

**HOPKINS COUNTY SCHOOLS
CERTIFIED SALARY SCHEDULE
2023-2024
185 DAYS**

BOARD APPROVED 5/15/2023 - 2% INCREASE

		MASTERS +				
YRS	DOCTORATE	*30 HOURS	MASTERS	DEGREE		
EXP	RANK IA	RANK I	RANK II	RANK III	RANK IV	RANK V
0	46,475	46,123	41,423	39,663	31,490	29,436
DR	251.22	249.31	223.91	214.39	170.22	159.11
1	46,773	46,423	42,312	40,046		
DR	252.83	250.94	228.71	216.46		
2	47,073	46,719	42,611	40,432		
DR	254.45	252.54	230.33	218.55		
3	47,305	46,986	42,909	40,816		
DR	255.70	253.98	231.94	220.63		
4	50,425	50,111	45,962	41,840		
DR	272.57	270.87	248.44	226.16		
5	50,734	50,263	46,189	42,138		
DR	274.24	271.69	249.67	227.77		
6	50,804	50,302	46,236	42,236		
DR	274.62	271.90	249.92	228.30		
7	50,870	50,358	46,297	42,329		
DR	274.97	272.21	250.25	228.81		
8	51,179	50,557	46,452	43,065		
DR	276.64	273.28	251.09	232.78		
9	51,642	51,186	47,111	44,171		
DR	279.15	276.68	254.65	238.76		
10	56,643	55,700	51,594	47,510		
DR	306.18	301.08	278.89	256.81		
11	58,444	56,266	52,235	48,090		
DR	315.91	304.14	282.35	259.95		
12	60,291	56,972	52,942	48,801		
DR	325.90	307.96	286.17	263.79		
15	62,230	58,113	54,014	49,931		
DR	336.38	314.12	291.97	269.90		
18	62,847	58,534	54,644	50,502		
DR	339.71	316.40	295.37	272.98		
20	63,604	59,495	55,397	51,307		
DR	343.81	321.59	299.44	277.34		
23	64,406	60,239	56,067	52,206		
DR	348.14	325.62	303.06	282.19		
25	65,369	61,262	57,152	53,072		
DR	353.35	331.15	308.93	286.88		
26	66,285	62,176	58,072	53,940		
DR	358.30	336.09	313.90	291.57		
27	67,205	63,087	58,992	54,782		
DR	363.27	341.01	318.88	296.12		
28	70,875	66,763	62,666	59,084		
DR	383.11	360.88	338.74	319.37		

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
2023-2024**

BOARD APPROVED 5/15/2023 - \$1.50 PER HR INCREASE

EXP	1	2	3A	3	4	5A	5
0	16.65	16.08	14.26	13.97	13.09	12.54	12.00
1	17.78	16.56	14.73	14.40	13.45	12.92	12.72
2	18.01	16.82	14.95	14.64	13.73	13.19	12.99
3	18.30	17.06	15.22	14.88	13.97	13.44	13.24
4	18.56	17.34	15.48	15.15	14.25	13.70	13.49
5	18.80	17.57	15.72	15.39	14.51	13.93	13.77
6	19.05	17.83	15.98	15.67	14.71	14.22	14.00
7	19.30	18.09	16.24	15.92	15.01	14.46	14.27
8	19.58	18.35	16.51	16.19	15.26	14.70	14.53
9	19.83	18.62	16.75	16.42	15.54	14.96	14.77
10	20.08	18.85	17.00	16.68	15.78	15.23	15.04
11	20.34	19.10	17.26	16.93	16.04	15.48	15.29
12	20.59	19.38	17.54	17.20	16.29	15.74	15.57
15	20.86	19.63	17.76	17.47	16.53	15.98	15.79
18	21.12	19.88	18.06	17.71	16.80	16.27	16.04
20	21.34	20.13	18.28	17.95	17.05	16.50	16.32
23	21.64	20.39	18.52	18.20	17.31	16.75	16.56
25	21.87	20.65	18.78	18.48	17.58	17.02	16.84
26	22.14	20.89	19.05	18.74	17.79	17.27	17.07
27	22.38	21.14	19.31	18.98	18.06	17.54	17.33
28	22.91	21.66	19.81	19.50	18.59	18.03	17.82

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

**HOPKINS COUNTY SCHOOLS
CLASSIFIED SALARY SCHEDULE
2023-2024
BOARD APPROVED 5/15/2023**

Category	Job Class	Position Classification	Additional Increment
1	1.	7163 Account Clerk III	
	2.	7191 Payroll Clerk II-Finance	
	3.	7447 Maintenance Worker II	\$1,200 annually for masters electrical, plumbing or hvac license; \$600 annually for journeyman electrical, plumbing, hvac, pesticide, or locksmith license
	4.	7605 Custodial Supervisor (High School)	
	5.	7665 Employee Benefit Specialist	
	6.	7761 Secretary to Superintendent	\$7,000 Annually
	7.	7765 Administrative Secretary II	
	8.	7915 Vehicle Mechanic II	\$.50/hr. \$1,200 annually for ASE school bus masters certification; \$600 annually for KDE school bus certification
	9.	7931 Bus Driver Training Coordinator	
2	1.	7205 Food Service Account Clerk	
	2.	7448 Maintenance Worker I	
	3.	7527 Computer Training Specialist	
	4.	7661 Personnel Assistant	
	5.	7762 Administrative Secretary I	
	6.	7771 Secretary II	
	7.	7863 Attendance Data Technician	
	8.	7906 Transportation Data Assistant	
	9.	8908 Dispatcher/Driver Trainer	
3A	1.	7531 Microcomputer Software Technician	
	2.	7605 Custodial Supervisor (Elementary & Middle School)	
	3.	7634 Utility Worker I	
	4.	7773 School Secretary I - High School	
	5.	7933 Bus Driver Trainer	
	6.	7941 Bus Driver/Backup Bus Driver	
	7.	7941 Bus Driver Trainer	\$.20/hr. while training driver
	8.	8946 Substitute Bus Driver	
3	1.	7321 Instructional Assistant-High School (Learning Management System)	
	2.	7777 School Secretary II (Elementary)	
	3.	7778 School Secretary II (High School)	
	4.	7779 School Secretary II (Middle)	
	5.	7607 Lead Custodian	
	6.	7627 Grounds Worker II	
4	1.	7212 Food Service Manager I	Elem. & Middle: \$1.50 hr., High \$2.00 hr.
	2.	7273 Health Services Assistant	
	3.	7324 Child Development Center Supervisor	
	4.	7781 Clerical Assistant III	
	5.	7791 Receptionist-Central Office	
	6.	7609 Custodian (Permanent Substitute)	
	7.	7628 Grounds Worker I	
5A	1.	7318 Instructional Assistant II (Special Ed-Medically Fragile)*	
	2.	7767 Community Liaison/Administrative Assistant	
	3.	7782 Clerical Assistant II	
	4.	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.	
5	1.	7241 Cook/Baker	
	2.	7319 Instructional Monitor II	
	3.	7320 Instructional Assistant I	
	4.	7326 Child Development Center Assistant Supervisor	
	5.	7526 Computer Lab Technician	
	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.	
Seasonal Workers Hourly Wage			
	CO-OP Students	\$10.00	Substitute Instructional Assistant (8318) \$10.00
	Substitute Custodian (8609)	\$10.00	Child Care Assist. Substitute/Seasonal Worker \$10.00
	Substitute Food Service (8241)	\$10.00	Bus Driver Trainees (8948) \$14.26
	Lunchroom Monitor (7213)	\$10.00	Substitute Secretary (8771) \$10.00
	ESL Translator	\$25.00	
Others as determined by contract & approved by the board			

**HOPKINS COUNTY SCHOOLS
CLASSIFIED SALARY SCHEDULE
2023-2024**

BOARD APPROVED 5/15/2023

JOB CLASS	FAMILY RESOURCE/YOUTH SERVICE CENTER COORDINATOR & SOCIAL WORKER ASSISTANT 240 DAY SALARY					
	YRS EXP SALARY		YRS EXP SALARY		YRS EXP SALARY	
7493	0	34,753	4	38,919	8	43,437
	1	35,794	5	40,012	9	44,741
	2	36,835	6	41,005	10	46,083
	3	37,878	7	42,048		
	SPEECH LANGUAGE PATHOLOGY ASSISTANT (Bachelors Degree-Speech License) 185 DAY SALARY					
	YRS EXP SALARY		YRS EXP SALARY		YRS EXP SALARY	
7293	0	36,802	5	39,324	9	41,826
	1	37,191	6	39,629	10	45,735
	2	37,581	7	39,931	11	46,340
	3	37,975	8	40,690	12	47,075
	4	39,019				
	OCCUPATIONAL THERAPIST 195 DAY SALARY					
	YRS EXP SALARY		YRS EXP SALARY		YRS EXP SALARY	
7291	0	64,514	5	67,806	9	70,558
	1	65,160	6	68,484	10	72,626
	2	65,810	7	69,168	11	72,989
	3	66,469	8	69,860	12	73,354
	4	67,134				
	SPECIALIZED LICENSE PERSONNEL					
7292	Therapy Assistant (Occupational)				Daily Rate of \$178.94	
7338	Educational Interpreter (Licensed)				Daily Rate of \$200.80	
7291	Physical Therapist				¹ Daily Rate of \$350.30	
7289	Clinical Psychologist				Daily Rate of \$350.30	
	¹ Additional \$6,000 for Doctorate Degree					
7294	Speech Language Pathologist (Master's Degree +30 and Kentucky Licensure) salary will be reflective of Certified Teacher with Master's degree +30 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					
8882	Itinerant School-Based Mental Health Therapist - up to 195 days - Paid from the Certified Salary Schedule					
8320	Behavior Support Interventionist - 180 days				34,563	
	SPECIALIZED CLASSIFIED POSITIONS					
0040	⁴ Chief Financial Officer (4 Yr Degree Required)				(260 day Salary)	77,159
0290	Director of Facilities				(260 day Salary)	77,159
7501	Chief Information Officer (4 Yr Degree Required)				(260 day Salary)	71,801
7463	Director of Engagement, Equity, & School Support (4 Yr Degree Required)				(260 day Salary)	77,159
7467	Director of Child Nutrition (4 Yr Degree Required)				(260 day Salary)	62,560
7911	Vehicle Maintenance Manager				(260 day Salary)	60,284
7913	Vehicle Maintenance Assistant				(260 day Salary)	56,949
7914	Lead Vehicle Mechanic				(260 day Salary)	49,779
7432	Maintenance Manager General				(260 day Salary)	65,641
7435	Maintenance Supervisor (Assistant Maintenance Manager)				(260 day Salary)	56,949
7533	Microcomputer Technology Specialist (4 Year Degree Required)				(260 day Salary)	45,251
7525	Computer Maintenance Technician				(260 day Salary)	36,037
7421	Energy Systems Supervisor (4 Yr Degree Required)				(260 day Salary)	55,198
7504	Technical Support Manager (4 Yr Degree Required)				(260 day Salary)	51,438
7505	User Support Manager (4 Yr Degree Required)				(260 day Salary)	50,504
7506	Computer Operations Manager (4 Yr Degree Required)				(260 day Salary)	56,691
7161	⁵ Accounting Manager (4 Yr Degree Required)				(260 day Salary)	51,438
	³YRS 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\$16,807 (CFO/CPA/Gatton Financial Management Institute)

⁵\$3,000 with CPA

**HOPKINS COUNTY SCHOOLS
EXTRA SERVICE SALARY SCHEDULE
2023-2024**

BOARD APPROVED 5/15/2023 (REVISED AND BOARD APPROVED 11/6/2023)

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) + 27,000 = Total Salary

Directors (10) - Pupil Personnel, Elementary Education/Title I, Middle/Secondary Education, Assessment, Special Education & Early Childhood, Human Resources, Transportation, Child Nutrition, Athletics & Special Programs, Community Schools Grant

Basal Salary (240 days) + 13,000 = Total Salary

Elementary Principals - Basal Salary (240 days) + 11,500 = Total Salary

Middle School Principals - Basal Salary (240 days) + 14,000 = Total Salary

High School Principals - Basal Salary (240 days) + 22,000 = Total Salary

Career & Technical School Principal

Basal Salary (240 days) + 10,000 = Total Salary

Alternate School & Academy Principal

Basal Salary (240 days) + 10,000 = Total Salary

Elementary School Assistant Principals

Basal Salary (210 days) + 5,750 = Total Salary

Middle School Assistant Principals

Basal Salary (210 days) + 7,000 = Total Salary

Itinerant Assistant Principal

Basal Salary (195 days) + 5,750 = Total Salary

High School Assistant Principals

Basal Salary (210 days) + 14,700 = 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)

Early Childhood Coordinator

Basal Salary (240 days)

Student Supervisor (2) - .5 - High School only

Basal Salary (195 days) + 3,700 = Total Salary

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

Inclusivity Coordinator (up to 14) - \$1,500.00

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)

Speech Language Pathologist - \$2,000.00 per year for those with Certificate of Clinical Competence (CCC)

School Assessment Coordinator - \$1,500.00

ESS Coordinators – Elementary/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
2023-2024
BOARD APPROVED 5/15/2023**

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 Cont.

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 (9)	-

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 in May of the prior year or before position is posted

***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 program

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

**HOPKINS COUNTY SCHOOLS
 SUBSTITUTE TEACHER SALARY SCHEDULE
 2023-2024
 BOARD APPROVED 5/15/2023**

DAILY RATE (TEACHING CERTIFICATE REQUIRED)

RANK I	135.00
RANK II	125.00
RANK III	115.00

COLLEGE HOURS	RANK	DAILY RATE
96-Bachelor's Degree	IV	\$ 105.00
64-95	V	\$ 105.00

Rank IV, V regular teacher- \$110.00 daily (effective retroactive to the 21st day of consecutive coverage in same assignment)

INTERIM & ADMINISTRATIVE SUBSTITUTE DAILY RATES

Regular Administrative Substitute	\$ 250.00
Regular Teacher Consultant (*Minimum of 100 days)	\$ 200.00
Regular Teacher Substitute (effective retroactive to the 21st day of consecutive coverage in same assignment)	\$ 185.00
Regular Substitute will be reimbursed at a daily rate corresponding to experience	
Regular Guidance Counselor Substitute	\$ 225.00

HOPKINS COUNTY SCHOOLS
2023-2024
BOARD APPROVED 5/15/2023

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, CUSTODIAN, & VEHICLE MECHANIC II RECRUITMENT INCENTIVE PROGRAM

Hopkins County School personnel who recommend a new school Bus Driver, Custodian, or Vehicle Mechanic II; who is hired and works for one complete year in the same position as a Bus Driver (including training time), Custodian, or Vehicle Mechanic II will receive a \$500 bonus. Upon completion of one year, the Bus Driver/Custodian/Vehicle Mechanic II 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/custodian initial hire date.