

**HOPKINS COUNTY SCHOOLS
CERTIFIED SALARY SCHEDULE
2019-2020 (2% INCREASE)
185 DAYS**

BOARD APPROVED 10/14/2019

		MASTERS +				
YRS	DOCTORATE	*30 HOURS	MASTERS	DEGREE		
EXP	RANK IA	RANK I	RANK II	RANK III	RANK IV	RANK V
0	43,394	43,066	38,677	37,033	29,403	27,485
DR	234.56	232.79	209.06	200.18	158.94	148.57
1	43,672	43,346	39,507	37,391		
DR	236.06	234.30	213.55	202.11		
2	43,952	43,622	39,786	37,751		
DR	237.58	235.79	215.06	204.06		
3	44,169	43,871	40,065	38,110		
DR	238.75	237.14	216.57	206.00		
4	47,082	46,789	42,915	39,067		
DR	254.50	252.91	231.97	211.17		
5	47,370	46,930	43,127	39,345		
DR	256.05	253.68	233.12	212.68		
6	47,663	47,102	43,336	39,625		
DR	257.64	254.61	234.25	214.19		
7	47,955	47,381	43,434	39,903		
DR	259.22	256.11	234.78	215.69		
8	48,245	47,660	43,580	40,597		
DR	260.78	257.62	235.57	219.44		
9	48,682	48,252	44,411	41,639		
DR	263.15	260.82	240.06	225.08		
10	53,915	53,017	49,109	45,221		
DR	291.43	286.58	265.45	244.44		
11	55,629	53,556	49,719	45,774		
DR	300.70	289.49	268.75	247.43		
12	57,387	54,228	50,392	46,450		
DR	310.20	293.12	272.39	251.08		
15	59,233	55,315	51,413	47,526		
DR	320.18	299.00	277.91	256.90		
18	59,820	55,715	52,013	48,070		
DR	323.35	301.16	281.15	259.84		
20	60,541	56,629	52,729	48,836		
DR	327.25	306.10	285.02	263.98		
23	61,304	57,338	53,367	49,691		
DR	331.37	309.94	288.47	268.60		
25	62,220	58,312	54,399	50,516		
DR	336.32	315.20	294.05	273.06		
26	63,092	59,182	55,275	51,342		
DR	341.04	319.90	298.78	277.52		
27	63,968	60,049	56,150	52,144		
DR	345.77	324.59	303.51	281.86		
28	67,461	63,548	59,648	56,238		
DR	364.65	343.50	322.42	303.99		

Salary Schedules are subject to change if the Commonwealth of Kentucky does not fully fund the SEEK formula \$2,000.00 increment and rank change for National Board Certification see Board Policy 03.121

* 30 Hours must be in an approved program determined by EPSB

DR-Daily Rate

**HOPKINS COUNTY SCHOOLS
CLASSIFIED SALARY SCHEDULE
2019-2020 (2% INCREASE)
BOARD APPROVED 10/14/2019**

EXP	1	2	3A	3	4	5A	5	6
0	13.68	13.16	11.52	11.26	10.46	9.97	9.48	9.14
1	15.81	14.62	12.84	12.52	11.60	11.09	10.89	10.50
2	16.03	14.87	13.06	12.76	11.87	11.35	11.16	10.75
3	16.31	15.11	13.32	12.99	12.11	11.59	11.40	10.98
4	16.56	15.38	13.57	13.25	12.38	11.84	11.64	11.25
5	16.80	15.60	13.81	13.49	12.63	12.07	11.91	11.49
6	17.04	15.85	14.06	13.76	12.83	12.35	12.14	11.74
7	17.28	16.11	14.31	14.00	13.12	12.58	12.40	11.97
8	17.55	16.36	14.57	14.26	13.36	12.82	12.65	12.25
9	17.80	16.62	14.81	14.49	13.63	13.07	12.88	12.47
10	18.04	16.84	15.05	14.74	13.86	13.33	13.15	12.71
11	18.29	17.09	15.30	14.98	14.12	13.57	13.39	12.98
12	18.53	17.36	15.57	15.24	14.36	13.83	13.66	13.23
15	18.80	17.60	15.79	15.50	14.59	14.06	13.87	13.46
18	19.05	17.84	16.08	15.74	14.85	14.34	14.12	13.72
20	19.26	18.09	16.29	15.97	15.10	14.56	14.39	13.95
23	19.55	18.34	16.52	16.21	15.35	14.81	14.62	14.20
25	19.78	18.59	16.78	16.49	15.61	15.07	14.89	14.47
26	20.04	18.83	17.04	16.74	15.82	15.31	15.12	14.72
27	20.27	19.07	17.29	16.97	16.08	15.57	15.37	14.96
28	20.79	19.57	17.78	17.48	16.59	16.05	15.84	15.44

Salary Schedules are subject to change if the Commonwealth of Kentucky does not fully fund the SEEK formula

**HOPKINS COUNTY SCHOOLS
CLASSIFIED SALARY SCHEDULE
2019-2020
BOARD APPROVED 10/14/2019**

Category	Job	Class	Position Classification	Additional Increment	
1	1.	7163	Account Clerk III		
	2.	7191	Payroll Clerk II-Finance		
	3.	7447	Maintenance Worker II		
	4.	7665	Employee Benefit Specialist	\$1,200 annually for masters electrical, plumbing or hvac license; \$600 annually for journeyman electrical, plumbing, hvac, pesticide, or locksmith license	
	5.	7761	Secretary to Superintendent	\$7,000 Annually	
	6.	7765	Administrative Secretary II		
	7.	7915	Vehicle Mechanic II	\$1,200 annually for ASE school bus masters certification; \$600 annually for KDE school bus certification	
2	8.	7931	Bus Driver Training Coordinator		
	1.	7205	Food Service Account Clerk		
	2.	7448	Maintenance Worker I		
	3.	7605	Custodial Supervisor (High School)		
	4.	7661	Personnel Assistant		
	5.	7762	Administrative Secretary I		
	6.	7771	Secretary II		
	7.	7863	Attendance Data Technician	\$.50/hr. (with hire date prior to 7/1/10)	
	8.	7906	Transportation Data Assistant		
3A	9.	8908	Dispatcher/Driver Trainer		
	1.	7527	Computer Training Specialist		
	2.	7531	Microcomputer Software Technician		
	3.	7634	Utility Worker I		
	4.	7773	School Secretary I - High School		
	5.	7933	Bus Driver Trainer		
	6.	7941	Bus Driver/Backup Bus Driver	Hourly rate for 0 years experience is \$12.54	
	7.	7941	Bus Driver Trainer	\$.20/hr. while training driver	
3	8.	8946	Substitute Bus Driver		
	1.	7321	Instructional Assistant-High School (Learning Management System)		
	2.	7605	Custodial Supervisor (Elementary & Middle School)		
	3.	7777	School Secretary II (Elementary)		
	4.	7778	School Secretary II (High School)		
4	5.	7779	School Secretary II (Middle)		
	1.	7273	Health Services Assistant		
	2.	7324	Child Development Center Supervisor		
	3.	7781	Clerical Assistant III		
5A	4.	7791	Receptionist-Central Office		
	1.	7212	Food Service Manager I	Elem. & Middle: \$1.50 hr., High \$2.00 hr.	
	2.	7607	Lead Custodian		
	3.	7627	Grounds Worker II		
	4.	7767	Community Liaison/Administrative Assistant		
	5.	7782	Clerical Assistant II		
5	6.	7943	Bus Monitor-Exceptional Children (Medically Fragile)*		
				* Medically Fragile: student tracheotomy, feeding tube, catheter, or EBD in self contained unit, toileting, and other documented intense needs as approved by appropriate director.	
	1.	7318	Instructional Assistant II (Special Ed-Medically Fragile)*		
	2.	7319	Instructional Monitor II		
	3.	7526	Computer Lab Technician		
	4.	7609	Custodian (Permanent Substitute)		
	5.	7628	Grounds Worker I		
6	6.	7942	Bus Monitor / Backup Bus Monitor		
	7.	8947	Substitute Bus Monitor		
				* Medically Fragile: student tracheotomy, feeding tube, catheter, or EBD in self contained unit, toileting, and other documented intense needs as approved by appropriate director.	
	1.	7241	Cook/Baker		
	2.	7320	Instructional Assistant I		
	3.	7326	Child Development Center Assistant Supervisor		
	Seasonal Workers Hourly Wage				
		CO-OP Students	\$8.50	Substitute Instructional Assistant (8318)	\$8.50
		Substitute Custodian (8609)	\$8.50	Child Care Assist. Substitute/Seasonal Worker	\$8.50
		Substitute Food Service (8241)	\$8.50	Bus Driver Trainees (8948)	\$8.50
		ESL Translator	\$25.00		
Others as determined by contract & approved by the board					

**HOPKINS COUNTY SCHOOLS
CLASSIFIED SALARY SCHEDULE
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JOB CLASS	FAMILY RESOURCE/YOUTH SERVICE CENTER COORDINATOR & SOCIAL WORKER ASSISTANT 220 DAY SALARY					
	YRS		YRS		YRS	
	EXP	SALARY	EXP	SALARY	EXP	SALARY
7493	0	30,323	4	33,957	8	37,899
	1	31,231	5	34,911	9	39,038
	2	32,140	6	35,778	10	40,208
	3	33,049	7	36,688		

SPEECH LANGUAGE PATHOLOGY ASSISTANT

(Bachelors Degree-Speech License) 185 DAY SALARY

JOB CLASS	YRS EXP		YRS EXP		YRS EXP	
	SALARY	SALARY	SALARY	SALARY	SALARY	SALARY
7293	0	35,029	5	37,430	9	39,812
	1	35,400	6	37,720	10	43,532
	2	35,771	7	38,008	11	44,108
	3	36,146	8	38,730	12	44,808
	4	37,140				

SPECIALIZED LICENSE PERSONNEL

7292	Therapy Assistant (Occupational)	Daily Rate of \$170.32
7338	Educational Interpreter (Licensed)	Daily Rate of \$191.13
7291	Physical Therapist	¹ Daily Rate of \$333.43
7291	Occupational Therapist	Daily Rate of \$333.43
7289	Clinical Psychologist	Daily Rate of \$333.43

¹Additional \$6,000 for Doctorate Degree

7294 **Speech Language Pathologist Master's Degree and Kentucky Licensure salary will be reflective of Certified Teacher with Master's degree pay scale.**

7301 **Community Relations Specialist-(4 Yr. Degree) - up to 225 days- Paid from Certified Salary Schedule**

7882 **Social Worker/Counselor (4 Yr. Degree) - 210 days-Paid from the Certified Salary Schedule**

8320 **Behavior Support Interventionist - 180 days** 32,898

SPECIALIZED CLASSIFIED POSITIONS

0040	⁴ Finance Director/Treasurer (4 Yr Degree Required)	(260 day Salary)	73,443
0290	Director of Facilities	(260 day Salary)	73,443
7501	Chief Information Officer (4 Yr Degree Required)	(260 day Salary)	68,343
7463	Director of Engagement, Equity, & School Support (4 Yr Degree Required)	(260 day Salary)	73,443
7221	Director of Child Nutrition (4 Yr Degree Required)	(260 day Salary)	59,547
7911	Vehicle Maintenance Manager	(260 day Salary)	57,380
7913	Vehicle Maintenance Assistant	(260 day Salary)	49,206
7432	Maintenance Manager General	(260 day Salary)	62,480
7435	Maintenance Supervisor (Assistant Maintenance Manager)	(260 day Salary)	49,206
7533	MicroComputer Technology Specialist (4 Year Degree Required)	(260 day Salary)	43,072
7525	Computer Maintenance Technician	(260 day Salary)	34,301
7421	⁵ Energy Systems Supervisor (4 Yr Degree Required)	(260 day Salary)	52,540
7504	Technical Support Manager (4 Yr Degree Required)	(260 day Salary)	48,960
7505	User Support Manager (4 Yr Degree Required)	(260 day Salary)	48,960
7161	⁶ Accounting Manager (4 Yr Degree Required)	(260 day Salary)	48,960

³ YRS EXP	SALARY	YRS EXP	SALARY	YRS EXP	SALARY
4	1,500	8	3,250	12	5,000
16	6,750	20	8,500		

³Additional Incentive for years of service to the District applicable to Specialized Classified Positions Category determined on September 15 for full credit. See Board policy 03.221. Amounts are cumulative.

⁴\$11,000 (CPA/Gatton Financial Management Institute)

⁵Paid by Hopkins Co., Caldwell Co., McClean Co., and Dawson Independent Schools

⁶\$3,000 with CPA

**HOPKINS COUNTY SCHOOLS
EXTRA SERVICE SALARY SCHEDULE
2019-2020
BOARD APPROVED 10/14/2019**

Salaries will be determined by use of the following formula:

Central Office Staff Members

Basal Salary + Extended Employment + Extra Services = Total Salary

Assistant Superintendents (3) - Basal Salary (240 days 52.50 % of Basal) +13,500.00 =Total Salary

Directors (7) - Pupil Personnel, Elementary Education/Title I, Middle/Secondary Education, Assessment, Special Education & Early Childhood, Human Resources, & Transportation

Basal Salary (240 days) + 11,000 + .10 cents per total ADA of second month of previous school year = Total Salary

Elementary Principals with less than 500 students enrollment includes Preschool students: (ADA for

second month of previous school yr.) - Basal Salary (240 days) + 7,750 + \$7.00 X ADA of previous year

P-5 =Total Salary

Elementary Principals with more than 500 students enrollment-includes Preschool students: (ADA for

second month of previous school year). Basal Salary (240 days) + 8,750 + \$7.00 X ADA of previous

year P-5 =Total Salary

Middle School Principals - (ADA for second month of previous school year)

Basal Salary (240 days) + 9,500 + \$7.50 X ADA of previous year = Total Salary

High School Principals - (ADA for second month of previous school year)

Basal Salary (240 days) + 12,000 + \$10.00 X ADA of previous year = Total Salary

Career & Technical School & Academy Principal - Basal Salary (240 days) + 10,000 = Total Salary

Alternate School

Basal Salary (240 days)

Elementary/Middle School Assistant Principals

Basal Salary (210 days) + 1/2 of Principal Total Extra Service = Total Salary

Itinerant Assistant Principal

Basal Salary (195 days) + 1/2 of Principal Total Extra Service = Total Salary

High School Assistant Principals

Basal Salary (210 days) + 2/3 of Principal Total Extra Service = Total Salary

District Teacher Consultant

Basal Salary + Extended Days (TBD) = Total Salary

Head Teacher

Basal Salary (210 days) + 3,000. Extra Service = Total Salary

Lead Teacher

Basal Salary (200 days)

Student Supervisor (2) - .5 - High School only [Section 7]

Basal Salary (195 days) + .5 of 1/3 of total extra service of principal = Total Salary

Education/Curriculum Consultant (4) - up to 225 days

Special Projects Manager - \$2,500.00

Certified School Psychologists (no interns) Basal Salary + 1,750 = Total Salary (with hire date prior to 5/21/2018)

Homebound Instructors - \$32.00 per hour

Gifted & Talented School Coordinator (13) - \$1,000.00

JROTC Instructors - MIP Supplement determined by the military + \$1,000 per additional duties up to \$4,000

(color guard, orienteering, marksmanship, air rifle, drill team)

Guidance Counselors - Elementary-200 days; Middle-204 days; High School.-210 days

Media Specialist - Elementary/Middle/High School - 198 days

School Assessment Coordinator - \$1,500.00

ESS Coordinators – Middle School \$1000.00; High School - \$2,500.00

Summer School Coordinators – Paid by ESS Schedule

Staff members employed over 185 days must file a calendar with the HR department each year.

**HOPKINS COUNTY SCHOOLS
EXTRA SERVICE SALARY SCHEDULE
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ADA Totals for 2018-2019 School Year (used for FY20 salary calculations)

Hopkins County Day Treatment	8.78
West Hopkins School	400.43
Jesse Stuart Elementary School	410.68
James Madison Middle School	539.39
Grapevine Elementary School	354.51
Hanson Elementary School	519.22
Hopkins County Central High School	810.60
Browning Springs Middle School	469.32
Madisonville North Hopkins High School	984.76
South Hopkins Middle School	373.33
Pride Elementary School	433.33
West Broadway Elementary School	362.29
Southside Elementary School	431.42
Earlington Elementary School	325.15

**HOPKINS COUNTY SCHOOLS
EXTRA SERVICE SALARY SCHEDULE
2019-2020
BOARD APPROVED 10/14/2019**

High School Athletics

Position	Extra Service Pay
Athletic Director (2)	9,000.00 *
Archery, Head (2)	2,000.00
Archery, Assistant (2)	1,000.00
Archery, Assistant Booster (4)	500.00 **
Archery Volunteers (12)	-
Baseball, Head (2)	4,500.00
Baseball, Assistant (2)	2,250.00
Baseball, Pitching Assistant (2)	1,125.00
Baseball, Hitting Assistant (2)	1,125.00
Baseball, Assistant Booster (4)	1,125.00 **
Baseball Volunteers (8) Max: 14	-
Basketball, Head (4)	9,000.00
Basketball, Assistant (8)	3,850.00
Basketball, Assistant (4)	2,250.00
Basketball, Assistant Booster (8)	2,250.00 **
Basketball Volunteers (16) Max: 28	-
Bass Fishing (2)	2,000.00
Bass Fishing Volunteers (10)	-
Cheerleading, Head (2)	4,500.00
Cheerleading, Assistant (4)	2,250.00
Cheerleading, Assistant Booster (2)	500.00 **
Cheerleading Volunteers (4) Max: 8	-
Cross Country, Head (4)	3,000.00
Cross Country, Assistant (4)	500.00
Cross Country, Assistant Booster (4)	500.00 **
Cross Country Volunteers (6) Max: 6	-
Dance, Head (2)	2,500.00
Dance, Assistant (2)	1,250.00
Dance, Assistant Booster (2)	500.00 **
Dance Volunteers (4) Max: 6	-
Football, Head (2)	9,000.00
Football, Assistant (4)	4,000.00
Football, Assistant (4)	3,850.00
Football, Assistant (2)	3,400.00
Football, Assistant (4)	2,000.00
Football, Assistant Booster (4)	2,000.00 **
Football Volunteers (10) Max: 24	-
Golf, Head (4)	2,000.00
Golf, Assistant Booster (4)	500.00 **
Golf Volunteers (8) Max: 8	-
Powerlifting, Head (2)	1,100.00
Powerlifting, Assistant (6)	500.00
Powerlifting, Assistant Booster (2)	500.00 **
Powerlifting Volunteers (4) Max: 10	-
Soccer, Head (4)	5,550.00
Soccer, Assistant (8)	2,250.00
Soccer, Assistant Booster (8)	2,250.00 **
Soccer Volunteers (16) Max: 24	-
Softball, Head (2)	4,500.00
Softball, Assistant (2)	2,250.00
Softball, Pitching Assistant (2)	1,125.00
Softball, Hitting Assistant (2)	1,125.00
Softball, Assistant Booster (4)	1,125.00 **
Softball Volunteers (8) Max: 14	-
Swimming, Head (2)	3,000.00
Swimming, Assistant (4)	1,750.00
Swimming, Assistant Booster (2)	500.00 **
Swimming Volunteers (4) Max: 8	-

High School Athletics Con't

Position	Extra Service Pay
Tennis, Head (4)	2,000.00
Tennis, Assistant Booster (4)	500.00 **
Tennis Volunteers (8) Max: 8	-
Track, Head (4)	3,000.00
Track, Field Assistant(4)	875.00
Track, Running Assistant(4)	875.00
Track, Assistant Booster (4)	500.00 **
Track Volunteers (6) Max: 8	-
Volleyball, Head (2)	4,500.00
Volleyball, Assistant (2)	2,250.00
Volleyball, Assistant (4)	1,125.00
Volleyball, Assistant Booster (4)	1,125.00 **
Volleyball Volunteers (8) Max:14	-

High School Other Positions

Position	Extra Service Pay
Academic,Head (4)	3,250.00
Assistant Academic (2)	2,250.00
Band Director, Head (2)	9,000.00
Band Director, Assistant (4)	4,750.00
Band Camp Instructor Booster (8)	800.00 **
Band Camp Instructor Booster (8)	1,000.00 **
Band, Jazz (2)	1,850.00
Band Percussion Booster (2)	1,250.00 **
Choral Music	1,250.00 ***
Color Guard Booster (2)	1,250.00 **
Color Guard Booster (2)	8,000.00 **
Debate (2)	1,250.00
Drama (2)	1,250.00
Flag, Majorette, Guard (2)	1,250.00
Speech (2)	1,250.00
Science Olympiad (2)	1,250.00
Yearbook (2)	1,250.00

Middle School Athletics

Position	Extra Service Pay
Athletic Director (4)	2,275.00
Archery, Head (4)	1,000.00
Archery Volunteers (28)	-
Basketball, Head (8)	2,000.00
Basketball, Assistant (8)	1,300.00
Basketball Volunteers (8)	-
Basketball, 6th Grade (8)	250.00
Cheerleading, Head (4)	1,300.00
Cheerleading Volunteers (4)	-
Dance, Head (4)	1,250.00
Dance Volunteers (4)	-
Football, Head (4)	2,000.00
Football, Assistant (8)	1,300.00
Football Volunteers (6)	-

Middle/Elementary School

Position	Extra Service Pay
Middle Kentucky Academic Assoc. (8)	1,400.00 ****
Elem. Kentucky Academic Assoc. (16)	700.00 ****
Elem. Basketball Building Rep. (8)	250.00

*High School A.D. receives an additional \$2,500 for CMAA (Certified Master Athletic Administrator) and 10 days

**Positions are funded by Booster Club donations and the donation must be received by the district by the end of May of the prior year

***Choral Music Coaches will receive pay by submitting performance verification (3 in+3 out) to Superintendent, excludes part time positions

****School must belong to KY Academic Association and submit proof of membership and competition schedule

Note: Maximum amount on volunteer line is the total number of assistants per student athletic

Note: see September 22, 2014 Board approved addendum coaching increment for years of service

**HOPKINS COUNTY SCHOOLS
 SUBSTITUTE TEACHER SALARY SCHEDULE
 2019-2020**

BOARD APPROVED 10/14/2019

**DAILY RATE
 (TEACHING CERTIFICATE REQUIRED)
 YEARS EXPERIENCE**

	0-4	5-9	10 & OVER
RANK I	108.00	118.25	130.00
RANK II	95.00	105.25	117.00
RANK III	88.50	97.50	110.00

COLLEGE HOURS	RANK	DAILY RATE
96-Bachelor's Degree	IV	\$ 82.00
64-95	V	\$ 79.00

Rank IV, V regular teacher- \$105.00 daily (effective the 21st day of consecutive coverage in same assignment)

INTERIM & ADMINISTRATIVE SUBSTITUTES DAILY RATES

Regular Administrative Substitute	\$ 250.00
Regular Teacher Consultant (*Minimum of 100 days)	\$ 200.00
Regular Teacher Substitute (effective the 21st day of consecutive coverage in same assignment)	\$ 185.00
Regular Substitute will be reimbursed at a daily rate corresponding to experience	

HOPKINS COUNTY SCHOOLS
2019-2020
BOARD APPROVED 10/14/2019

EXTENDED SCHOOL SERVICES SALARY SCHEDULE

Certified - teaching degree	
0-5 years experience	\$22.00
6-10 years experience	\$24.00
11 + years experience	\$27.00
Emergency Substitute teaching degree	\$79.00 per day prorated (64 college hours = Emergency Substitute)
Classroom Instructional Assistant - current rate of pay	
Student Tutor – Classified Salary Schedule	
Professional Learning Opportunity Stipend	\$25.00 per hour, not to exceed \$150.00 per day
Saturday School - High School	\$125.00 per day
Per KTRS, retirees are subject to the limitations imposed by the Daily Wage Threshold	

BUS DRIVER RECRUITMENT INCENTIVE PROGRAM

Hopkins County School personnel who recommend a new school bus driver who is hired and works for one complete year as a bus driver (including training time) will receive a \$500 bonus. Upon completion of one year, the bus driver will receive a \$1,000 bonus. All bonus payments will be processed at the end of the completed year. It is the responsibility of any employee who is eligible for either of these bonuses to notify Human Resources before the new bus driver initial hire date.