

# McCracken County Public Schools

## 2011-2012 Salary Schedule



For the period of July 1, 2011 through June 30, 2012

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

**McCracken County Public Schools**

**Administrative Salary Schedule**

2011-2012		
POSITION	NUMBER OF WORK DAYS	ADMINISTRATIVE ANNUAL INCREMENT*
Superintendent, McCracken County School District <i>(Not subject to additional pay for doctorate degree)</i>	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: \$98,385
Principal, Lone Oak High School Principal, Heath High School Principal, Reidland High School	241	High School Principal's salary (base & extended days) plus administrative increment adjusted to reflect a salary: \$96,764
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: \$89,436
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	241	Elementary School Principal's salary (base & extended days) plus administrative increment adjusted to reflect a salary: \$83,291 With 650+ enrollment**, additional increment of: \$2,000 for a total of \$85,291 With 825+ enrollment**, additional increment of: \$4,000 for a total of \$87,291
Assistant Principal, Lone Oak High School Assistant Principal, Heath High School Assistant Principal, Reidland High School	217	Assistant School Principal's salary (base & extended days) plus administrative increment adjusted to reflect a salary: \$76,694
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: \$63,515
Assistant Principal, Elementary Schools	193	Assistant School Principal's salary (base & extended days) plus administrative increment of: \$4,337
***Director of Elementary School Instruction ***Director of Exceptional Children ***Director of Food Services ***Director of High School Instruction ***Director of Middle School Instruction ***Director of Public Relations ***Director of Pupil Personnel	241	Director of (Ref ***) salary (base & extended days) plus administrative increment adjusted to reflect a salary: \$87,593
Director of District Wide Programs	220	Director of District Wide Programs' salary (base & extended days) plus administrative increment adjusted if necessary to reflect a minimum salary: \$65,000
Director of Facilities	241	See Classified Salaried Employee Schedule: Job Class 7902
District Coordinator of Transportation	225	\$50,000
Network Support Coordinator		\$7,000
Technical Support Coordinator		\$7,000
Coordinator, ESS (1 @ each school)		\$26.29/Hour, Max. \$1445 Annually; Timesheet Required
Coordinator, School Technology		\$26.29/Hour, Max. \$863 Annually; Timesheet Required
Coordinator, School Professional Development		\$26.29/Hour, Max. \$812 Annually; Timesheet Required
Coordinator, Visual & Performing Arts		\$1,010
Coordinator, Art		\$1,010
Coordinator, Instrumental		\$1,010
Coordinator, Dance		\$1,010
Coordinator, Drama		\$1,010
Coordinator, Vocal		\$1,010
Head Teacher - Juv. Detention Center/Alternative School		\$2,527
Secretary-Board of Education		\$3,183
ESS Instructors-Certified		\$26.29Hr.
ESS Tutor-Classified		\$8.00 Hr.
ESS Peer Tutor		Minimum Wage
HomeBound Instructors		\$26.29 Hr.
School Psychologist		Salary (base & extended days) plus school psychologist ncrement adjusted to reflect a salary: \$80,286

\*For any administrative position filled by certified personnel with an earned doctorate degree recognized by EPBS, \$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  
2011-2012  
CERTIFIED TEACHING STAFF

EXPERIENCE LEVEL	RANK III BACHELOR'S DEGREE	RANK II MASTER'S DEGREE	RANK II + DOCTORATE DEGREE	RANK II + NATIONAL BOARD CERTIFICATION	RANK II + DOCTORATE + NBC	RANK I MASTER'S + 30 HOURS	RANK I + DOCTORATE DEGREE	RANK I + NATIONAL BOARD CERTIFICATION	RANK I + DOCTORATE + NBC
0	\$ 36,672	\$ 40,618	\$ 43,618	\$ 42,618	\$ 45,618	\$ 44,550	\$ 47,550	\$ 46,550	\$ 49,550
1	\$ 36,964	\$ 40,910	\$ 43,910	\$ 42,910	\$ 45,910	\$ 44,843	\$ 47,843	\$ 46,843	\$ 49,843
2	\$ 37,171	\$ 41,121	\$ 44,121	\$ 43,121	\$ 46,121	\$ 45,053	\$ 48,053	\$ 47,053	\$ 50,053
3	\$ 37,399	\$ 41,350	\$ 44,350	\$ 43,350	\$ 46,350	\$ 45,283	\$ 48,283	\$ 47,283	\$ 50,283
4	\$ 41,106	\$ 45,093	\$ 48,093	\$ 47,093	\$ 50,093	\$ 49,023	\$ 52,023	\$ 51,023	\$ 54,023
5	\$ 41,398	\$ 45,384	\$ 48,384	\$ 47,384	\$ 50,384	\$ 49,315	\$ 52,315	\$ 51,315	\$ 54,315
6	\$ 41,552	\$ 45,539	\$ 48,539	\$ 47,539	\$ 50,539	\$ 49,466	\$ 52,466	\$ 51,466	\$ 54,466
7	\$ 41,781	\$ 45,771	\$ 48,771	\$ 47,771	\$ 50,771	\$ 49,695	\$ 52,695	\$ 51,695	\$ 54,695
8	\$ 42,011	\$ 45,996	\$ 48,996	\$ 47,996	\$ 50,996	\$ 49,924	\$ 52,924	\$ 51,924	\$ 54,924
9	\$ 42,241	\$ 46,226	\$ 49,226	\$ 48,226	\$ 51,226	\$ 50,157	\$ 53,157	\$ 52,157	\$ 55,157
10	\$ 47,454	\$ 51,454	\$ 54,454	\$ 53,454	\$ 56,454	\$ 55,407	\$ 58,407	\$ 57,407	\$ 60,407
11	\$ 47,784	\$ 51,785	\$ 54,785	\$ 53,785	\$ 56,785	\$ 55,737	\$ 58,737	\$ 57,737	\$ 60,737
12	\$ 48,069	\$ 52,064	\$ 55,064	\$ 54,064	\$ 57,064	\$ 56,016	\$ 59,016	\$ 58,016	\$ 61,016
13	\$ 48,242	\$ 52,299	\$ 55,299	\$ 54,299	\$ 57,299	\$ 56,249	\$ 59,249	\$ 58,249	\$ 61,249
14	\$ 48,242	\$ 52,527	\$ 55,527	\$ 54,527	\$ 57,527	\$ 56,479	\$ 59,479	\$ 58,479	\$ 61,479
15	\$ 50,317	\$ 54,926	\$ 57,926	\$ 56,926	\$ 59,926	\$ 58,902	\$ 61,902	\$ 60,902	\$ 63,902
16	\$ 50,317	\$ 54,926	\$ 57,926	\$ 56,926	\$ 59,926	\$ 58,902	\$ 61,902	\$ 60,902	\$ 63,902
17	\$ 50,317	\$ 54,926	\$ 57,926	\$ 56,926	\$ 59,926	\$ 58,902	\$ 61,902	\$ 60,902	\$ 63,902
18	\$ 50,317	\$ 54,926	\$ 57,926	\$ 56,926	\$ 59,926	\$ 58,902	\$ 61,902	\$ 60,902	\$ 63,902
19	\$ 50,317	\$ 54,926	\$ 57,926	\$ 56,926	\$ 59,926	\$ 58,902	\$ 61,902	\$ 60,902	\$ 63,902
20	\$ 51,541	\$ 56,188	\$ 59,188	\$ 58,188	\$ 61,188	\$ 60,275	\$ 63,275	\$ 62,275	\$ 65,275
21	\$ 51,541	\$ 56,188	\$ 59,188	\$ 58,188	\$ 61,188	\$ 60,275	\$ 63,275	\$ 62,275	\$ 65,275
22	\$ 51,541	\$ 56,188	\$ 59,188	\$ 58,188	\$ 61,188	\$ 60,275	\$ 63,275	\$ 62,275	\$ 65,275
23	\$ 51,541	\$ 56,188	\$ 59,188	\$ 58,188	\$ 61,188	\$ 60,275	\$ 63,275	\$ 62,275	\$ 65,275
24	\$ 51,541	\$ 56,188	\$ 59,188	\$ 58,188	\$ 61,188	\$ 60,275	\$ 63,275	\$ 62,275	\$ 65,275
25	\$ 51,541	\$ 56,712	\$ 59,712	\$ 58,712	\$ 61,712	\$ 60,799	\$ 63,799	\$ 62,799	\$ 65,799
26	\$ 51,541	\$ 56,712	\$ 59,712	\$ 58,712	\$ 61,712	\$ 60,799	\$ 63,799	\$ 62,799	\$ 65,799
27	\$ 51,541	\$ 56,712	\$ 59,712	\$ 58,712	\$ 61,712	\$ 60,799	\$ 63,799	\$ 62,799	\$ 65,799
28	\$ 51,541	\$ 56,712	\$ 59,712	\$ 58,712	\$ 61,712	\$ 60,799	\$ 63,799	\$ 62,799	\$ 65,799
29	\$ 51,541	\$ 56,712	\$ 59,712	\$ 58,712	\$ 61,712	\$ 60,799	\$ 63,799	\$ 62,799	\$ 65,799
30	\$ 51,541	\$ 57,508	\$ 60,508	\$ 59,508	\$ 62,508	\$ 61,595	\$ 64,595	\$ 63,595	\$ 66,595

Rank IV<15	\$ 34,104
Rank V<15	\$ 29,746
Rank IV=>15	\$ 34,421
Rank V=>15	\$ 33,532

Certified employees that attain certification from the National Board for Professional Teaching Standards 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**

**2011-2012**

**CERTIFIED TEACHING STAFF**

EXPERIENCE LEVEL	RANK III BACHELOR'S DEGREE	RANK II MASTER'S DEGREE	RANK II + DOCTORATE DEGREE	RANK II + NATIONAL BOARD CERTIFICATION	RANK II + DOCTORATE + NBC	RANK I MASTER'S + 30 HOURS	RANK I + DOCTORATE DEGREE	RANK I + NATIONAL BOARD CERTIFICATION	RANK I + DOCTORATE + NBC
0	\$ 36,869	\$ 40,836	\$ 43,836	\$ 42,836	\$ 45,836	\$ 44,790	\$ 47,790	\$ 46,790	\$ 49,790
1	\$ 37,163	\$ 41,130	\$ 44,130	\$ 43,130	\$ 46,130	\$ 45,084	\$ 48,084	\$ 47,084	\$ 50,084
2	\$ 37,371	\$ 41,342	\$ 44,342	\$ 43,342	\$ 46,342	\$ 45,295	\$ 48,295	\$ 47,295	\$ 50,295
3	\$ 37,600	\$ 41,572	\$ 44,572	\$ 43,572	\$ 46,572	\$ 45,526	\$ 48,526	\$ 47,526	\$ 50,526
4	\$ 41,327	\$ 45,335	\$ 48,335	\$ 47,335	\$ 50,335	\$ 49,287	\$ 52,287	\$ 51,287	\$ 54,287
5	\$ 41,621	\$ 45,628	\$ 48,628	\$ 47,628	\$ 50,628	\$ 49,580	\$ 52,580	\$ 51,580	\$ 54,580
6	\$ 41,775	\$ 45,784	\$ 48,784	\$ 47,784	\$ 50,784	\$ 49,732	\$ 52,732	\$ 51,732	\$ 54,732
7	\$ 42,006	\$ 46,017	\$ 49,017	\$ 48,017	\$ 51,017	\$ 49,962	\$ 52,962	\$ 51,962	\$ 54,962
8	\$ 42,237	\$ 46,243	\$ 49,243	\$ 48,243	\$ 51,243	\$ 50,192	\$ 53,192	\$ 52,192	\$ 55,192
9	\$ 42,468	\$ 46,475	\$ 49,475	\$ 48,475	\$ 51,475	\$ 50,427	\$ 53,427	\$ 52,427	\$ 55,427
10	\$ 47,709	\$ 51,731	\$ 54,731	\$ 53,731	\$ 56,731	\$ 55,705	\$ 58,705	\$ 57,705	\$ 60,705
11	\$ 48,041	\$ 52,063	\$ 55,063	\$ 54,063	\$ 57,063	\$ 56,037	\$ 59,037	\$ 58,037	\$ 61,037
12	\$ 48,327	\$ 52,344	\$ 55,344	\$ 54,344	\$ 57,344	\$ 56,317	\$ 59,317	\$ 58,317	\$ 61,317
13	\$ 48,501	\$ 52,580	\$ 55,580	\$ 54,580	\$ 57,580	\$ 56,551	\$ 59,551	\$ 58,551	\$ 61,551
14	\$ 48,501	\$ 52,809	\$ 55,809	\$ 54,809	\$ 57,809	\$ 56,783	\$ 59,783	\$ 58,783	\$ 61,783
15	\$ 50,588	\$ 55,221	\$ 58,221	\$ 57,221	\$ 60,221	\$ 59,219	\$ 62,219	\$ 61,219	\$ 64,219
16	\$ 50,588	\$ 55,221	\$ 58,221	\$ 57,221	\$ 60,221	\$ 59,219	\$ 62,219	\$ 61,219	\$ 64,219
17	\$ 50,588	\$ 55,221	\$ 58,221	\$ 57,221	\$ 60,221	\$ 59,219	\$ 62,219	\$ 61,219	\$ 64,219
18	\$ 50,588	\$ 55,221	\$ 58,221	\$ 57,221	\$ 60,221	\$ 59,219	\$ 62,219	\$ 61,219	\$ 64,219
19	\$ 50,588	\$ 55,221	\$ 58,221	\$ 57,221	\$ 60,221	\$ 59,219	\$ 62,219	\$ 61,219	\$ 64,219
20	\$ 51,818	\$ 56,490	\$ 59,490	\$ 58,490	\$ 61,490	\$ 60,599	\$ 63,599	\$ 62,599	\$ 65,599
21	\$ 51,818	\$ 56,490	\$ 59,490	\$ 58,490	\$ 61,490	\$ 60,599	\$ 63,599	\$ 62,599	\$ 65,599
22	\$ 51,818	\$ 56,490	\$ 59,490	\$ 58,490	\$ 61,490	\$ 60,599	\$ 63,599	\$ 62,599	\$ 65,599
23	\$ 51,818	\$ 56,490	\$ 59,490	\$ 58,490	\$ 61,490	\$ 60,599	\$ 63,599	\$ 62,599	\$ 65,599
24	\$ 51,818	\$ 56,490	\$ 59,490	\$ 58,490	\$ 61,490	\$ 60,599	\$ 63,599	\$ 62,599	\$ 65,599
25	\$ 51,818	\$ 57,017	\$ 60,017	\$ 59,017	\$ 62,017	\$ 61,126	\$ 64,126	\$ 63,126	\$ 66,126
26	\$ 51,818	\$ 57,017	\$ 60,017	\$ 59,017	\$ 62,017	\$ 61,126	\$ 64,126	\$ 63,126	\$ 66,126
27	\$ 51,818	\$ 57,017	\$ 60,017	\$ 59,017	\$ 62,017	\$ 61,126	\$ 64,126	\$ 63,126	\$ 66,126
28	\$ 51,818	\$ 57,017	\$ 60,017	\$ 59,017	\$ 62,017	\$ 61,126	\$ 64,126	\$ 63,126	\$ 66,126
29	\$ 51,818	\$ 57,017	\$ 60,017	\$ 59,017	\$ 62,017	\$ 61,126	\$ 64,126	\$ 63,126	\$ 66,126
30	\$ 51,818	\$ 57,817	\$ 60,817	\$ 59,817	\$ 62,817	\$ 61,926	\$ 64,926	\$ 63,926	\$ 66,926

Rank IV<15	\$ 34,287
Rank V<15	\$ 29,906
Rank IV=>15	\$ 34,606
Rank V=>15	\$ 33,712

Certified employees that attain certification from the National Board for Professional Teaching Standards 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

2011-2012

<u>POSITION:</u>	<u>NUMBER OF DAYS*</u>
Agriculture Teacher	55
Band Director - High School	10
Baseball Head Coach-Boys	5
Basketball Assistant Coach-Boys and Girls	5
Basketball Head Coach Boys and Girls	10
Business Co-Op Teacher (1 per school)	8
Certified Teaching Staff	1
Director of Activities	10
Football Assistant Coach	5
Football Head Coach	10
Guidance Counselor-Elementary School	10
Guidance Counselor-High School	17
Guidance Counselor-Middle School	14
Guidance Counselor-Title I	10
Itinerant Safe School Coordinator/Psychometrist	55
Librarian	13
School Psychologist	55
Soccer Head Coach Boys and Girls	5
Softball Head Coach-Girls	5
Teacher-D.E.-High School (1 per school)	8
Teacher-Home Economics (1 per school)	8
Teacher-Juvenile Detention Center	Up to 34
Testing Specialist	19

Principal-High School	55
Principal-Middle School	55
Principal-Elementary School	55
Assistant Principal-High School	31
Assistant Principal-Middle School	31
Assistant Principal-Elementary School	7

Asst. Superintendent	55
Director of Elementary School Instruction	55
Director of Exceptional Children	55
Director of Food Services	55
Director of High School Instruction	55
Director of Middle School Instruction	55
Director of Public Relations	55
Director of Pupil Personnel	55
Director of District Wide Programs	33
District Coordinator of Transportation	38

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

**McCracken County Public Schools**

**Co-Curricular Supplement Schedule**

2011-2012

<b>Years of Service in McCracken County for Each Increment Position</b>	<b>Annual Value</b>
0-3 Years	\$ -
4-6 Years	\$ 200
7-9 Years	\$ 400
10-14 Years	\$ 700
15-19 Years	\$ 900
20+ Years	\$ 1,100

<b>Position</b>	<b>Annual Value</b>
<b>High School</b>	
Academic Coach	\$ 2,451
Academic Coach Assistant	\$ 1,332
Activities Director	\$ 6,618
Band Director	\$ 5,160
Baseball Assistant Coach-Boys	\$ 2,213
Baseball Head Coach-Boys	\$ 4,608
Basketball Assistant Coach-Boys and Girls	\$ 3,879
Basketball Coach-9th Grade Boys and Girls	\$ 1,924
Basketball Head Coach-Boys and Girls	\$ 6,619
Cheerleader Assistant Sponsor	\$ 4,215
Cheerleader Sponsor	\$ 4,215
Cheerleader Sponsor-9th Grade	\$ 1,294
Cross Country Coach	\$ 1,577
Dance Sponsor (1 position per district)	\$ 2,059
Drama Coach	\$ 763
Drill Corps Sponsor	\$ 1,062
Football Paraprofessional (2 positions per school)	\$ 774
Football-9th Grade Coach	\$ 1,924
Football-AssistantCoach	\$ 3,879
Football-Head Coach	\$ 6,619
Future Problem Solving Coach/Evaluator	\$ 594
Golf Coach-Boys and Girls	\$ 2,059
Newspaper Sponsor	\$ 988
Soccer Assistant Coach-Boys	\$ 2,213
Soccer Assistant Coach-Girls	\$ 2,213
Soccer Head Coach-Boys	\$ 4,608
Soccer Head Coach-Girls	\$ 4,608
Softball Assistant Coach-Girls	\$ 2,213
Softball Head Coach-Girls	\$ 4,608
Swim Coach	\$ 1,577
Tennis Coach	\$ 2,059
Track Coach (Boys and Girls 9th-12th Grade)	\$ 1,577
Vocal/Music Director	\$ 1,851
Volleyball Assistant Coach	\$ 2,213
Volleyball Coach	\$ 4,608
Volleyball Coach-9th Grade	\$ 1,577
Winter Guard Sponsor	\$ 1,062
Wrestling Sponsor (1 position per district)	\$ 1,062
Yearbook Sponsor	\$ 988
<b>Middle School</b>	
Academic Assistant Coach	\$ 1,155
Academic Assistant Coach-6th Grade	\$ 1,155
Academic Coach	\$ 1,593
Band Director	\$ 2,487
Basketball Coach-7th Grade Boys and Girls	\$ 1,299
Basketball Coach-8th Grade Boys and Girls	\$ 1,725
Cheerleader Sponsor-7th Grade	\$ 861
Cheerleader Sponsor-8th Grade	\$ 1,254
Football Coach-7th Grade	\$ 1,299
Football Coach-8th Grade	\$ 1,725
Football Paraprofessional (1 position per school)	\$ 530
Future Problem Solving Coach/Evaluator	\$ 594
Math Counts Coach	\$ 1,155
Soccer Coach-Boys and Girls	\$ 1,116
Track Coach	\$ 1,116
Vocal Music Director	\$ 1,177
<b>Elementary School</b>	
Academic Assistant Coach	\$ 1,155
Academic Coach	\$ 1,593
Band Director	\$ 2,487
Future Problem Solving Coach/Evaluator	\$ 594
Vocal Music Director	\$ 1,177







# McCracken County Public Schools

## Substitute Salary Schedule

2011-2012

Certified Teacher Substitute Classification	Daily Rate
RANK IV	\$ 67.00
RANK III	\$ 73.00
RANK II	\$ 81.00
RANK I	\$ 86.00

*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	\$ 12.80
Administrative Secretary II	NA	\$ 12.80
Bus Driver	\$ 49.75	NA
Bus Monitor Preschool	\$ 37.52	NA
Bus Monitor Special Ed.	\$ 37.52	NA
Clerical Assistant I	\$ 62.00	NA
Computer Lab Technician	\$ 62.00	NA
Computer Software Technician	NA	\$ 16.90
Custodian	NA	\$ 9.30
Delivery Driver	NA	\$ 9.30
Educational Interpreter I	NA	\$ 15.10
Food Service Assistant	NA	\$ 12.80
Food Service Worker	NA	Minimum Wage
In-School Detention Monitor	\$ 62.00	NA
Instructional Assistant I	\$ 62.00	NA
Lead Maintenance Worker	NA	\$ 16.40
Maintenance Technician III	NA	\$ 13.75
Maintenance Worker II	NA	\$ 11.20
Microcomputer Specialist	NA	\$ 9.00
Payroll Clerk II	NA	\$ 12.80
Receptionist	NA	\$ 8.30
Resource Officer	NA	\$ 13.75
Resource Officer-SLEO/POPS	NA	\$ 19.11
School Nurse	NA	\$ 20.05
Secretary Assistant	NA	\$ 9.20
Secretary Elementary School	\$ 92.00	NA
Secretary High School	\$ 92.00	NA
Secretary Middle School	\$ 92.00	NA
Superintendent Secretary	NA	\$ 12.80
Vehicle Maintenance Attendant	NA	\$ 9.32
Vehicle Mechanic I	NA	\$ 13.10
Voice Data Communication Specialist	NA	\$ 16.90