

BOURBON COUNTY SCHOOLS
SALARY SCHEDULE
CERTIFIED AND CLASSIFIED
PERSONNEL
2017-18

Approved
May 18, 2017

BOURBON COUNTY SCHOOLS CERTIFIED SALARY
 SCHEDULE 2017-18
 JULY 1, 2017

7/6/2017

	185 DAYS	185 DAYS	185 DAYS
YEARS	2017-18	2017-18	2017-18
EXPERIENCE	RANK III	RANK II	RANK I
0	35,290	39,475	43,664
1	35,891	40,084	44,262
2	36,424	40,683	44,864
3	37,091	41,278	45,467
4	39,460	43,061	47,223
5	40,063	43,659	47,825
6	40,663	44,259	48,426
7	41,268	44,859	49,027
8	41,867	45,464	49,617
9	42,463	46,066	50,227
10-11-12	45,706	49,897	54,079
13-14	45,920	50,109	54,294
15-16-17	48,310	52,496	56,684
18-19	48,518	52,709	56,895
20-21-22	49,499	53,687	57,872
23-24	49,712	53,902	58,088
25-26	49,922	54,113	58,299
27-28	50,137	54,327	58,514
29-30	50,353	54,543	58,729
	2017-18		
Rank IV	31,093		
Rank V	28,938		

**BOURBON COUNTY SCHOOLS
CLASSIFIED SALARY SCHEDULE 2017-18**

7/6/2017
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July 1, 2017

BASE	0-5 Years	6-9 Years	10-14 Years Experience (Beginning 10th Year)	15-19 Years Experience (Beginning 15th Year)	20-24 Years Experience (Beginning 20th Year)	25+ Years Experience (Beginning 25th Year)	29+ Years Experience (Beginning 29th Year)			
BASE + 5 %										
BASE + 11%										
BASE + 17%										
BASE + 20%										
Base +25%										
Base +29%										
POSITION	2017-18 BASE DAYS	HOURS PER DAY	Start per Hour	Base 17-18 0-5 Years	6-9 Years	10-14 Years	15-19 Years	20-24 Years	25-28 Years	29 + Years
Speech Language Path. Assistant (SLPA)	See Certified Rank III per KRS 334A.030									
Adult Ed. Director/Instructor	185	7	24.54	31,777	33,365	35,272	37,179	38,132	39,721	40,992
Physical Therapist	185	4	37.39	27,672	29,056	30,716	32,376	33,207	34,590	35,697
Administrative Assistant	185	7	20.09	26,013	27,313	28,874	30,435	31,215	32,516	33,556
Network/Computer Technician II	260	7	16.19	29,466	30,939	32,707	34,475	35,359	36,832	38,011
Network/Computer Technician III	200	7	12.33	17,262	18,125	19,161	20,197	20,714	21,578	22,268
Central Office Manager	260	7.5	18.39	35,863	37,656	39,808	41,960	43,036	44,829	46,263
Central Off Sec/Recep	260	7.5	15.18	29,598	31,078	32,853	34,629	35,517	36,997	38,181
Finance Officer/Food Service Director	260	7.5	35.69	69,586	73,065	77,240	81,416	83,503	86,983	89,766
Financial Analyst I	260	7.5	18.39	35,863	37,656	39,808	41,960	43,036	44,829	46,263
Financial Analyst II	260	7.5	15.87	30,953	32,500	34,357	36,215	37,143	38,691	39,929
Publicity Coordinator	260	7.5	14.67	28,597	30,027	31,743	33,459	34,317	35,747	36,891
Exceptional Ed./Main./Trans. Sec. CO	260	7.5	13.86	27,032	28,384	30,006	31,628	32,439	33,791	34,872
Spec Prog Sec FRYSC/TCC	260	7.5	12.25	23,882	25,076	26,509	27,942	28,659	29,853	30,808
FRYSC Director	260	7.5	18.57	36,211	38,021	40,194	42,367	43,453	45,263	46,712
Assistant FRYSC Director	205	7	15.53	22,290	23,404	24,742	26,079	26,748	27,862	28,754
Bourbon Central Childcare Coordinator	260	8	13.20	27,448	28,820	30,467	32,114	32,937	34,309	35,407
Parent Family Child Engagement Coordinator	205	7	22.63	32,472	34,095	36,044	37,992	38,966	40,590	41,888
Community Education Coordinator	260	8	15.78	32,828	34,470	36,439	38,409	39,394	41,035	42,349
Occupational Therapist	195	7	35.48	48,427	50,848	53,754	56,659	58,112	60,533	62,470
High School Bookkeeper	210	7.5	15.07	23,728	24,915	26,338	27,762	28,474	29,660	30,609
High School Attend. Officer	210	7.5	14.59	22,977	24,126	25,505	26,884	27,573	28,722	29,641
Middle Sch Bookkeeper	195	7.5	15.06	22,031	23,133	24,455	25,776	26,437	27,539	28,420
Elem. Attend. Officer/Bookkeeper/Central Office Registrar										
up to 300 students	200	8	13.86	22,179	23,288	24,619	25,950	26,615	27,724	28,611
above 301 students	195	8	13.86	21,624	22,705	24,003	25,300	25,949	27,030	27,895
Middle Sch/High Sch Secretary	190	7.5	13.86	19,754	20,742	21,927	23,113	23,705	24,693	25,483
Paraprofessional/Adult Ed Instructor II	185	7	12.33	15,965	16,763	17,721	18,679	19,158	19,956	20,595
Para Pre/ Head Start-1/2 Friday 1165.5 hours	185	7	12.33	14,371	15,090	15,952	16,814	17,245	17,964	18,539
140 day Paraprofessional Preschool	140	7	12.33	12,081	12,685	13,410	14,135	14,497	15,101	15,585
Adult Ed Instructor	185	7	22.63	29,304	30,770	32,528	34,286	35,165	36,630	37,803
Bus Drivers	184	4	15.85	11,665	12,249	12,949	13,648	13,998	14,582	15,048
Preschool Bus Drivers	140	6.5	15.84	14,419	15,140	16,005	16,870	17,302	18,023	18,600
Head Mechanic	260	8	17.31	35,997	37,797	39,956	42,116	43,196	44,996	46,436
Mechanic	260	8	15.81	32,881	34,525	36,498	38,470	39,457	41,101	42,416
Head Maintenance/Sub. Bus Driver	260	8	15.09	31,395	32,965	34,849	36,733	37,674	39,244	40,500
Maintenance/Bus Driver	260	8	13.79	28,690	30,125	31,846	33,567	34,428	35,863	37,010
Main./Voc. Bus/Sub. Bus	260	8	14.92	31,042	32,594	34,457	36,319	37,250	38,802	40,044
Maintenance	260	8	12.67	26,349	27,666	29,247	30,828	31,618	32,936	33,990
Head Custodian Sr. High/										
Head Middle Sch Custodian	260	8	11.92	24,792	26,031	27,519	29,006	29,750	30,990	31,981
Asst. Custodian Middle/Sr. High	260	8	11.36	23,622	24,803	26,220	27,637	28,346	29,527	30,472
Elementary Custodian	260	8	11.17	23,243	24,405	25,799	27,194	27,891	29,053	29,983
Housekeepers	195	8	11.07	17,271	18,135	19,171	20,207	20,725	21,589	22,280
Food Service Program Assistant	240	7.5	17.00	30,600	32,130	33,966	35,802	36,720	38,250	39,474
Food Service Manager 0-400 Students	181	7	11.52	14,593	15,322	16,198	17,074	17,511	18,241	18,825
Food Service Manager 401-600 Students	181	7	13.76	17,438	18,310	19,356	20,403	20,926	21,798	22,495
Food Service Manager 601 and above	181	7.5	16.12	21,887	22,981	24,294	25,607	26,264	27,358	28,234
Food Service Manager 601 and above (2 Sites)	181	8	16.12	23,344	24,512	25,912	27,313	28,013	29,180	30,114
7 Hr. Cook	181	7	11.07	14,031	14,733	15,575	16,417	16,838	17,539	18,100
6.75 Hr. Cook	181	6.75	11.07	13,530	14,206	15,018	15,830	16,236	16,912	17,453
6.5 Hr. Cook	181	6.5	11.07	13,029	13,680	14,462	15,244	15,635	16,286	16,807
6 Hr. Cook	181	6	11.07	12,027	12,628	13,349	14,071	14,432	15,033	15,514
4.5 Hr. Cook	181	4.5	11.07	9,019	9,470	10,012	10,553	10,823	11,274	11,635
4 Hr. Cook	181	4	11.07	8,018	8,419	8,900	9,381	9,622	10,023	10,343
Nurse with EPSB cert. see Certified Salary Nurse				\$ 21.43	\$ 22.50	\$ 23.79	\$ 25.07	\$ 25.71	\$ 26.79	
Bus Monitor				\$ 9.84	\$ 10.33	\$ 10.92	\$ 11.51	\$ 11.81	\$ 12.30	
Part-time Maintenance and Grounds		\$9.16								
Occasional and Classified Substitute		\$7.75						\$ 10.00	per hour	
Part-time Student Workers	Min. Wage	\$7.25	July 1, 2011					\$ 20.00	per game	
Field Trip/Substitute Bus Driver		\$12.00								
Substitute Teacher Salary (Certified)	\$90.00									
Sub. Teacher Salary (Emer. Certified)	\$65.00									
Long Term Substitute	\$100.00	After 30 days in the same classroom regular teacher salary based on rank and experience.								
Employees working more or less than the base days or hours will have salary adjusted accordingly										
Regular or part-time employees working in special projects or substituting in their position will receive their regular rate of pay.										
When substituting in another position, payment will be made at the substitute rate.										
An employee must work 20 hours per week to receive benefits.										
Occasional and Classified Substitute employees do not receive benefits.										

**BOURBON COUNTY SCHOOLS
ADMINISTRATIVE SALARIES
2017-18**

ADMINISTRATIVE SALARY FORMULA:

Base Teacher Salary x Responsibility % Increment/Days in Teacher Year = Per Diem
 Per Diem x Administrative Work Year = Annual Salary
 Example: \$ 46,541 x 110% = \$51,195.10/185=\$276.73 x 240 = \$ 66,415.20

CENTRAL OFFICE ADMINISTRATIVE SALARY SCHEDULE:

YEARS EXPERIENCE	RESPONSIBILITY % INCREMENT
0 – 5	09
6 – 10	11
11 – 15	13
16 – 19	14
20 – 24	15
25 – 27	16
28 – 30	17
31+	18

BUILDING ADMINISTRATOR SALARYS:

(Based on pupil membership, end of second month of the previous year)

PRINCIPALS

Membership	Responsibility % Increment
101 – 200	11
201 – 300	12
301 – 500	17
501 – 725	23
726 – 850	24
851 – 900	25

ASSISTANT PRINCIPALS

Membership	Responsibility % Increment
501 – 725	11
726 – 850	12
851 – 900	13

*** Responsibility Percent Increment can only be changed by Board Approval**

**BOURBON COUNTY SCHOOLS
EMPLOYEE BENEFITS
2017-18**

Retirement - Certified

All employees in a position requiring certification or a college degree must participate in the Teachers' Retirement System.

More than 5 unpaid days will result in the proportionate reduction of years of service.

Employees will contribute 12.855% of their gross wage.

Retirement - Classified

Classified employees are required to average 80 hours of work per month during the school term to be eligible to participate in the County Retirement System. The average is determined by dividing the number of hours actually worked during the school term by the number of months worked during the school term. The number of months worked is determined by dividing the actual days worked in the school year by 20 days.

Sick Leave - Certified and Classified

10 days per year for employees working 9.25 to 10 months

11 days per year for employees working more than 10 but less than 12 months

12 days per year for employees working 12 months

Contracts less than 185 days in length will be prorated accordingly

Sick leave has an unlimited accumulation

Employees receive a payment of 30% of their unused sick leave upon retirement.

Employees hired after July 1, 2008 will receive 30% payment for a maximum of 300 days.

Personal Leave – Certified and Classified

Three (3) days per year

Contracts less than 185 days in length will be prorated accordingly

Unused personal leave days convert to accumulated sick leave at the end of the year

**BOURBON COUNTY SCHOOLS
EMPLOYEE BENEFITS
2017-18**

Vacation Days 12 month Classified Employees

1. Vacation day calculation:

**5 days 1st year prorated in reference to number of days worked.
10 days per year for 2-10years of service.
11 days for 11 years.
12 days for 12 years.
13 days for 13 years.
14 days for 14 years.
15 days for 15 years.**

2. A maximum of 15 vacation days can be earned per year.

3. Vacation days are the equivalent of the normal hours worked per day (Example: Day Care Workers work 4 hours per day for a 260-day contract. Their vacation day would be the equivalent of 4 hours).

4. A year is July 1st through June 30th.

5. All carry forward days must be pre-approved by the employee's supervisor.

Only five (5) from the previous year may be carried past October 31st, with pre-approval of the supervisor. An employee carrying forward more than five (5) days on October 31st will lose all but five (5) of those days.

**BOURBON COUNTY SCHOOLS
EMPLOYEE BENEFITS
2017-18**

HEALTH INSURANCE/LIFE INSURANCE

Employees (with the exception of substitutes and occasional hourly) working at least 80 hours per month are eligible for health and life insurance.

Health Insurance:

The state will contribute monthly toward health insurance coverage. If the employee wishes to waive coverage, the state will contribute an amount into a Health Reimbursement Account (HRA).

Life Insurance:

The state provides a \$20,000 term life insurance policy on each employee at no cost to the employee. The employee has the option to obtain additional life insurance coverage for themselves or their dependents.

OTHER VOLUNTARY DEDUCTIONS

Credit Unions
Dental Insurance
Tax Sheltered Annuities
Cancer Insurance
Flexible Medical Spending Accounts
Flexible Day Care Spending Accounts
Disability Insurance
Supplemental Life Insurance
Long Term Care Insurance
Accident Insurance
Critical Illness
Medical Indemnity
After Tax Annuities
Charitable Contributions (United Way)
Membership Dues (KASA/KEA/KESPA)

**BOURBON COUNTY SCHOOLS
SALARY SCHEDULE
SALARY BASE
2017-18**

Employees must complete one hundred-forty (140) days in a fiscal year (July 1-June 30) to gain one (1) year's experience credit for salary payment purposes.

CERTIFIED EMPLOYEES

All days school in session	173
District Improvement Planning Days	2
Opening day of school	1
Closing day of school	1
Professional development days	4
Holidays	<u>4</u>
Total days for salary calculation	185

CLASSIFIED EMPLOYEES

Less than 12 month full time employees:

Bus Drivers/Bus Monitors

All days school in session	173
Non Student Work Days	2
Opening day of school	1
Holidays	4
Bus Driver Training/Professional Development	<u>4</u>
Total days for salary calculation	184

Preschool Bus Drivers/Preschool Bus Monitors

All days school in session	131
Opening day of school	1
Holidays	4
Bus Driver Training/Professional Development	<u>4</u>
Total days for salary calculation	140

Lunchroom Personnel

All days school in session	173
Non Student Work Days	2
Opening day of school	1
Holidays	4
Professional Development	<u>1</u>
Total days salary calculation	181

**BOURBON COUNTY SCHOOLS
SALARY SCHEDULE
SALARY BASE
2017-18**

School Paraprofessional

All days school in session	173
District Improvement Planning Days	2
Opening day of school	1
Day following last day students attend	1
Holidays	4
Professional Development	<u>4</u>
Total days salary calculation	185

Attendance Officers, Bookkeepers, and Secretaries

Student enrollment	0-300	301+
Salary Base Days*	181	181
Extended days	15	10
Holidays	<u>4</u>	<u>4</u>
Total days salary calculation	200	195

Housekeepers

Salary Base Days*	181
Extended days	10
Holidays	<u>4</u>
Total days salary calculation	195

Family Services Coordinator

Salary base days*	181
Extended days	20
Holidays	<u>4</u>
Total days for salary calculation	205

12 Month Employees

See 12 month calendar	
Total days for salary calculation	260

* Salary base days include opening day, closing day and professional development days.

**BOURBON COUNTY SCHOOLS
SALARY PAYMENT SCHEDULE
2017-18
METHOD OF PAYMENT**

All certified and classified employees are paid in twenty-four (24) equal checks.

Checks are issued on the 15th and 30th of each month. If the 15th or 30th falls on a Saturday or Sunday, the checks will be issued on the previous Friday.

All twelve month certified and classified employees receive their first check on July 15th and the last check on June 30th.

Certified and Classified employees working less than twelve months receive their first check on August 30th and the last checks on June 30th.

Part-time hourly employees are paid on the 15th and 30th through June 30th of each year.

All substitutes (teachers, bus drivers, lunchroom personnel) are paid on the 15th and 30th for days worked.

EMPLOYMENT/RESIGNATION AFTER THE BEGINNING OF FISCAL YEAR

The following formula will be used in calculating an employee's earnings for a fiscal year if employment or resignation occurs during that fiscal year:

Employment during the fiscal year:

Annual salary divided by contract days x number of days to be worked=the total salary for the fiscal year

Resignation during the fiscal year:

Annual salary divided by contract days x number of days worked less salary previously received=amount of check for the final compensation for the fiscal year.

Employees will be paid for only those holidays occurring prior to resignation.