) Certification - Utilities
- 1 level for Welding Certification - Utilities
- 1 level for Pesticide Spray License - Grounds
- 1 level for Arial Lift Certification

*****Any changes on this salary schedule will take effect on July 1 of the school year pertaining to this salary schedule and is not retroactive.***

JOB CLASS CODES WITH GRADES

Code	Job Name	Grade/ Rate	Code	Job Name	Grade/ Rate	Code	Job Name	Grade/ Rate
7162	ACCOUNT SPECIALIST	15	7791	IAKSS RECEPTIONIST	13	8342	SPECIAL ED PARENT LIAISON	13
8163	ACCOUNTS PAYABLE SPECIALIST	15	8794	IAKSS SYSTEMS ANALYST	24	8770	STAFF SUPPORT ADMIN ASST I (10.5 MO)	14
8765	ADMIN ASST TO CHIEF OFFICER	20	7318	INSTRUCTIONAL PARAEUCATOR	13	7771	STAFF SUPPORT ADMIN ASST I (12 MO)	14
7762	ADMINISTRATIVE ASSISTANT II	15	7651	INSURANCE SPECIALIST	15	8172	STDT ACT FUNDS BUDGET ANALYST	18
7765	ADMINISTRATIVE ASSISTANT III	16	7320	KINDERGARTEN PARAEUCATOR	13	8943	SUMMER BUS MONITOR	07
7774	ATTENDANCE SPECIALIST-MIDDLE	13	7523	LAN/WAN TECHNICIAN	28	8930	SUMMER DISPATCHER	18
7922	AUTOBODY WORKER II	20	7824	LAW ENFORCEMENT OFFICER	21	8236	SUMMER FD SVC WORKER	07
7316	BILINGUAL PARAEUCATOR	13	8284	LAW ENFORCEMENT SERGEANT	23	8208	SUMMER FOOD SVC MANAGER	16
7183	BUDGET ANALYST I	18	8933	LEAD BUS DRIVER TRAINER	19	8238	SUMMER FOOD SVC WORKER	07
7185	BUDGET ANALYST III	24	7606	LEAD CUSTODIAL SVC WORKER	14	8445	SUMMER MAINT CREW LEADER	14
7941	BUS DRIVER	17	8231	LEAD FOOD SERVICE ASST	13	8630	SUMMER PLANT OPS WORKER	10
7942	BUS MONITOR	07	7623	LEAD GDS EQUIP MECHANIC	17	8939	SUMMER SCHOOL DRIVER	17
8275	CAREER-BASED SPECIALIST	24	7625	LEAD GROUNDS WORKER	16	8985	SUMMER WAREHOUSE WORKER	10
7515	COMPUTER PROGRAMMER	28	7441	LEAD MAINTENANCE TECH	19	7513	SYSTEMS ANALYST	24
8266	CONSTRUCTION ACCOUNTING MNGR	20	8191	LEAD PAYROLL SPECIALIST	18	8164	TAX AUDITING SPECIALIST	15
8166	CONSTRUCTION BUDGET ANALYST	20	7632	LEAD UTILITY WORKER	16	8165	TAX PROCESSING SPECIALIST	15
8624	CUSTODIAL EQUIP MECHANIC	15	7982	LEAD WAREHOUSE WORKER	16	8162	TAX PROCESSING SUPERVISOR	21
7603	CUSTODIAL SERVICES TRAINER	20	8779	LEAD WEB APPLICATION DEVELOPER	30	8608	TEMPORARY OPERATIONS WORKER	10
7605	CUSTODIAL SUPERVISOR	16	7763	LEGAL ADMINISTRATIVE ASSISTANT	20	8331	TEMPORARY PARAEUCATOR	13
7609	CUSTODIAN	10	7785	MAIL SPECIALIST	15	8374	TEMPORARY TUTOR	\$ 10.00
7516	DATABASE ADMINISTRATOR	28	7435	MAINTENANCE SUPERVISOR	30	7164	TRANSP ACCTS PAYABLE CLERK	16
7908	DISPATCHER	15	7445	MAINTENANCE TECH I	14	7906	TRANSPORTATION DATA ASST	14
8225	DISTRICT CHEF	18	7444	MAINTENANCE TECH II	15	8910	TRANSPORTATION DISPATCHER	18
7412	DRAFTING SPECIALIST	19	7443	MAINTENANCE TECH III	16	7902	TRANSPORTATION MANAGER	22
7317	EARLY START PARAEUCATOR	13	7442	MAINTENANCE TECH IV	17	7931	TRANSPORTATION RECORDS CLERK	16
8427	EDUCATION TV TECHNICIAN	24	8982	MAINTENANCE WAREHOUSE WORKER	15	8941	TRIP DRIVER	14
7338	EDUCATIONAL INTERP I	26	7361	MEDIA TECHNICIAN	14	7631	UTILITY SERVICES SUPV	20
7336	EDUCATIONAL INTERP II	29	7534	MICROCOMP SPECIALIST	24	7634	UTILITY WORKER I	14
7339	EDUCATIONAL INTERP III	30	7887	MIGRANT ADVOCATE/RECRUITER	20	7633	UTILITY WORKER II	15
7425	ENERGY SYSTEMS OPERATOR/DISP	18	8762	OUT-OF-AREA ATTENDANCE SPEC	15	7924	VEH UPHOL & GLASS WORKER	15
8775	EXEC ASST TO SUPERINTENDENT	24	8610	PART-TIME CUSTODIAN	10	7913	VEHICLE MAINTENANCE ASST	16
8183	FINANCE ANALYST	18	7191	PAYROLL SPECIALIST	15	7912	VEHICLE MAINTENANCE SUPV	22
8161	FINANCIAL SVCS BOOKKEEPER	16	7661	PERSONNEL ASSISTANT	18	7916	VEHICLE MECHANIC I	18
7234	FOOD SERVICE ASST I	07	7122	PRINTING ASST	15	7915	VEHICLE MECHANIC II	20
7233	FOOD SERVICE ASST II	11	7116	PRINTING SUPERVISOR	25	7907	VEHICLE OP CONTROL ANALYST	14
8205	FOOD SERVICE BUDGET ANALYST	18	8168	PROF DEVELOPMENT ACCOUNT SPECIALIST	15	7521	VOICE/DATA COMMUNICATIONS SPEC	24
7212	FOOD SERVICE MANAGER I	14	8333	PROM ACAD-INSTRUCTIONAL PARA	13	7981	WAREHOUSE SUPERVISOR	21
7211	FOOD SERVICE MANAGER II	15	8322	PROM ACAD-KINDERGARTEN PARA	13	7984	WAREHOUSE WORKER I	12
8210	FOOD SERVICE MANAGER III	16	8334	PROM ACAD-SAFE PARAEUCATOR	13	7983	WAREHOUSE WORKER II	14
8227	FOOD SERVICE MANAGER IV	17	8324	PROM ACAD-SP ED PARA	13	8908	WEEKEND DISPATCHER	15
8226	FOOD SERVICE PROGRAM ASST II	18	7724	PURCHASING TECHNICIAN	21	8449	WORK CONTROL COORDINATOR	15
8212	FOOD SERVICE SUPERVISOR	21	7885	REGISTRAR	14	8173	WORKERS COMP ANALYST	18
8223	FOOD SERVICE TRAINER	18	8337	REGISTERED BEHAVIOR TECH	16			
8160	GRANT ANALYST	18	7319	SAFE PARAEUCATOR	13		SUBSTITUTES	
7624	GROUNDS EQUIP MECHANIC	15	8906	SAFETY TRAINING SUPERVISOR	19	8938	SUB BUS DRIVER	\$17.76
7622	GROUNDS SUPERVISOR	20	7163	SCHOOL ACCOUNT SPECIALIST - ELEM/MID	15	8944	SUB BUS MONITOR	\$10.00
7628	GROUNDS WORKER I	12	8171	SCHOOL ACCOUNT SPECIALIST - HIGH	15	8352	SUB EDUCATIONAL INTERPRETER	\$27.56
7627	GROUNDS WORKER II	14	7777	SCHOOL ADMIN ASST II - ELEM	15	8235	SUB FOOD SVC WORKER	\$12.00
8774	HIGH SCHOOL ATTENDANCE SPEC	13	7778	SCHOOL ADMIN ASST II - HIGH	15	8310	SUB PARAEUCATOR	\$12.50
8353	HOME/SCHOOL LIAISON	13	7779	SCHOOL ADMIN ASST II - MIDDLE	15	7772	SUB SECRETARY	\$12.50
7424	HVAC TECHNICIAN	17	7773	SCHOOL ADMINISTRATIVE ASST I	14	8609	SUBSTITUTE CUSTODIAN	\$12.85
8625	IAKSS CUSTODIAL SERV WRKER	16	8539	SCHOOL BUSINESS OFFICE TRAINER	20			
8627	IAKSS CUSTODIAN	10	8534	SCHOOL MICROCOMP SPECIALIST	24			
8253	IAKSS LAN TECHNICIAN	28	7782	SCHOOL OFFICE ASSISTANT	13		AFTERSCHOOL PROGRAM	
8626	IAKSS LEAD CUSTODIAL SERV WRKR	14	8299	SCHOOL OFFICE ASSISTANT-SPEC EDUC	13			
8795	IAKSS MICROCOMPUTER SPECIALIST	24	8370	SENIOR TECHNICAL SUPPORT ANALYST	30	8305	AFTER SCHOOL PROGRAM ASST	\$14.70
8782	IAKSS OFFICE ASSISTANT II	13	8325	SP ED PARA	13	8304	AFTER SCHOOL PROGRAM COORD	\$27.00
7781	IAKSS OFFICE ASSISTANT III	14	8326	SP ED PARA/HEALTH AIDE	13	8308	EXTENDED SCHOOL SERVICES	\$14.70

CLASSIFIED JOB CLASS CODES BY CLASSIFICATION

MAINTENANCE		LAW ENFORCEMENT		CLASSIFIED SALARIED	
7412	DRAFTING SPECIALIST	19	7908 DISPATCHER	15	8888 21ST CENTURY GRANT PROG MAN
7425	ENERGY SYSTEMS OPERATOR/DISP	18	7824 LAW ENFORCEMENT OFFICER	21	8467 ASSOC DIR - HUMAN RESOURCES
7424	HVAC TECHNICIAN	17	8284 LAW ENFORCEMENT SERGEANT	23	8450 ASSOC DIR-MIN RECRUIT&RETENT
7441	LEAD MAINTENANCE TECH	19	8908 WEEKEND DISPATCHER	15	8476 ASSOC DIR - TAX COLLECTION
7435	MAINTENANCE SUPERVISOR	30			8408 ASSOC DIR OF SAFETY & SECURITY
7445	MAINTENANCE TECH I	14			8438 ASSOC DIRECTOR TECH SUPPORT
7444	MAINTENANCE TECH II	15			8903 ASSOC DIRECTOR TRANSPORTATION
7443	MAINTENANCE TECH III	16			8474 ASSOCIATE DIRECTOR - FINANCE
7442	MAINTENANCE TECH IV	17			7281 AUDIOLOGIST
8982	MAINTENANCE WAREHOUSE WORKER	15			8292 BOARD CERT BEHAVIOR ANALYST
8449	WORK CONTROL COORDINATOR	15			8034 CHIEF FINANCIAL OFFICER
					8431 CHIEF OF LAW ENFORCEMENT
					8459 CHIEF OPERATING OFFICER
					8815 COLLEGE AND CAREER COACH
					8301 COMMUNICATIONS SPECIALIST
					20 8198 COMPLIANCE OFFICER
					24 7522 DATA COMMUNICATIONS SPECIALIST
					18 8424 DATA ENGINEER
					16 8425 DATA SCIENTIST
					18 8426 DATA STRATEGIST
					18 8466 DIRECTOR - BUDGET AND STAFFING
					13 8184 DIRECTOR - FINANCIAL SERVICES
					13 8468 DIRECTOR - FOOD SERVICE
					14 8470 DIRECTOR - PLANT OPERATIONS
					13 8473 DIRECTOR - RISK MANAGEMENT
					15 8465 DIRECTOR - TECHNOLOGY
					18 8471 DIRECTOR - TRANSPORTATION
					20 8411 DIRECTOR FACILITY DESIGN/CONST
					15 8032 DIRECTOR OF DATA RESEARCH ACCT
					14 8434 DIRECTOR OF LOGISTICAL SVCS
					20 8419 DW FAMILY/COMMUNITY LIAISON
					15 8704 DW MENTAL HEALTH SPECIALIST
					15 8302 DW STD/T/FAM TRANS SUP&DRPT PRV
					18 8442 EARLY CHILD FAM/COMM DIST LIAS
					15 8889 EBCE/SLC PROGRAM MANAGER
					15 7872 EMPLOYMENT TRAINING SPECIALIST
					14 8432 EQUITY OFFICER
					15 7275 EXCEPTIONAL CHILD NURSE
					15 7491 FAMILY RESOURCE CENTER COORD
					15 8496 FAMILY/COMMUNITY COORDINATOR
					15 8492 FAMILY/COMMUNITY LIAISON
					15 7222 FOOD SERVICE COORDINATOR
					14 8480 GENERAL COUNSEL
					20 8170 GRANT ACCOUNTANT
					13 8483 GRANT WRITER
					13 8175 GRANTS PROGRAM COMPLIANCE
					14 7271 HEALTH SERVICES COORDINATOR
					14 8351 IAKSS BUILDING MANAGER
					18 8404 INTERPRET & TRANS SVS LIAISON
					15 8274 INTERVENTION SPECIALIST
					15 8443 LAW ENFORCEMENT LIEUTENANT
					14 7473 MAINTENANCE PROJECT COORD
					18 8479 MANAGER - FINANCIAL SYSTEMS
					18 8267 MANAGER ECONOMIC DEVELOPMENT
					07 8433 MANAGER OF STRATEGIC PARTNERS
					11 7363 MEDIA PRODUCER
					14 8314 MEDIA PRODUCER/TECH COORDINATOR
					15 8505 MIS USER SUPPORT ANALYST
					16 7291 OCCUPATIONAL THERAPIST
					17 7161 PAYROLL ACCOUNTING MANAGER
					18 8291 PHYSICAL THERAPIST
					21 8441 PROG MANAGER-AFTER SCHOOL PROG
					18 8447 PROGRAM MANAGER-NEW/INNOV PROG
					13 7333 PROGRAM SPECIALIST II
					18 8421 SCHOOL ENERGY MANAGER
					18 8493 SCHOOL OPERATIONS MANAGER
					18 8499 SENIOR DIRECTOR OF OPERATIONS
					07 8285 SPCH LANG PATH-CLASS NO ASHA
					16 8282 SPCH LANG PATH-CLASS W/ ASHA
					07 8446 SPECIAL PROJECT INTERN
					14 8033 SR DIR OF ADMINISTRATIVE SVCS
					10 8182 STAFFING AND BUDGET SPECIALIST
					17 8332 STD-T/FAM TRANS SUP&DRPT PREV
					10 8477 SUPV - SAFETY HEALTH ENVIRON
					10 7472 SUPV - SYSTEMS INTEGRATION
					14.70 8905 TRANSP ROUTING SPECIALIST
					27.00
					14.70
					14.20
					10.00
					27.56
					11.50
					12.50
					12.50
					12.85
					10.00
					10.00