



FAYETTE COUNTY PUBLIC SCHOOLS

# 2022-2023 Salary Schedules

**Fayette County Public Schools**

**Prepared by**

**The Office of Budget & Financial Planning**

**Effective July 1, 2022**

## 2022-2023 Certified Salary Schedule

Approved May 23, 2022

3% 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	44,106	44,578	44,274	44,748	46,942	47,444	47,981	48,494	51,008	51,553	52,921	53,487
1	44,767	45,246	45,183	45,666	47,865	48,377	48,909	49,432	51,954	52,510	53,868	54,445
2	45,440	45,925	46,096	46,589	48,797	49,319	49,839	50,372	52,903	53,469	54,825	55,411
3	46,120	46,614	47,001	47,503	49,726	50,258	50,772	51,315	53,856	54,432	55,768	56,364
4	47,449	47,957	48,340	48,857	51,044	51,590	52,089	52,646	55,213	55,804	57,124	57,735
5	48,874	49,397	49,791	50,324	52,574	53,136	53,651	54,225	56,867	57,475	58,837	59,466
6	49,655	50,186	50,536	51,076	53,364	53,935	54,458	55,040	57,718	58,335	59,719	60,358
7	50,662	51,204	51,545	52,096	54,314	54,895	55,361	55,953	58,586	59,212	60,615	61,264
8	51,665	52,218	52,546	53,108	55,340	55,932	56,387	56,990	59,593	60,231	61,523	62,181
9	52,689	53,252	53,567	54,140	56,368	56,971	57,413	58,027	60,646	61,295	62,561	63,230
10	55,849	56,446	56,781	57,388	59,751	60,390	60,858	61,509	64,285	64,973	66,316	67,025
11	56,688	57,295	57,631	58,247	60,656	61,305	61,772	62,433	65,248	65,945	67,310	68,030
12	57,539	58,155	58,494	59,120	61,707	62,367	62,744	63,415	66,228	66,936	68,318	69,049
13	58,435	59,060	59,374	60,009	62,749	63,420	63,791	64,474	67,221	67,939	69,345	70,087
14	59,346	59,981	60,340	60,986	63,795	64,477	64,842	65,535	68,229	68,959	70,384	71,137
15	62,315	62,982	63,360	64,037	66,984	67,701	68,080	68,808	71,640	72,407	73,904	74,695
16	63,249	63,926	64,309	64,997	67,990	68,717	69,103	69,842	72,715	73,493	75,014	75,816
17	64,199	64,886	65,276	65,974	69,010	69,748	70,140	70,890	73,806	74,595	76,137	76,951
18	65,162	65,859	66,254	66,963	70,045	70,794	71,192	71,953	74,913	75,714	77,278	78,104
19	66,137	66,845	67,248	67,967	71,094	71,854	72,259	73,032	76,036	76,849	78,438	79,277
20***	68,783	69,518	69,936	70,684	73,940	74,731	75,149	75,953	79,079	79,924	81,576	82,448
21	69,814	70,561	70,986	71,745	75,048	75,850	76,277	77,093	80,265	81,123	82,799	83,684
22	70,862	71,620	72,051	72,822	76,172	76,986	77,420	78,248	81,467	82,338	84,040	84,938
23	71,923	72,692	73,131	73,913	77,317	78,144	78,583	79,423	82,689	83,573	85,301	86,214
24	73,002	73,783	74,228	75,022	78,476	79,315	79,761	80,614	83,929	84,827	86,580	87,506
25	75,192	75,997	76,455	77,273	80,830	81,695	82,156	83,035	86,448	87,372	89,179	90,133
26	76,322	77,138	77,600	78,430	82,042	82,920	83,385	84,277	87,744	88,682	90,515	91,484
27	77,467	78,296	78,765	79,607	83,273	84,163	84,636	85,542	89,060	90,013	91,873	92,855
28	78,629	79,470	79,945	80,800	84,522	85,426	85,905	86,824	90,396	91,363	93,251	94,249
29	79,808	80,661	81,145	82,013	85,790	86,707	87,195	88,127	91,752	92,733	94,651	95,663
30	81,405	82,275	82,768	83,654	87,506	88,441	88,939	89,890	93,587	94,588	96,543	97,575

Rank IV = \$36,525 (187 days)

Rank IV = \$36,925 (189 days)

Rank V = \$31,703 (187 days)

Rank V = \$32,043 (189 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 days employed per KRS 157.320. Exempt employees are also paid on this salary schedule.

Rank compensated will be determined by EPSB.

## 2022-2023 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 15<sup>th</sup> 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 the appropriate EPSB 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--**

- American Speech and Hearing Association Certificate of Clinical Competence – Speech/Language Pathology
- American Speech and Hearing Association Certificate of Clinical Competence – Audiology
- Certified Energy Manager
- Certified School Financial Manager (CSFM)
- Certified School Financial Officer (CSFO)
- Infinite Campus Certified System Administrator
- LEED Green Associate Certification
- Licensed Clinical Social Worker
- Licensed Professional Clinical Counselor
- Licensed Psychologist
- National Counselor Certification
- Nationally Certified School Psychologist
- Professional Environmental Educator Certification
- Professional Human Capital Leader in Education (pHCLE)
- Professional Human Resources (PHR)
- Registered Occupational Therapist
- Senior Professional Human Resources (SPHR)

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

Certification must be maintained to remain eligible for the certification salary additive. If the certification expires, no longer applies to the position or becomes outdated, the certification salary additive will be removed. Verification of 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.

#### **Bilingual/Multilingual Proficiency (1 language only)**

Qualifying exempt status employees who demonstrate bilingual or multilingual proficiency shall receive an additive at a rate of \$2,000.

**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 along with others identified in the compensation study.

**Promise Academies (William Wells Brown and Harrison Elementary)** – For the 2022-2023 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 supplemental for a full-time certified employee at William Wells Brown and Harrison 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.

Additional supplemental pay may be established as an incentive for critical need areas/schools as determined by the Superintendent.

**\*Additional years of experience may be approved for critical needs positions as determined by the Superintendent.**

**\*\*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.

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  
2022-2023**

**Approved: June 13, 2022**

**Effective: July 1, 2022**

<b>DISTRICT LEVEL - Job Titles</b>	<b>Band A 100%</b>	<b>Band B 75%</b>	<b>Band C 50%</b>	<b>Band D 25%</b>
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 - Assistive Tech Communication Leader (Special Ed)	\$4,655	\$3,491	\$2,328	\$1,164
District - Assistive Tech Visual Aids Leader (Special Ed)	\$4,655	\$3,491	\$2,328	\$1,164
District - Assistive Tech Academic/Vocational Leader (Special Ed)	\$4,655	\$3,491	\$2,328	\$1,164
District - Academic Challenge Coordinator	\$800	\$600	\$400	\$200
District - Elevate Lead Coordinator	\$4,655	\$3,491	\$2,328	\$1,164
District - STLP Coordinator (KETS Funded)	\$800	\$600	\$400	\$200
District - School Technology Coordinator	\$4,800	\$3,600	\$2,400	\$1,200
District - Student Information System Coordinator (SIS)	\$4,800	\$3,600	\$2,400	\$1,200
District - Special Project Coordinator	\$1,600	\$1,200	\$800	\$400
District - Content Lead	\$4,655	\$3,491	\$2,328	\$1,164
District - Middle School Athletic Director	\$12,000	\$9,000	\$6,000	\$300
District - High School LGBTQ Club Sponsor	\$3,150	\$2,363	\$1,575	\$788
District - DEIB Lead	\$1,600	\$1,200	\$800	\$400
District - Campus Public Engagement Liaison	\$2,400	\$1,800	\$1,200	\$600

**SUPPLEMENTAL SALARY SCHEDULE FOR NON ATHLETIC DUTIES  
2022-2023**

Approved: June 13, 2022

Effective: July 1, 2022

<b>ELEMENTARY - Job Titles</b>	<b>Band A 100%</b>	<b>Band B 75%</b>	<b>Band C 50%</b>	<b>Band D 25%</b>
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 - Student Assistance Team Leader	\$800	\$600	\$400	\$200
Elementary - Transportation Captain	\$1,200	\$900	\$600	\$300
Elementary - Web Master	\$800	\$600	\$400	\$200
<b>MIDDLE SCHOOL - Job Titles</b>				
Middle School - Academic Team Sponsor	\$1,600	\$1,200	\$800	\$400
Middle School - Academic Challenge Coordinator	\$800	\$600	\$400	\$200
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 - 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 - Web Master	\$800	\$600	\$400	\$200
Middle School - Yearbook Sponsor	\$1,600	\$1,200	\$800	\$400
Middle School - Zero Hour (must relinquish planning period to teach class during regular school hours)	\$6,018	\$4,514	\$3,009	\$1,505

**SUPPLEMENTAL SALARY SCHEDULE FOR NON ATHLETIC DUTIES  
2022-2023**

**Approved: June 13, 2022**

**Effective: July 1, 2022**

<b>HIGH SCHOOL – Job Titles</b>	<b>Band A 100%</b>	<b>Band B 75%</b>	<b>Band C 50%</b>	<b>Band D 25%</b>
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 - Student Council Sponsor	\$3,150	\$2,363	\$1,575	\$788
High School - Supervisory Duties	\$800	\$600	\$400	\$200
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 relinquish planning period to teach class during regular school hours)	\$6,018	\$4,514	\$3,009	\$1,505

**SUPPLEMENTAL SALARY SCHEDULE FOR NON ATHLETIC DUTIES  
2022-2023**

Approved: June 13, 2022

Effective: July 1, 2022

<b>SPECIAL AND ALTERNATIVE PROGRAMS - Job Titles</b>	<b>Band A 100%</b>	<b>Band B 75%</b>	<b>Band C 50%</b>	<b>Band D 25%</b>
Alternative Programs - Building Assessment Coordinator	\$1,000	\$750	\$500	\$250
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  
2022-2023**

**Approved: June 13, 2022**

**Effective: July 1, 2022**

<b>Job Titles</b>	<b>Band A 100%</b>	<b>Band B 75%</b>	<b>Band C 50%</b>	<b>Band D 25%</b>
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
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 Athletic Director	\$3,150	\$2,363	\$1,575	\$788
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  
2022- 2023**

**Approved: June 13, 2022**

**Effective: July 1, 2022**

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	\$15,600	\$11,700	\$7,800	\$3,900
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: June 13, 2022

Effective: July 1, 2022

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	63,072
20	73,299

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. Turnaround Principal positions, as determined by the Superintendent, will receive an adjustment of one level for the administrative additive.

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  
**2022-2023 SUBSTITUTE TEACHER/PARA  
 SALARY SCHEDULE**

Approved: June 13, 2022

Effective: July 1, 2022

Classified Para Educator Substitute	Non Certified Teacher Substitute	Certified Teacher Substitute	Retired Certified Teacher Substitute
<b>\$15.00 per hour</b>	<b>\$125 per day</b>	<b>\$150 per day</b>	<b>\$175 per day</b>
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
\$15.00 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	\$150 rate paid for days 1-20 \$200 rate per day beginning on day 21	\$175 rate paid for days 1-20 \$200 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 \$15.00 per hour. Classified substitutes with 48 college credit hours or who have passed the KY Paraeducator Test may be considered for long term paraeducator 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 \$125.00 per day.

**Certified Teacher Substitutes**

Substitutes with current teaching certificates will be paid a premium rate of \$150.00 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 \$175.00 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 \$200.00, beginning on day 21 of that assignment. There will not be retro pay; the \$200.00 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.

**\*\*Substitutes working in special education assignments for a full day will receive an additional \$20.00 per day. Less than full time assignments will be prorated accordingly.\*\***

**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.)**

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.** (Extended days are considered part of the 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 **except for district summer school and other programs approved by the Superintendent.**

## **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	<b>\$30.00</b>	<b>0-10</b>
II	<b>\$34.00</b>	<b>11-20</b>
III	<b>\$37.00</b>	<b>21 +</b>

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 regarding 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 and Other Programs**

Stipend Amount= **Certified Hourly Rate Equivalent**

**V. Planning Period Used to Teach a Class during the Regular School Day for an Unfilled Substitute  
Assignment**

Stipend Amount= Certified Tiered Rate for Planning Outside the School Day

FAYETTE COUNTY PUBLIC SCHOOLS  
**BOARD CERTIFIED BEHAVIOR ANALYST**  
**2022-2023 SALARY SCHEDULE**

3% Increase

Experience	ANNUAL SALARY
0	78,795
1	79,977
2	81,177
3	82,394
4	83,631
5	84,885
6	86,159
7	87,451
8	88,762
9	90,094
10	91,445
11	92,817
12	94,209
13	95,622
14	97,057
15	98,513
16	99,990
17	101,490
18	103,012
19	104,558
20	106,126
21	107,718
22	109,334
23	110,974
24	112,638
25	114,327
26	116,043
27	117,784
28	119,550
29	121,343
30	123,164

**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**  
**2022-2023 SALARY SCHEDULE**

3% Increase

Experience	ANNUAL SALARY
0	59,798
1	60,829
2	61,860
3	62,891
4	63,922
5	64,953
6	65,983
7	67,013
8	68,044
9	69,074
10	70,105
11	71,135
12	72,168
13	73,195
14	74,227
15	75,258
16	76,288
17	77,320
18	78,350
19	79,380
20	80,409
21	81,439
22	82,471
23	83,502
24	84,533
25	85,565
26	86,596
27	87,894
28	89,213
29	90,551
30	91,909

**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**  
**2022-2023 SALARY SCHEDULE**

3% Increase

Experience	ANNUAL SALARY
0	61,496
1	62,607
2	63,719
3	64,829
4	65,942
5	67,051
6	68,165
7	69,279
8	70,388
9	71,499
10	72,612
11	73,723
12	74,831
13	75,945
14	77,054
15	78,168
16	79,279
17	80,391
18	81,500
19	82,615
20	83,725
21	84,834
22	85,945
23	87,060
24	88,172
25	89,281
26	90,394
27	91,749
28	93,125
29	94,522
30	95,940

**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**  
**2022-2023 SALARY SCHEDULE**

3% Increase

Experience	ANNUAL SALARY
0	57,016
1	57,872
2	58,740
3	59,620
4	60,516
5	61,423
6	62,345
7	63,280
8	64,228
9	65,192
10	66,170
11	67,163
12	68,170
13	69,193
14	70,231
15	71,284
16	72,353
17	73,438
18	74,540
19	75,658
20	76,793
21	77,945
22	79,114
23	80,301
24	81,506
25	82,727
26	83,968
27	85,228
28	86,506
29	87,804
30	89,121

**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  
2022-2023 SALARY SCHEDULE**

3% Increase

Experience	AB-BA	MA+
0	42,888	46,172
1	43,718	47,074
2	44,564	48,000
3	45,434	48,944
4	46,324	49,911
5	47,230	50,895
6	48,155	51,903
7	49,105	52,933
8	50,075	53,985
9	51,063	55,059
10	52,074	56,157
11	53,105	57,284
12	54,162	58,431
13	55,244	59,605
14	56,347	60,802
15	57,476	62,031
16	58,629	63,282
17	59,806	64,561
18	61,007	65,868
19	62,241	67,209
20	63,495	68,576
21	64,783	69,971
22	66,092	71,399
23	67,435	72,859
24	68,807	74,349
25	70,207	75,872
26	71,644	77,429
27	72,718	78,591
28	73,809	79,770
29	74,916	80,967
30	76,039	82,181

**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.

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
\$10.00		\$.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. <span style="float: right;">BOARD APPROVED 4/2/2001</span></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><b><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></b></p>

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

## 2022-2023 CLASSIFIED HOURLY EMPLOYEES SALARY SCHEDULE

Approved June 13, 2022

The Classified Salary Schedule is a new structure based on the implementation of a compensation study and includes a minimum increase of 3% for employees from the 2021 -2022 school year.

Grade ⇒ Level ↓	G1	G2	G3	G4	G5	G6	G7	G8	G9	G10	G11	G12	G13	G14	G15	G16	G17	G18	G19	G20
0	15.55	16.18	16.82	17.50	18.19	18.92	19.68	20.47	21.29	22.14	23.02	23.94	24.90	25.90	26.93	28.01	29.13	30.30	31.51	32.77
1	15.80	16.43	17.09	17.77	18.48	19.22	19.99	20.79	21.62	22.49	23.39	24.32	25.29	26.31	27.36	28.45	29.59	30.77	32.01	33.29
2	16.05	16.69	17.36	18.05	18.77	19.52	20.31	21.12	21.96	22.84	23.76	24.71	25.69	26.72	27.79	28.90	30.06	31.26	32.51	33.81
3	16.30	16.95	17.63	18.34	19.07	19.83	20.63	21.45	22.31	23.20	24.13	25.10	26.10	27.14	28.23	29.36	30.53	31.75	33.02	34.34
4	16.56	17.22	17.91	18.63	19.37	20.15	20.95	21.79	22.66	23.57	24.51	25.49	26.51	27.57	28.67	29.82	31.01	32.25	33.55	34.89
5	16.82	17.49	18.19	18.92	19.68	20.46	21.28	22.13	23.02	23.94	24.90	25.89	26.93	28.01	29.13	30.29	31.50	32.76	34.07	35.44
6	17.09	17.77	18.48	19.22	19.99	20.79	21.62	22.48	23.38	24.32	25.29	26.30	27.36	28.45	29.59	30.77	32.00	33.28	34.61	36.00
7	17.36	18.05	18.77	19.52	20.30	21.12	21.96	22.84	23.75	24.70	25.69	26.72	27.79	28.90	30.05	31.26	32.51	33.81	35.16	36.57
8	17.63	18.33	19.07	19.83	20.62	21.45	22.31	23.20	24.13	25.09	26.10	27.14	28.23	29.35	30.53	31.75	33.02	34.34	35.71	37.14
9	17.91	18.62	19.37	20.14	20.95	21.79	22.66	23.57	24.51	25.49	26.51	27.57	28.67	29.82	31.01	32.25	33.54	34.88	36.28	37.73
10	18.19	18.92	19.68	20.46	21.28	22.13	23.02	23.94	24.90	25.89	26.93	28.00	29.12	30.29	31.50	32.76	34.07	35.43	36.85	38.33
11	18.48	19.22	19.99	20.79	21.62	22.48	23.38	24.32	25.29	26.30	27.35	28.45	29.58	30.77	32.00	33.28	34.61	35.99	37.43	38.93
12	18.77	19.52	20.30	21.11	21.96	22.84	23.75	24.70	25.69	26.72	27.78	28.90	30.05	31.25	32.50	33.80	35.16	36.56	38.02	39.55
13	19.07	19.83	20.62	21.45	22.30	23.20	24.12	25.09	26.09	27.14	28.22	29.35	30.53	31.75	33.02	34.34	35.71	37.14	38.62	40.17
14	19.37	20.14	20.95	21.79	22.66	23.56	24.51	25.49	26.51	27.57	28.67	29.82	31.01	32.25	33.54	34.88	36.27	37.73	39.23	40.80
15	19.67	20.46	21.28	22.13	23.01	23.94	24.89	25.89	26.92	28.00	29.12	30.29	31.50	32.76	34.07	35.43	36.85	38.32	39.85	41.45
16	19.98	20.78	21.61	22.48	23.38	24.31	25.29	26.30	27.35	28.44	29.58	30.76	31.99	33.27	34.61	35.99	37.43	38.93	40.48	42.10
17	20.30	21.11	21.96	22.83	23.75	24.70	25.69	26.71	27.78	28.89	30.05	31.25	32.50	33.80	35.15	36.56	38.02	39.54	41.12	42.77
18	20.62	21.44	22.30	23.19	24.12	25.09	26.09	27.13	28.22	29.35	30.52	31.74	33.01	34.33	35.71	37.14	38.62	40.17	41.77	43.44
19	20.95	21.78	22.65	23.56	24.50	25.48	26.50	27.56	28.67	29.81	31.00	32.24	33.53	34.88	36.27	37.72	39.23	40.80	42.43	44.13
20	21.28	22.13	23.01	23.93	24.89	25.89	26.92	28.00	29.12	30.28	31.49	32.75	34.06	35.43	36.84	38.32	39.85	41.44	43.10	44.83
21	21.61	22.48	23.38	24.31	25.28	26.29	27.35	28.44	29.58	30.76	31.99	33.27	34.60	35.99	37.43	38.92	40.48	42.10	43.78	45.53
22	21.95	22.83	23.74	24.69	25.68	26.71	27.78	28.89	30.04	31.25	32.50	33.80	35.15	36.55	38.02	39.54	41.12	42.76	44.47	46.25
23	22.30	23.19	24.12	25.08	26.09	27.13	28.22	29.35	30.52	31.74	33.01	34.33	35.70	37.13	38.62	40.16	41.77	43.44	45.18	46.98
24	22.65	23.56	24.50	25.48	26.50	27.56	28.66	29.81	31.00	32.24	33.53	34.87	36.27	37.72	39.23	40.80	42.43	44.12	45.89	47.72
25	23.01	23.93	24.89	25.88	26.92	28.00	29.11	30.28	31.49	32.75	34.06	35.42	36.84	38.31	39.85	41.44	43.10	44.82	46.61	48.48
26	23.37	24.31	25.28	26.29	27.34	28.44	29.57	30.76	31.99	33.27	34.60	35.98	37.42	38.92	40.47	42.09	43.78	45.53	47.35	49.24
27	23.74	24.69	25.68	26.71	27.78	28.89	30.04	31.24	32.49	33.79	35.14	36.55	38.01	39.53	41.11	42.76	44.47	46.25	48.10	50.02
28	24.12	25.08	26.09	27.13	28.21	29.34	30.52	31.74	33.01	34.33	35.70	37.13	38.61	40.16	41.76	43.43	45.17	46.98	48.86	50.81
29	24.50	25.48	26.50	27.56	28.66	29.81	31.00	32.24	33.53	34.87	36.26	37.71	39.22	40.79	42.42	44.12	45.88	47.72	49.63	51.61
30	24.88	25.88	26.92	27.99	29.11	30.28	31.49	32.75	34.06	35.42	36.84	38.31	39.84	41.44	43.09	44.82	46.61	48.47	50.41	52.43

## 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 20 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 their full years of experience on record upon retirement. 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 unless prior approval is granted.

### **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. Upon hire, no more than 2 certifications will be 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.**

#### **Bilingual/Multilingual (1 Language only)**

- 2 levels for Bilingual Proficiency - Credit for bilingual or multilingual proficiency will be granted for regular, permanent classified hourly employees.

**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
- 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 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 test.

**Child Nutrition 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 Level 1 – 1 level
- School Nutrition Association Certification Level 2 - 1 level
- School Nutrition Association Certification Level 3 – 1 level
- School Nutrition Association Certification Level 4 – 1 level

Managers and Supervisors may be eligible to receive pay level increases for the following certification. Certification must be maintained in order to remain eligible for credit.

- School Nutrition Specialist Credential – 2 levels

**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.)*

**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 Aerial Lift Certification
- State Certified Driver Trainer – 1 level

**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

**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
- 1 level Communications Training Officer Certification

**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)
- Infinite Campus Certified System Administrator (1 Level)

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

- State Certified Driver Trainer – 1 level
- State Certified AAMVA CDL Examiner – 3 levels
- Certified CPR/AED/First Aid Trainer – 1 level

***\*Additional years of experience may be approved for critical needs positions as determined by the Superintendent***

***\*\*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	05	7706	HR ADMINISTRATIVE ASSISTANT III	09	8172	STDT ACT FUNDS BUDGET ANALYST	08
8163	ACCOUNTS PAYABLE SPECIALIST	05	7887	MIGRANT ADVOCATE/RECRUITER	10	8943	SUMMER BUS MONITOR	01
8765	ADMIN ASST TO CHIEF OFFICER	11	7318	INSTRUCTIONAL PARAEducATOR	02	8930	SUMMER DISPATCHER	04
7762	ADMINISTRATIVE ASSISTANT II	04	7361	INSTRUCTIONAL RESOURCE TECHNICIAN	03	8236	SUMMER FD SVC WORKER	02
7765	ADMINISTRATIVE ASSISTANT III	05	7651	INSURANCE SPECIALIST	08	8208	SUMMER FOOD SVC MANAGER	05
8616	ARCHITECTURE PROJECT MANAGER	12	7320	KINDERGARTEN PARAEducATOR	02	8238	SUMMER FOOD SVC WORKER	01
7774	ATTENDANCE SPECIALIST-MIDDLE	02	8767	LAW ENFORCEMENT ADMIN ASST III	05	8445	SUMMER MAINT CREW LEADER	07
8774	ATTENDANCE SPECIALIST-HIGH SCHOOL/HOMEBOUND	02	7824	LAW ENFORCEMENT OFFICER	15	8630	SUMMER PLANT OPS WORKER	02
7922	AUTOBODY WORKER II	10	8284	LAW ENFORCEMENT SERGEANT	18	8939	SUMMER SCHOOL DRIVER	09
7316	BILINGUAL PARAEducATOR	03	8933	LEAD BUS DRIVER TRAINER	11	8985	SUMMER WAREHOUSE WORKER	04
7183	BUDGET ANALYST I	09	7606	LEAD CUSTODIAN	04	7513	SYSTEMS ANALYST	14
7185	BUDGET ANALYST III	14	7623	LEAD GROUNDS EQUIPMENT MECHANIC	07	8165	TAX PROCESSING SPECIALIST	05
7941	BUS DRIVER	09	7625	LEAD GROUNDS WORKER	05	8162	TAX PROCESSING SUPERVISOR	11
7942	BUS MONITOR	01	8191	LEAD PAYROLL SPECIALIST	10	7553	TECHNOLOGY SUPPORT MANAGER	20
7515	COMPUTER PROGRAMMER	18	7632	LEAD UTILITY WORKER	05	7554	TECHNOLOGY SUPPORT SPECIALIST I	07
8266	CONSTRUCTION ACCOUNTING MNGR	10	7982	LEAD WAREHOUSE WORKER	05	8795	TECHNOLOGY SUPPORT SPECIALIST II	14
8166	CONSTRUCTION BUDGET ANALYST	10	8779	LEAD WEB APPLICATION DEVELOPER	20	8253	TECHNOLOGY SUPPORT SPECIALIST III	18
8624	CUSTODIAL EQUIP MECHANIC	04	7763	LEGAL ADMINISTRATIVE ASSISTANT	10	7555	TECHNOLOGY SUPPORT TEAM LEAD	18
7603	CUSTODIAL SERVICES TRAINER	12	7785	MAIL SPECIALIST	04	8608	TEMPORARY OPERATIONS WORKER	02
7605	CUSTODIAL SUPERVISOR	06	7441	MAINTENANCE FOREMAN	13	8331	TEMPORARY SPECIAL ED PARA	03
7609	CUSTODIAN	02	7435	MAINTENANCE SUPERVISOR	20	8374	TEMPORARY TUTOR	\$15.00
7516	DATABASE ADMINISTRATOR	18	7445	MAINTENANCE TECH I	05	7164	TRANSP ACCTS PAYABLE CLERK	05
8792	DIGITAL CURRICULUM SUPPORT SPECIALIST I	14	7444	MAINTENANCE TECH II	07	8203	TRANSPORTATION DATA ASST W/ CDL	09
8232	DIGITAL CURRICULUM SUPPORT SPECIALIST II	18	7443	MAINTENANCE TECH III	09	8910	TRANSPORTATION DISPATCHER	10
7908	DISPATCHER	04	7442	MAINTENANCE TECH IV	11	7902	TRANSPORTATION MANAGER	19
8625	DISTRICT CUSTODIAL SUPERVISOR	06	7424	MAINTENANCE TECHNICIAN IV (HVAC)	11	7931	TRANSPORTATION RECORDS CLERK	11
8627	DISTRICT CUSTODIAN	02	8982	MAINTENANCE WAREHOUSE WORKER	04	8941	TRIP DRIVER	09
7622	DISTRICT GROUNDS SUPERVISOR	12	8782	OFFICE ASSISTANT	02	7631	UTILITY SERVICES SUPV	12
8626	DISTRICT LEAD CUSTODIAN	04	8762	OUT-OF-AREA ATTENDANCE SPEC	04	7634	UTILITY WORKER I	03
7412	DRAFTING SPECIALIST	09	8610	PART-TIME CUSTODIAN	02	7633	UTILITY WORKER II	04
7317	EARLY START PARAEducATOR	02	7191	PAYROLL SPECIALIST	08	7924	VEH UPHOL & GLASS WORKER	06
8427	EDUCATION TV TECHNICIAN	13	7661	PERSONNEL SPECIALIST	10	7913	VEHICLE MECHANIC ASST	07
7338	EDUCATIONAL INTERP I	15	7122	PRINTING ASST	04	7912	VEHICLE MAINTENANCE SUPV	18
7339	EDUCATIONAL INTERP III	20	7116	PRINTING SUPERVISOR	16	7916	VEHICLE MECHANIC I	08
7425	ENERGY SYSTEMS OPERATOR/DISP	11	8335	RISE KINDERGARTEN PARAEducATOR	02	7915	VEHICLE MECHANIC II	10
8775	EXEC ASST TO SUPERINTENDENT	13	8333	PROM ACAD-PARAEducATOR	02	7907	VEHICLE OP CONTROL ANALYST W/ CDL	09
8183	FINANCE ANALYST	09	8322	PROM ACAD-KINDERGARTEN PARA	02	7981	WAREHOUSE SUPERVISOR	12
8161	FISCAL ASSISTANT	05	8334	PROM ACAD-SAFE PARAEducATOR	02	7983	WAREHOUSE WORKER II	04
8222	FOOD SERVICE ACCOUNT SPECIALIST	04	8324	PROM ACAD-SP ED PARAEducATOR	03	8908	WEEKEND DISPATCHER	04
7234	FOOD SERVICE ASST I	01	7724	PROCUREMENT SPECIALIST	15	8449	WORK CONTROL COORDINATOR	05
7233	FOOD SERVICE ASST II	02	7791	RECEPTIONIST	02	8173	WORKERS COMP ANALYST	08
8205	FOOD SERVICE BUDGET ANALYST	08	7885	REGISTRAR	03			
8225	FOOD SERVICE CHEF	08	8337	REGISTERED BEHAVIOR TECH	05		<b>SUBSTITUTES</b>	
7615	FOOD SERVICE MAINTENANCE FOREMAN	13	8621	RISK MANAGEMENT SPECIALIST	08	8938	SUB BUS DRIVER	\$30.00
7440	FOOD SERVICE MAINTENANCE TECHNICIAN I	05	8201	ROUTING CLERK	07	8944	SUB BUS MONITOR	\$15.00
8604	FOOD SERVICE MAINTENANCE TECHNICIAN II	07	7319	SAFE PARAEducATOR	02	8352	SUB EDUCATIONAL INTERPRETER	\$30.00
8231	FOOD SERVICE ASSISTANT MANAGER	03	8906	SAFETY TRAINING SUPERVISOR	11	8235	SUB FOOD SVC WORKER	\$15.00
8603	FOOD SERVICE MAINTENANCE TECHNICIAN III	09	7163	SCHOOL ACCOUNT SPECIALIST - ELEM/MID	04	8310	SUB PARAEducATOR	\$15.00
8605	FOOD SERVICE MAINTENANCE TECHNICIAN IV	11	8171	SCHOOL ACCOUNT SPECIALIST - HIGH	04	7772	SUB SECRETARY	\$15.00
7212	FOOD SERVICE MANAGER I	04	7773	SCHOOL ADMINISTRATIVE ASST I	03	8609	SUBSTITUTE CUSTODIAN	\$15.00
7211	FOOD SERVICE MANAGER II	05	7777	SCHOOL ADMIN ASST II - ELEM	04	7726	SUB SPECIALIST I	\$15.00
8210	FOOD SERVICE MANAGER III	06	7778	SCHOOL ADMIN ASST II - HIGH	04	7727	SUB SPECIALIST II	\$20.00
8227	FOOD SERVICE MANAGER IV	07	7779	SCHOOL ADMIN ASST II - MIDDLE	04	7728	SUB SPECIALIST III	\$25.00
8226	FOOD SERVICE PROGRAM ASST II	08	7782	SCHOOL OFFICE ASSISTANT	02	7729	SUB SPECIALIST IV	\$30.00
8212	FOOD SERVICE DISTRICT SUPERVISOR	13	8539	SCHOOL BUSINESS OFFICE TRAINER	10	7730	SUB SPECIALIST V	\$35.00
8223	FOOD SERVICE TRAINER	08	7540	SENIOR TECH SUPPORT SPECIALIST	20		RELIEF DRIVER	\$20/SHIFT
7720	FOOD SERVICE PROCUREMENT SPECIALIST	11	8342	SPECIAL EDUCATION ASSISTANT	03		RELIEF MONITOR	\$10/SHIFT
7530	FOOD SERVICE TECHNOLOGY SUPPORT SPECIALIST II	14	8325	SPECIAL EDUCATION PARAEducATOR	03			
7624	GROUNDS EQUIP MECHANIC	04	8326	SPECIAL EDUCATION PARA/HEALTH AIDE	03			
7628	GROUNDS WORKER I	02	7529	STUDENT INFORMATION SUPPORT SPECIALIST I	14		<b>AFTERSCHOOL PROGRAM</b>	
7627	GROUNDS WORKER II	03	7552	STUDENT INFORMATION SUPPORT SPECIALIST II	14	8305	AFTER SCHOOL PROGRAM ASST	\$15.00
8353	HOME/SCHOOL LIAISON	03	8794	SYSTEMS ANALYST	14	8304	AFTER SCHOOL PROGRAM COORD	\$27.00
7705	HR SPECIALIST	08	7771	STAFF SUPP ADMIN ASST I (12MO)	03	8308	EXTENDED SCHOOL SERVICES	\$15.00