

**2020-2021
Teachers Salary Schedule
Metcalfe County Schools
(185 Days)**

Years of Experience	RANK I ¹ KY Certification (Master's + 30 hrs.)	RANK II ¹ KY Certification (Master's Degree)	RANK III ¹ KY Certification (Bachelor's Degree.)	RANK IV ¹ (Bachelor's Degree or 96 hours – 128 hours)	RANK V (64 hours – 95 hours)
0	\$48,371	\$40,173	\$35,563	\$28,776	\$26,005
1	\$49,251	\$41,702	\$36,181	\$29,063	\$26,005
2	\$49,380	\$42,610	\$36,798	\$29,353	\$26,005
3	\$49,513	\$43,517	\$38,060	\$29,648	\$26,005
4	\$49,643	\$44,431	\$39,868	\$29,943	\$26,005
5	\$50,731	\$45,374	\$40,287	\$30,243	\$26,005
6	\$51,525	\$46,213	\$40,903	\$30,545	\$26,005
7	\$52,321	\$47,049	\$41,517	\$30,851	\$26,005
8	\$53,115	\$47,885	\$42,133	\$31,160	\$26,005
9	\$54,177	\$48,724	\$42,750	\$31,472	\$26,005
10	\$54,830	\$49,560	\$44,020	\$31,787	\$26,005
11	\$55,378	\$50,056	\$44,460	\$32,105	\$26,005
12	\$55,758	\$50,412	\$44,723	\$32,426	\$26,005
13	\$56,135	\$50,792	\$44,990	\$32,750	\$26,005
14	\$56,516	\$51,176	\$45,255	\$33,078	\$26,005
15	\$56,891	\$51,558	\$45,518	\$33,409	\$26,005
16	\$57,249	\$51,935	\$45,785	\$33,743	\$26,005
17	\$57,489	\$52,198	\$46,116	\$34,080	\$26,005
18	\$57,732	\$52,454	\$46,448	\$34,421	\$26,005
19	\$57,912	\$52,717	\$46,779	\$34,765	\$26,005
20	\$58,215	\$52,972	\$47,111	\$35,113	\$26,005
21	\$58,608	\$53,365	\$47,444	\$35,464	\$26,005
22	\$58,924	\$53,666	\$47,743	\$35,819	\$26,005
23	\$59,227	\$54,021	\$48,622	\$36,177	\$26,005
24	\$59,531	\$54,266	\$49,108	\$36,539	\$26,005
25	\$59,835	\$54,568	\$49,413	\$36,904	\$26,005
26	\$60,215	\$54,796	\$49,717	\$37,273	\$26,005
27	\$60,427	\$55,176	\$50,018	\$37,646	\$26,005
28	\$60,600	\$55,321	\$50,141	\$38,022	\$26,005
29	\$60,712	\$55,433	\$50,251	\$38,402	\$26,005
30 & UP	\$61,209	\$55,934	\$50,730	\$38,786	\$26,005

* National Board Teacher Certification / Doctorate– Additional \$2000.00

*Full-time Agriculture will be paid on a 240 day contract

¹Appropriate and approved professional certificate may be considered equivalent of degree/rank certifications

2020-2021
Substitute Teachers Salary Schedule*
Metcalfe County Schools
Daily Rate

RANK I (Master's + 30 hrs. with Teaching Cert)	RANK II (Master's Degree with Teaching Cert.)	RANK III (Bachelor's Degree with Teaching Cert.)	RANK IV (Bachelor's Degree or 96 hours – 128 hours)	RANK V (64 hours – 95 hours)
\$95.00	\$85.00	\$75.00	\$65.00	\$60.00

*** Substitutes holding a 5 year substitute certificate will be paid at the rank on that certificate.**

*** If a substitute teacher works more than twenty (20) consecutive days in the same position, beginning of the 21st day they will receive 1 ½ times their regular substitute pay rate and will continue until a break in service.**

***Full time substitute teacher(s) will be paid per rank and years of experience on the certified salary schedule**

2020-2021 Classified Substitute Salary Schedule

Paraeducators, Secretaries, Cooks and Custodians, Part-Time Bus Monitor
\$8.00 per hour

*** If a classified substitute works more than twenty (20) consecutive days in the same position, beginning of the 21st day they will receive the regular pay rate per salary schedule until a break in service for that position.**

Seasonal Buildings & Grounds \$10.00/hr

Student Workers \$7.25/hr

Bus Drivers ** \$45.00 per day

**** One (1) full time substitute bus drivers are paid per the bus driver salary schedule.**

**2020-2021
Professional Staff
Extended and Supplemental Salary Schedule
Metcalfe County Schools**

Certified Position	Days	Supplement % of base
<u>District</u>		
Director of Instruction	240	*see chart below
Director of Pupil Personnel/District-Wide Operations	240	*see chart below
Director of Exceptional Children/Title IX	240	* see chart below
Director of Title I/ Professional Development		
Director of Elementary Education	240	*see chart below
<u>Elementary School</u>		
Principal	230	20%
Asst. Principal/Instructional Coordinator	210	10%
Guidance Counselor	200	3%
<u>Middle School</u>		
Principal	230	20%
Asst. Principal/Instructional Coordinator	210	10%
Guidance Counselor	200	3%
<u>High School</u>		
Principal	240	25%
Asst. Principal/Instructional Coordinator	225	15%
Asst. Principal	225	15%
Guidance Counselor	210	3%
Director of Digital Learning	205	3%
Curriculum Coach	205	
Digital Instruction (as needed beyond current staffing/courses)		
Regular Course Content	\$110 per student	
AP Course Content	\$125 per student	

*** Administrative Experience**

Years	Percentage
0	10%
1-4	15%
5+	20%

Any additional schools administrative positions shall be determined by SBDM Council and should be derived from teacher allocation.

A maximum of one(1) such positions may qualify for extended day/service pay from district funds. Any portion and/or all costs of extended days/extra service pay beyond this shall be borne by the council.

(Not to exceed index/salary schedule)

**2020-2021
Certified Professional Staff*
Metcalfe County Schools**

Position		Days
Director of School Nutrition	\$42,912	240/7H
Grant Writer/Public Relations	\$51,216	235/7H
Finance Officer/ HR Director	\$68,180	235/7.5H
Personalized Learning Coach		200/7H
Migrant Advocate/Recruiter		200/7H
RTI/Drop-Out Prevention Coordinator		185/7H
Preschool Teacher/Coordinator		195/7H
Farm to School Program Director		190/7H

*Certified Professional Staff are paid according to their Rank & Yrs experience per the teacher salary schedule.

**2020-2021
Classified
Metcalfe County Schools**

Administrative		Days	Total Salary
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Classified - Annual

Superintendent's Administrative Mgr/

Board Recorder	235	\$50,293
Chief Financial Analyst	235	\$61,121
Board Treasurer		\$2,500
Truancy Diversion		\$3,500
Food Service/Nutrition Director		\$3,000
Assistant to Finance Department	235	

Programmatic		Days	Total Salary
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Classified - Annual

Family Resource Center Director**	240	\$34,467
Youth Service Center Director**	240	\$34,467
Director of Community Education*	220	\$25,503
Community Education Instructor		Per Contract
Career Study & Dual Credit Liaison	220	\$51,518
Business/Marketing Coordinator	240	\$40,200
Student Employment Coordinator	205	\$22,721
Student Employment Coordinator	185	\$20,403
Old School Café Coordinator	235	\$33,529
Old School Café Asst. (Part-Time)		\$12/hr
ISS Para Professional	180/7hr	\$12.30/hr
Preschool Lead Teacher(s)	185	\$21,375

Department		Days	Total Salary
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Classified- Annual

Director of Transportation	250	\$55,582
Maintenance Manager	240	\$35,527

add ons

Electric Certification		\$1,500
HVAC Certification		\$1,500
Plumbing Certification		\$1,500

Maintenance Lead Technician(s) I	250	\$32,482
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add ons

Electric Certification		\$1,500
HVAC Certification		\$1,500
Plumbing Certification		\$1,500
5 Yrs Field Experience		\$2,000
10 Yrs In-District Exp		\$2,000
15 Yrs In-District Exp		\$1,000

20 Yrs In-District Exp		\$2,000
Maintenance Tech 2	240	\$30,452
<i>add ons</i>		
Electric Certification		\$1,500
HVAC Certification		\$1,500
Plumbing Certification		\$1,500
5 Yrs Field Experience		\$2,000
10 Yrs In-District Exp		\$2,000
15 Yrs In-District Exp		\$1,000
20 Yrs In-District Exp		\$2,000
Chief Information Officer (CIO)	240	\$47,143
<i>add ons</i>		
1 Additional Tech Certification		\$1,000
2 Additional Tech Certifications		\$1,500
5 Yrs Field Experience		\$1,000
10 Yrs In-District Exp		\$2,000
15 Yrs In-District Exp		\$1,000
District Technology Engineer	240	\$44,488
<i>add ons</i>		
1 Additional Tech Certification		\$1,000
2 Additional Tech Certifications		\$1,500
5 Yrs Field Experience		\$1,000
10 Yrs In-District Exp		\$2,000
15 Yrs In-District Exp		\$1,000
District Technology Level 2 Asst.	240	\$36,237
<i>add ons</i>		
1 Additional Tech Certification		\$500
2 Additional Tech Certifications		\$1,000
5 Yrs Field Experience		\$500
10 Yrs In-District Exp		\$2,000
15 Yrs In-District Exp		\$1,000
SIS Manager	230	\$37,557
Student Information System Training Certification		\$1,000
10 Yrs In-District Exp		\$1,000
15 Yrs In-District Exp		\$1,000
School Law Enforcement Officers	185/8hr	\$22,331

**** Family Resource / Youth Service Center Salaries cannot exceed 75% of grant expenditures. Salary increases for future years will depend on increases in grant revenue.**

***Per terms of state grant**

***Candidates with 4 year degree and/or applicable certifications may be considered for salary schedule from the certified table.**

**2020-2021
Classified Salary Schedule
Metcalfe County Schools**

Years of Exp.	Paraeducators 180D / 6.5H	School Secretaries 205 Days / 8 hrs	Mechanics 250/8H	Custodians 240D 8H	Bus Driver * Hourly Salary
	Family Resource Center Assistant 120D/6.5	Finance Clerks 205 Days / 8hrs	Grounds Worker 240/8H		180D Regular 4H City 2H Summer School 4H Preschool 2H 21st CCLC 2H
	Youth Services Center Assistant 190D/6.5	Transportation 220D 8H Central Office Receptionist 240D 8H			
		MCS Exceptoinal Education Asst. 205/7H Bus Monitor 180/4H			
0	\$9.19	\$9.67	\$11.23	\$9.19	\$12.95
1	\$9.47	\$9.93	\$11.53	\$9.47	\$13.18
2	\$9.74	\$10.22	\$11.83	\$9.74	\$13.38
3	\$10.01	\$10.50	\$12.13	\$10.01	\$13.57
4	\$10.30	\$10.82	\$12.42	\$10.30	\$13.78
5	\$10.58	\$11.16	\$12.74	\$10.58	\$13.97
6	\$10.85	\$11.49	\$13.02	\$10.85	\$14.18
7	\$11.19	\$11.82	\$13.32	\$11.12	\$14.39
8	\$11.52	\$12.15	\$13.61	\$11.40	\$14.58
9	\$11.85	\$12.48	\$13.91	\$11.69	\$14.79
10	\$12.18	\$12.82	\$14.22	\$11.94	\$14.98
11	\$12.51	\$13.15	\$14.51	\$12.23	\$15.13
12	\$12.85	\$13.47	\$14.82	\$12.50	\$15.40
13	\$13.18	\$13.82	\$15.11	\$12.78	\$15.60
14	\$13.50	\$14.13	\$15.41	\$13.03	\$15.80
15	\$13.85	\$14.46	\$15.69	\$13.30	\$15.99
16	\$14.17	\$14.81	\$15.98	\$13.56	\$16.19
17	\$14.50	\$15.13	\$16.27	\$13.84	\$16.40
18	\$14.84	\$15.46	\$16.55	\$14.09	\$16.60
19	\$15.16	\$15.80	\$16.85	\$14.36	\$16.81
20	\$15.64	\$16.29	\$17.30	\$14.77	\$17.17
21	\$15.98	\$16.62	\$17.60	\$15.03	\$17.37
22	\$16.02	\$16.65	\$17.63	\$15.06	\$17.39
23	\$16.05	\$16.69	\$17.66	\$15.08	\$17.41
24	\$16.10	\$16.73	\$17.70	\$15.11	\$17.43
25	\$16.14	\$16.77	\$17.73	\$15.14	\$17.45
26	\$16.18	\$16.81	\$17.76	\$15.17	\$17.47
27	\$16.22	\$16.84	\$17.79	\$15.20	\$17.49
28	\$16.25	\$16.88	\$17.83	\$15.23	\$17.51
29	\$16.28	\$16.92	\$17.87	\$15.26	\$17.54
30	\$16.31	\$16.96	\$17.91	\$15.29	\$17.57

* Bus Driver Trainers, Instructional field trips, co-curricular and athletic hourly rate is \$10.55

Trade School Routes Not to exceed 4 hrs per day at driver's hourly rate

Special Education Routes/Drivers are to be additionally compensated the equivalent of one hour extra pay per day at their hourly rate.

Supplemental Cleaning Services \$10/hr

3rd City Route \$18.00/hr for 1 hr/day as needed

Staff affected by the April 2007 Superintendent "pay freeze" memo shall be paid from the 2006-07 salary schedule until which time they retire, sever employment with the district, or no longer remain in an hourly classified position.

Eligibility for raises resumed beginning with the 2013-14 school year and thereafter.

\$.05/hr will be allocated each year beyond 30 years of service

**2020-2021
School Nutrition Salary Schedule
Metcalfe County Schools**

Years of Experience	Hourly Rate
0	\$9.19
1	\$9.47
2	\$9.74
3	\$10.01
4	\$10.30
5	\$10.58
6	\$10.85
7	\$11.12
8	\$11.40
9	\$11.69
10	\$11.94
11	\$12.23
12	\$12.50
13	\$12.78
14	\$13.03
15	\$13.30
16	\$13.56
17	\$13.84
18	\$14.09
19	\$14.36
20	\$14.77
21	\$15.02
22	\$15.04
23	\$15.06
24	\$15.09
25	\$15.12
26	\$15.15
27	\$15.18
28	\$15.21
29	\$15.24
30	\$15.27

School Nutrition managers are paid for 180 days at 8 hours per day
School Nutrition workers are paid for 180 days at 7 hours per day
CACFP \$15.00/HR (after school meal program)
\$.05/hr will be allocated each year beyond 30 years of service

**2020-2021
21st Century Salary Schedule*
Metcalfe County Schools**

Position	Days / Hours	Salary
21st Century Site Coordinator	180/6.5H Per Grant Award	
21st Century Program Director	196/6.5 Per Grant Award	
21 st Century Site Assistant (Certified)		\$22.00 H
21 st Century Site Assistant (Classified)		\$8.00 H
21 st Century Transportation Services		\$25.00 H

**2020-2021
Tutor/Interpreter Salary Schedule*
Metcalfe County Schools**

Position	Salary
Certified Tutor/Homebound Teacher	\$22.00 H
Classified Tutor	\$8.00 H
Interpreter (Hourly Rate per Employee or Contract as needed)	

*** The cost of salaries and increments must not exceed grant capabilities.**

**2020-2021
Extra Curricular Salary Supplements
Metcalf County Schools**

DISTRICT WIDE			
Athletic Director (20 Ext. Days + Extra Service)	\$7,000	METCALFE CO MIDDLE SCHOOL	
Band Director	\$6,700	HEAD COACHES	
Asst. Band Director	\$2,750	Boys Basketball	\$2,350
Band Camp Assistant	\$1,500	Girls Basketball	\$2,350
Color Guard	\$800	Football	\$2,350
METCALFE CO HIGH SCHOOL		Cheerleading	\$2,350
HEAD COACHES		Baseball	\$1,625
Boys Basketball	\$7,400	Softball	\$1,625
Girls Basketball	\$7,400	Dance	\$1,625
Football	\$7,400	Volleyball	\$1,525
Volleyball	\$3,900	Archery	\$650
Baseball	\$3,900	ASSISTANT COACHES	
Softball	\$3,900	Assistant Football (2)	\$1,175
Cheerleading	\$3,900	Asst Boys Basketball (2)	\$1,175
Boys & Girls Track and Field	\$2,600	Asst Girls Basketball (2)	\$1,175
Cross Country *****	\$2,600	Assistant Baseball	\$1,100
Tennis*****	\$2,600	Assistant Softball	\$1,100
Golf*****	\$2,600	Assistant Cheerleading	\$1,100
Dance	\$2,600	Assistant Volleyball	\$875
Archery	\$1,375	DISTRICT / OTHER	
Bass Fishing	\$1,375	BETA/NHS	\$1,000
Bowling	\$1,375	Academic Team/FPS	\$1,000
Esports Coach	\$1,375	KJHS**	\$500
ASSISTANT COACHES		STLP	\$500
Assistant Boys Basketball (2)	\$3,650	Choir Elementary, Middle*** & High***	\$500
Assistant Girls Basketball (2)	\$3,650	Speech/Debate Coach	\$750
Assistant Football (3)	\$3,650	Literacy Project Director	\$3,500
Assistant Volleyball	\$1,950	MCHS Media/Display	\$750
Asst/Bench Volleyball	\$1,075	Special Custodial Serv:	
Assistant Softball	\$1,950	Bus Garage	\$1,000
Asst/Bench Softball	\$1,075	CENTRAL OFFICE	\$2,200
Assistant Baseball	\$1,950	HEAD CUSTODIAN	\$1,000
Asst/Bench Baseball	\$1,075		
Assistant Cheerleading	\$1,950	Extra Curricular Bus Driver Stipend ****	
Assistant Dance	\$1,050	K-12 Student Advocate	\$25/hour*
Assistant Track & Field	\$1,050	Youth Sports Liaison	\$4,000

Any unused allocation will return to the General Fund unless prior approval from Superintendent.

*** Not to exceed \$10,000 per year**

**** Inactive for current year at MCHS**

***** Inactive for Current Year at MCHS & MCMS**

****** Pay commensurate with contract schedule and number of events available. Driver must commit to all games within season/schedule.**

******* Upon agreement salaries may be split among individuals for boys and girls teams.**