

McCracken County Public Schools

2014-2015 Salary Schedule



For the period of July 1, 2014 through June 30, 2015

McCracken County Public Schools
435 Berger Road
Paducah, KY 42003
270-538-4000

Updated 11/20/2014

**McCracken County Public Schools
Administrative Salary Schedule**

2014-2015		
1% Raise		
POSITION	NUMBER OF WORK DAYS	ADMINISTRATIVE ANNUAL INCREMENT*
Superintendent, McCracken County School District	241	Superintendent salary (base & extended days) plus administrative increment adjusted to reflect a salary: \$145,000
Assistant Superintendent - Curriculum/Instruction/DTC Assistant Superintendent - Administration/Personnel/Finance	241	Assistant Superintendent salary (base & extended days) plus administrative increment adjusted to reflect a salary: \$99,369
Principal, McCracken County High School	241	High School Principal's salary (base & extended days) plus administrative increment adjusted to reflect a salary: \$113,120
Principal, Commonwealth Middle College	Minimum of 180	Middle College Principal's salary (base & extended days) plus administrative increment adjusted to reflect a daily salary: \$331.01
Principal, Lone Oak Middle School Principal, Heath Middle School Principal, Reidland Middle School	241	Middle School Principal's salary (base & extended days) plus administrative increment adjusted to reflect a salary: \$90,330
Principal, Lone Oak Elementary School Principal, Heath Elementary School Principal, Reidland Elementary School Principal, Hendron/Lone Oak Elementary School Principal, Farley Elementary School Principal, Concord Elementary School Principal, Lone Oak Intermediate School	241	Elementary/Intermediate School Principal's salary (base & extended days) plus administrative increment adjusted to reflect a salary: \$84,124 With 625+ enrollment**, additional increment of: \$2,000 for a total of \$86,124
Assistant Principal, Houses-McCracken County High School	227	Assistant School Principal's salary (base & extended days) plus administrative increment adjusted to reflect a salary: \$81,030
Assistant Principal, Lone Oak Middle School Assistant Principal, Heath Middle School Assistant Principal, Reidland Middle School	217	Assistant School Principal's salary (base & extended days) plus administrative increment adjusted to reflect a salary: \$64,150
Assistant Principal, Concord Elementary School	193	Base & extended days plus stipend of \$4,379
***Director of Elementary School Instruction ***Director of Exceptional Children ***Director of Middle School Instruction ***Director of Pupil Personnel	241	Director of (Ref ***) salary (base & extended days) plus administrative increment adjusted to reflect a salary: \$88,469
Director of District Wide Programs	220	Director of District Wide Programs' salary (base & extended days) plus administrative increment adjusted to reflect a salary: \$80,761
Director of Public Relations	220	Director of Public Relations' salary (base & extended days) for certified See Classified Schedule: Job Class 8102 for classified
Special Events Coordinator	187	Special Events Coordinator salary (base & extended days)
Director of Food Service	220	See Classified Schedule: Job Class 7467
Director of Facilities	241	See Classified Schedule: Job Class 8461
District Coordinator of Transportation	241	See Classified Schedule: Job Class 8902
Stipends		
Network Support Coordinator		\$7,070
Technical Support Coordinator/Board of Education Technical Support		\$7,070
Activities Director, McCracken County High School		Increment added to base & extended days to reflect MCHS Assistant Principal salary if employee has administrative certification
Finance		\$14,242
Technology		\$14,242
Coordinator, ESS (1 @ each school)		\$26.55/Hour, Max. \$1445 Annually; Timesheet Required
Coordinator, School Professional Development		\$26.55/Hour, Max. \$812 Annually; Timesheet Required
Head Teacher - Juv. Detention Center/Alternative School		\$2,552
Secretary-Board of Education		\$3,619
Student Records Lead		\$11,586
ESS Instructors-Certified		\$26.55 Hr.
ESS Tutor-Classified		\$8.00 Hr.
ESS Peer Tutor		Minimum Wage
Homebound Instructors		\$26.55 Hr.
School Psychologist (Lead)	220	Salary (base & extended days) plus school psychologist increment adjusted to reflect a salary: \$74,024

*For any administrative position filled by certified personnel with an earned doctorate degree recognized by EPSB, \$3,000 will be added to the annual salary shown.
**Enrollment figure to be based on prior year, end of 4th month projections used for staffing allocations.

**McCracken County Public Schools
Certified Teacher Salary Schedule**

186 DAY SALARY SCHEDULE
2014-2015
CERTIFIED TEACHING STAFF

1% Raise

EXPERIENCE LEVEL	RANK III BACHELOR'S DEGREE	RANK II MASTER'S DEGREE	RANK I MASTER'S + 30 HOURS	RANK I + NBPTS CERTIFICATION	RANK I + DOCTORATE DEGREE	RANK I + DOCTORATE + NBC
0	\$ 37,039	\$ 41,024	\$ 44,996	\$ 46,996	\$ 47,996	\$ 49,996
1	\$ 37,334	\$ 41,319	\$ 45,291	\$ 47,291	\$ 48,291	\$ 50,291
2	\$ 37,543	\$ 41,532	\$ 45,503	\$ 47,503	\$ 48,503	\$ 50,503
3	\$ 37,773	\$ 41,763	\$ 45,735	\$ 47,735	\$ 48,735	\$ 50,735
4	\$ 41,517	\$ 45,543	\$ 49,514	\$ 51,514	\$ 52,514	\$ 54,514
5	\$ 41,812	\$ 45,838	\$ 49,808	\$ 51,808	\$ 52,808	\$ 54,808
6	\$ 41,967	\$ 45,995	\$ 49,961	\$ 51,961	\$ 52,961	\$ 54,961
7	\$ 42,199	\$ 46,229	\$ 50,192	\$ 52,192	\$ 53,192	\$ 55,192
8	\$ 42,431	\$ 46,456	\$ 50,423	\$ 52,423	\$ 53,423	\$ 55,423
9	\$ 42,663	\$ 46,689	\$ 50,659	\$ 52,659	\$ 53,659	\$ 55,659
10	\$ 47,928	\$ 51,969	\$ 55,961	\$ 57,961	\$ 58,961	\$ 60,961
11	\$ 48,262	\$ 52,302	\$ 56,295	\$ 58,295	\$ 59,295	\$ 61,295
12	\$ 48,549	\$ 52,585	\$ 56,576	\$ 58,576	\$ 59,576	\$ 61,576
13	\$ 48,724	\$ 52,822	\$ 56,811	\$ 58,811	\$ 59,811	\$ 61,811
14	\$ 48,724	\$ 53,052	\$ 57,044	\$ 59,044	\$ 60,044	\$ 62,044
15	\$ 50,821	\$ 55,475	\$ 59,491	\$ 61,491	\$ 62,491	\$ 64,491
16	\$ 50,821	\$ 55,475	\$ 59,491	\$ 61,491	\$ 62,491	\$ 64,491
17	\$ 50,821	\$ 55,475	\$ 59,491	\$ 61,491	\$ 62,491	\$ 64,491
18	\$ 50,821	\$ 55,475	\$ 59,491	\$ 61,491	\$ 62,491	\$ 64,491
19	\$ 50,821	\$ 55,475	\$ 59,491	\$ 61,491	\$ 62,491	\$ 64,491
20	\$ 52,056	\$ 56,750	\$ 60,878	\$ 62,878	\$ 63,878	\$ 65,878
21	\$ 52,056	\$ 56,750	\$ 60,878	\$ 62,878	\$ 63,878	\$ 65,878
22	\$ 52,056	\$ 56,750	\$ 60,878	\$ 62,878	\$ 63,878	\$ 65,878
23	\$ 52,056	\$ 56,750	\$ 60,878	\$ 62,878	\$ 63,878	\$ 65,878
24	\$ 52,056	\$ 56,750	\$ 60,878	\$ 62,878	\$ 63,878	\$ 65,878
25	\$ 52,056	\$ 57,279	\$ 61,407	\$ 63,407	\$ 64,407	\$ 66,407
26	\$ 52,056	\$ 57,279	\$ 61,407	\$ 63,407	\$ 64,407	\$ 66,407
27	\$ 52,056	\$ 57,279	\$ 61,407	\$ 63,407	\$ 64,407	\$ 66,407
28	\$ 52,056	\$ 57,279	\$ 61,407	\$ 63,407	\$ 64,407	\$ 66,407
29	\$ 52,056	\$ 57,279	\$ 61,407	\$ 63,407	\$ 64,407	\$ 66,407
30	\$ 52,056	\$ 58,083	\$ 62,211	\$ 64,211	\$ 65,211	\$ 67,211

Rank IV<15	\$ 34,445
Rank V<15	\$ 30,043
Rank IV=>15	\$ 34,765
Rank V=>15	\$ 33,867

Adjunct instructors will be paid based on rank and experience from the certified salary schedule.

Certified employees with certification from the National Board for Professional Teaching Standards who are employed in their area of certification for 50% or more of their teaching assignment shall receive a \$2000 supplement as shown, pursuant to KRS 157.395. Certified employees with an earned Doctorate Degree recognized by the Education Professional Standards Board will receive a \$3000 supplement as shown.

**McCracken County Public Schools
Certified Teacher Salary Schedule**

187 DAY SALARY SCHEDULE
2014-2015
CERTIFIED TEACHING STAFF

1% Raise

EXPERIENCE LEVEL	RANK III BACHELOR'S DEGREE	RANK II MASTER'S DEGREE	RANK I MASTER'S + 30 HOURS	RANK I + NBPTS CERTIFICATION	RANK I + DOCTORATE DEGREE	RANK I + DOCTORATE + NBC
0	\$ 37,238	\$ 41,244	\$ 45,238	\$ 47,238	\$ 48,238	\$ 50,238
1	\$ 37,535	\$ 41,541	\$ 45,535	\$ 47,535	\$ 48,535	\$ 50,535
2	\$ 37,745	\$ 41,755	\$ 45,748	\$ 47,748	\$ 48,748	\$ 50,748
3	\$ 37,976	\$ 41,988	\$ 45,981	\$ 47,981	\$ 48,981	\$ 50,981
4	\$ 41,740	\$ 45,788	\$ 49,780	\$ 51,780	\$ 52,780	\$ 54,780
5	\$ 42,037	\$ 46,084	\$ 50,076	\$ 52,076	\$ 53,076	\$ 55,076
6	\$ 42,193	\$ 46,242	\$ 50,229	\$ 52,229	\$ 53,229	\$ 55,229
7	\$ 42,426	\$ 46,477	\$ 50,462	\$ 52,462	\$ 53,462	\$ 55,462
8	\$ 42,659	\$ 46,705	\$ 50,694	\$ 52,694	\$ 53,694	\$ 55,694
9	\$ 42,893	\$ 46,940	\$ 50,931	\$ 52,931	\$ 53,931	\$ 55,931
10	\$ 48,186	\$ 52,248	\$ 56,262	\$ 58,262	\$ 59,262	\$ 61,262
11	\$ 48,521	\$ 52,584	\$ 56,597	\$ 58,597	\$ 59,597	\$ 61,597
12	\$ 48,810	\$ 52,867	\$ 56,880	\$ 58,880	\$ 59,880	\$ 61,880
13	\$ 48,986	\$ 53,106	\$ 57,117	\$ 59,117	\$ 60,117	\$ 62,117
14	\$ 48,986	\$ 53,337	\$ 57,351	\$ 59,351	\$ 60,351	\$ 62,351
15	\$ 51,094	\$ 55,773	\$ 59,811	\$ 61,811	\$ 62,811	\$ 64,811
16	\$ 51,094	\$ 55,773	\$ 59,811	\$ 61,811	\$ 62,811	\$ 64,811
17	\$ 51,094	\$ 55,773	\$ 59,811	\$ 61,811	\$ 62,811	\$ 64,811
18	\$ 51,094	\$ 55,773	\$ 59,811	\$ 61,811	\$ 62,811	\$ 64,811
19	\$ 51,094	\$ 55,773	\$ 59,811	\$ 61,811	\$ 62,811	\$ 64,811
20	\$ 52,336	\$ 57,055	\$ 61,205	\$ 63,205	\$ 64,205	\$ 66,205
21	\$ 52,336	\$ 57,055	\$ 61,205	\$ 63,205	\$ 64,205	\$ 66,205
22	\$ 52,336	\$ 57,055	\$ 61,205	\$ 63,205	\$ 64,205	\$ 66,205
23	\$ 52,336	\$ 57,055	\$ 61,205	\$ 63,205	\$ 64,205	\$ 66,205
24	\$ 52,336	\$ 57,055	\$ 61,205	\$ 63,205	\$ 64,205	\$ 66,205
25	\$ 52,336	\$ 57,587	\$ 61,737	\$ 63,737	\$ 64,737	\$ 66,737
26	\$ 52,336	\$ 57,587	\$ 61,737	\$ 63,737	\$ 64,737	\$ 66,737
27	\$ 52,336	\$ 57,587	\$ 61,737	\$ 63,737	\$ 64,737	\$ 66,737
28	\$ 52,336	\$ 57,587	\$ 61,737	\$ 63,737	\$ 64,737	\$ 66,737
29	\$ 52,336	\$ 57,587	\$ 61,737	\$ 63,737	\$ 64,737	\$ 66,737
30	\$ 52,336	\$ 58,395	\$ 62,545	\$ 64,545	\$ 65,545	\$ 67,545

Rank IV<15	\$ 34,630
Rank V<15	\$ 30,205
Rank IV=>15	\$ 34,952
Rank V=>15	\$ 34,049

Adjunct instructors will be paid based on rank and experience from the certified salary schedule.

Certified employees with certification from the National Board for Professional Teaching Standards who are employed in their area of certification for 50% or more of their teaching assignment shall receive a \$2000 supplement as shown, pursuant to KRS 157.395. Certified employees with an earned Doctorate Degree recognized by the Education Professional Standards Board will receive a \$3000 supplement as shown.

**McCracken County Public Schools
Extended Days Schedule**

2014-2015

POSITION:	NUMBER OF DAYS*
Agriculture Teacher	55
Activities Director-MCHS	41
Certified Teaching Staff	1
Guidance Counselor-Commonwealth Middle College	Max. Contract 100 Days
Guidance Counselor-Elementary/Intermediate School	10
Guidance Counselor-High School	17
Guidance Counselor-Middle School	14
Guidance Counselor-Title I	10
Librarian	13
School Psychologist (Lead)	34
Teacher-Juvenile Detention Center	Up to 34
Testing Specialist/School Psychologist	19

Principal-High School	55
Principal-Middle School	55
Principal-Elementary/Intermediate School	55
Principal-Middle College	54
Assistant Principal-High School	31
Assistant Principal-Middle School	31
Assistant Principal-Elementary/Intermediate School	7

Asst. Superintendent	55
Director of Elementary School Instruction	55
Director of Exceptional Children	55
Director of Food Services	34
Director of Middle School Instruction	55
Director of Public Relations	34
Director of Pupil Personnel	55
Director of District Wide Programs	34
District Coordinator of Transportation	55

**These days are in addition to the base 186 day contract.*

**McCracken County Public Schools
Co-Curricular Extra-Curricular Supplement Schedule**

2014-2015

Years of Service in McCracken County for Each Increment Position (assumes employment in same position)	Annual Value
0-3 Years	\$ -
4-6 Years	\$ 200
7-9 Years	\$ 400
10-14 Years	\$ 700
15-19 Years	\$ 900
20+ Years	\$ 1,100

Position	Annual Value
High School (1 position per school unless otherwise noted)	
Academic Team Head Coach	\$ 2,500
Academic Team Assistant Coach	\$ 1,800
Athletic Trainer (portion paid by MCHS)	\$ 19,500
Band Director	\$ 10,000
Band Assistant Director	\$ 6,000
Band Guard Director	\$ 4,000
Band Guard Assistant Director*	\$ 2,000
Band Jazz Director	\$ 2,000
Band Marching Instructor*	\$ 2,000
Band Percussion Director	\$ 2,000
Baseball Head Coach	\$ 7,500
Baseball Junior Varsity Coach	\$ 3,500
Baseball Level 1 Assistant Coach	\$ 2,500
Baseball Level 2 Assistant Coach	\$ 1,500
Basketball Head Coach-Boys	\$ 13,500
Basketball Varsity Assistant Coach-Boys	\$ 6,000
Basketball Junior Varsity Coach-Boys	\$ 6,000
Basketball 9th Grade Coach-Boys	\$ 3,000
Basketball Head Coach-Girls	\$ 13,500
Basketball Varsity Assistant Coach-Girls	\$ 6,000
Basketball Junior Varsity Coach-Girls	\$ 6,000
Basketball 9th Grade Coach-Girls	\$ 3,000
Basketball Little League Coordinator-Boys and Girls*	\$ 3,000
Bass Fishing Coach	\$ 1,500
Bowling Coach	\$ 2,500
Cheerleading Head Coach	\$ 3,250
Cheerleading Level 1 Assistant Coach	\$ 2,750
Cheerleading Level 2 Assistant Coach	\$ 1,750
Cheerleading Level 3 Assistant Coach (2 positions)	\$ 1,250
Cross Country Coach-Boys	\$ 3,000
Cross Country Coach-Girls	\$ 3,000
Dance Sponsor	\$ 2,500
Drama	\$ 2,500
Football Head Coach	\$ 13,500
Football Offensive Coordinator	\$ 6,000
Football Defensive Coordinator	\$ 6,000
Football Level 1 Assistant Coach (2 positions)	\$ 4,000
Football Level 2 Assistant Coach (2 positions)	\$ 3,000
Football Level 3 Assistant Coach (3 positions)	\$ 2,500
Football Level 4 Assistant Coach (3 positions)*	\$ 1,500
Future Problem Solving Coach/Evaluator	\$ 1,000
Golf Coach	\$ 3,000
Intramural Sports Coordinator	\$ 5,000
Newspaper Sponsor	\$ 1,200
Orchestra Director	\$ 2,500
Soccer Head Coach-Boys	\$ 7,500
Soccer Assistant Coach-Boys	\$ 3,500
Soccer 9th Grade Coach-Boys	\$ 2,500
Soccer Keeper Coach-Boys	\$ 1,500
Soccer Head Coach-Girls	\$ 7,500
Soccer Assistant Coach-Girls	\$ 3,500
Soccer 9th Grade Coach-Girls	\$ 2,500
Soccer Keeper Coach-Girls	\$ 1,500
Softball Head Coach	\$ 7,500
Softball Junior Varsity Coach	\$ 3,500
Softball Level 1 Assistant Coach	\$ 2,500
Softball Level 2 Assistant Coach	\$ 1,500
Speech/Debate Head Coach	\$ 2,200

*Booster-funded positions

Position	Annual Value
High School (1 position per school unless otherwise noted)	
Speech/Debate Assistant Coach	\$ 1,800
Swim Coach	\$ 2,700
Strength and Conditioning Coordinator*	\$ 2,500
Tennis Head Coach	\$ 4,000
Tennis Assistant Coach (2 positions)	\$ 2,000
Tournament Coordinator	\$ 5,250
Track Head Coach-Boys	\$ 2,400
Track Assistant Coach-Boys	\$ 1,500
Track Head Coach-Girls	\$ 2,400
Track Assistant Coach-Girls	\$ 1,500
Vocal Music Director	\$ 2,500
Volleyball Head Coach	\$ 7,500
Volleyball Varsity Assistant Coach	\$ 3,500
Volleyball Junior Varsity Coach	\$ 2,500
Volleyball 9th Grade Coach	\$ 1,600
Volleyball Middle School Head Coach (1 per district)*	\$ 1,380
Volleyball Middle School Level 1 Assistant (1 per district)*	\$ 730
Volleyball Middle School Level 2 Assistant (1 per district)*	\$ 430
Wrestling Head Coach	\$ 4,000
Wrestling Assistant Coach	\$ 1,500
Yearbook Sponsor	\$ 1,200
Middle School (1 position per school unless otherwise noted)	
Academic Team Head Coach	\$ 1,593
Academic Team Assistant Coach	\$ 1,155
Academic Team Assistant Coach-6th Grade	\$ 1,155
Activities Director	\$ 1,500
Band Director	\$ 2,487
Baseball Coach	\$ 1,000
Basketball 7th Grade Head Coach-Boys	\$ 1,299
Basketball 7th Grade Head Coach-Girls	\$ 1,299
Basketball 8th Grade Head Coach-Boys	\$ 1,725
Basketball 8th Grade Head Coach-Girls	\$ 1,725
Cheerleading 7th Grade Head Coach	\$ 861
Cheerleading 8th Grade Head Coach	\$ 1,254
Football 7th Grade Head Coach	\$ 1,299
Football 8th Grade Head Coach	\$ 1,725
Football Paraprofessional	\$ 530
Future Problem Solving Coach/Evaluator	\$ 594
Math Counts Coach	\$ 1,155
Soccer Coach-Boys	\$ 1,116
Soccer Coach-Girls	\$ 1,116
Softball Coach	\$ 1,000
Track Coach	\$ 1,116
Vocal Music Director	\$ 1,177
Vocal Music Director (hired 7/1/2013 or after)	\$ 894
Intermediate School (1 position per school unless otherwise noted)	
Academic Team Head Coach	\$ 1,593
Academic Team Assistant Coach	\$ 1,155
Band Director	\$ 1,593
Future Problem Solving Coach/Evaluator	\$ 594
Vocal Music Director	\$ 594
Elementary School (K-5) (1 position per school unless otherwise noted)	
Academic Team Head Coach	\$ 1,593
Academic Team Assistant Coach	\$ 1,155
Band Director	\$ 2,487
Band Director (hired 7/1/2013 or after)	\$ 1,593
Future Problem Solving Coach/Evaluator	\$ 594
Vocal Music Director	\$ 1,177
Vocal Music Director (hired 7/1/2013 or after)	\$ 594

**McCracken County Public Schools
Substitute Salary Schedule**

1% Raise

2014-2015

Certified Teacher Substitute Classification	Daily Rate
RANK V	\$ 67.67
RANK IV	\$ 68.68
RANK III	\$ 73.73
RANK II	\$ 81.81
RANK I	\$ 86.86

Substitute teachers who teach twenty (20) or more consecutive days at a school for the same teacher shall be paid from the certified teacher salary scale.

Substitute teachers must hold a certificate issued by the Kentucky Department of Education.

Classified Substitute Classification	Daily Rate	Hourly Rate
Account Clerk II	NA	\$ 12.93
Administrative Secretary II	NA	\$ 12.93
Bus Driver	\$ 64.29	NA
Bus Monitor Preschool	\$ 45.40	NA
Bus Monitor Special Ed.	\$ 45.40	NA
Clerical Assistant I	\$ 62.62	NA
Computer Lab Technician	\$ 62.62	NA
Computer Software Technician	NA	\$ 17.07
Custodian	NA	\$ 9.39
Delivery Driver	NA	\$ 9.39
Educational Interpreter I	NA	\$ 15.25
Food Service Assistant	NA	\$ 12.93
Food Service Worker	NA	Minimum Wage
In-School Detention Monitor	\$ 62.62	NA
Instructional Assistant I	\$ 62.62	NA
Lead Maintenance Worker	NA	\$ 16.56
Maintenance Technician III	NA	\$ 13.89
Maintenance Worker II	NA	\$ 11.31
Microcomputer Specialist	NA	\$ 9.09
Payroll Clerk II	NA	\$ 12.93
Receptionist	NA	\$ 8.38
Resource Officer	NA	\$ 13.89
Resource Officer-SLEO/POPS	NA	\$ 19.30
School Nurse	NA	\$ 20.25
Secretary Assistant	NA	\$ 9.29
Secretary Elementary/Intermediate School	\$ 92.92	NA
Secretary High School	\$ 92.92	NA
Secretary Middle School	\$ 92.92	NA
Superintendent Secretary	NA	\$ 12.93
Vehicle Maintenance Attendant	NA	\$ 9.41
Vehicle Mechanic I	NA	\$ 13.23
Voice Data Communication Specialist	NA	\$ 17.07