

Hardin County Schools

Certified Salary Schedule

2017-2018 (187 Days)

Experience	Rank3	Rank2	Rank1
0	\$38,230	\$41,723	\$45,568
1	\$38,928	\$42,491	\$46,414
2	\$39,641	\$43,277	\$47,276
3	\$40,369	\$44,076	\$48,156
4	\$41,109	\$44,892	\$49,054
5	\$41,866	\$45,726	\$49,968
6	\$42,639	\$46,573	\$50,903
7	\$43,425	\$47,440	\$51,855
8	\$44,229	\$48,322	\$52,828
9	\$45,047	\$49,223	\$53,818
10	\$45,882	\$50,141	\$54,828
11	\$46,734	\$51,079	\$55,859
12	\$47,603	\$52,034	\$56,911
13	\$48,489	\$53,008	\$57,983
14	\$49,394	\$54,005	\$59,077
15	\$50,317	\$55,020	\$60,192
16	\$51,258	\$56,053	\$61,331
17	\$52,217	\$57,110	\$62,493
18	\$53,195	\$58,186	\$63,676
19	\$54,195	\$59,285	\$64,883
20	\$55,211	\$60,405	\$66,117
21	\$56,250	\$61,547	\$67,373
22	\$56,531	\$61,854	\$67,708
23	\$56,531	\$61,854	\$67,708
24	\$56,531	\$61,854	\$67,708
25	\$56,531	\$61,854	\$67,708
26	\$56,531	\$61,854	\$67,708
27	\$57,309	\$62,712	\$68,654
28	\$58,390	\$63,900	\$69,962
29	\$58,681	\$64,219	\$70,312
All Rank changes require EPSB certificate.		Certified Substitute Daily Rate	
Rank I =	Masters + 30	SUB 1 = Rank 1 = \$110	SUBR = Retired Teacher returning to Sub = \$130
Rank II =	Masters	SUB 2 = Rank 2 = \$105	
Rank III =	Regular Teacher's Cert	SUB 3 = Rank 3 = \$100	SUBF = First Line Sub = Previous Full Time Sub = \$120
Rank IV =	\$31,531	SUB 4 = Rank 4 = \$90	
Rank V =	\$29,430	SUB 5 = Rank 5 = \$85	
Earned Doctorate (PHD/EDD) =	Additional \$1,000		

CENTRAL OFFICE ADMINISTRATIVE INCREMENT SCHEDULE

2017-2018

POSITION	DAYS	INCREMENT
Chief Student and Staff Support Officer/Deputy Superintendent	240	\$27,104
Chief Academic Officer	240	\$22,054
Chief Operations Officer	240	\$22,054
Director of Human Resources	240	\$10,765
Director Curriculum & Student Assessment	240	\$10,765
Director Special Education	240	\$10,765
Director Federal Programs & Leadership Development	240	\$10,765
Director Student Services	240	\$10,765
Director Alternative Programs	240	\$10,765
Director Buildings & Grounds	240	\$10,765
Director Transportation	240	\$10,765
Director Benefits	240	\$10,765
Director Early Childhood Program	240	\$10,765
Director of Assessment and Program Effectiveness	240	\$10,765
Director Employment	240	\$10,765
Director Educational / Community TV	240	\$8,373
Director Instructional Technology	240	\$10,765
Director FRYSC and Health Services	240	\$10,765
Assistant Director of Special Education	240	\$5,982
Social Worker Special Education	197	\$4,186
Social Worker Student Services	205-240	\$4,186
School Psychologist	202	\$4,186

BUILDING LEVEL ADMINISTRATIVE INCREMENT SCHEDULE**2016-2017**

POSITION	DAYS	INCREMENT
Principal John Hardin High School	240	\$16,747
Principal North Hardin High School	240	\$16,747
Principal Central Hardin High School	240	\$16,747
Principal Early College and Career Center	240	\$16,747
Principal Collegeview	240	\$16,747
Principal Bluegrass Middle School	240	\$10,765
Principal J. T. Alton Middle School	240	\$10,765
Principal East Hardin Middle School	240	\$10,765
Principal North Middle School	240	\$10,765
Principal West Hardin Middle School	240	\$10,765
Principal Radcliff Elementary	240	\$10,765
Principal G. C. Burkhead Elementary	240	\$10,765
Principal Lakewood Elementary	240	\$10,765
Principal Lincoln Trail Elementary	240	\$10,765
Principal Meadow View Elementary	240	\$10,765
Principal New Highland Elementary	240	\$10,765
Principal North Park Elementary	240	\$10,765
Principal Vine Grove Elementary	240	\$10,765
Principal Woodland Elementary	240	\$10,765
Principal Creekside Elementary	240	\$10,765
Principal Rineyville Elementary	240	\$10,765
Principal Heartland Elementary	240	\$10,765
Principal Howealvey Elementary	240	\$8,373
Assistant Principal High School	215	\$8,373
Assistant Principal Middle School	215	\$5,982
Assistant Principal Elementary	205	\$4,186
Guidance Counselor High School	205	\$4,186
Guidance Counselor Middle School	205	\$4,186
Guidance Counselor Elementary	195	\$4,186
Administrator Day Treatment, Detention Center	187	\$4,186

NON ADMINISTRATIVE INCREMENTS

2017-2018

POSITION	Extended Days	Total Days	Increment**
Head Culinary/Health Sciences Teacher ECCC	0	187	\$3,000
Speech Language Pathologist Supervision of SPLA Assistant	0	187	\$1,127
School Psychologists Mentors (per employee mentored)	0	187	\$1,400
National Board Certification	0	187	\$3,000
STLP Coordinators (participation in regional showcase required)	0	187	\$300
Head Teacher ECCC Culinary/Health Services	0	187	\$3,000
Occupational Therapist	8	195	\$3,000
Physical Therapist	8	195	\$3,000
Speech Language Pathologist	0	187	\$3,000
Homebound Coordinator Teacher	20	207	\$1,500
GT Coordinator	3	190	\$1,500
Early Childhood Special Ed Consultant	33	220	\$2,000
EBD Teacher – must be assigned to a self-contained EBD unit where all students are identified as EBD and where historically there has been a shortage of qualified teacher applicants for vacant positions.	0	187	\$2,000
PASS Classroom Teacher	0	187	\$1,000
Low Incidence Teachers	0	187	\$1,000
ESL Instructional Program Specialist	4	191	\$1,500
Special Education Consultant	6	193	\$2,000
GT Resource Teachers (6)	0	187	\$1,500
KSI Intervention Specialist	4	191	\$1,500
Instructional Program Specialist	4	191	\$1,500
Behavior Intervention Specialist	4	191	\$1,500

** Increment not subject to annual increase

**DEPARTMENT CHAIRPERSONS/SPECIAL EDUCATION
FACILITATORS (Elementary/College View)**

2017-2018

Principals at the middle schools and high schools may select department chairpersons/team leaders to be paid by the Board if there are three or more full time teachers in a department. A full time teacher is defined as one assigned five (5) classes daily in a given subject area. Teachers assigned on a fractional basis, 2 classes, 3 classes, etc., may be added together to equal one full time teacher.

Principals at the middle schools and high schools may select a special education facilitator to be paid by the Board if there are three or more full time teachers in a department. A full time teacher is defined as one assigned five (5) classes daily in a given subject area.

The principal shall assign duties to the chairperson/team leader or special education facilitator such as department coordination, record keeping, overall school planning, and others as identified by the principal.

Extra service increments* for additional time necessary for department chairpersons/team leaders are as follows:

3-5 members	187	\$1,196
6 members	187	\$1,376
7 members	187	\$1,555
8 members	187	\$1,736
9 members	187	\$1,913
10 members	187	\$2,095
11 members	187	\$2,273
12+ members	187	\$2,392

* Increments can be split only once with prior approval of the Human Resources department.

The high schools may establish no more than 11 department chair/team leader positions.
The middle schools may establish no more than 8 department chair / team leader positions.

SUPPLEMENTAL PAY SCHEDULE

2017-2018

POSITION	** AMOUNT OF PAY	PER
Professional Development Presentation	\$350.00	Day
Professional Development Presentation	\$200.00	1/2 Day
Additional Required Professional Development/Training	\$25.00	Hour
Extended School Services Coordinator	\$27.00	Hour
Additional Assigned Duties	\$25.00	Hour
After School Detention	\$25.00	Hour
Curriculum Writing	\$25.00	Hour
Extended School Services Teacher	\$25.00	Hour
Home/Hospital Instruction	\$25.00	Hour
Saturday School	\$25.00	Hour
Wednesday School	\$25.00	Hour
Substitute Shortage	\$18.75	Each non-block period
** Not subject to annual increase		

HOURLY PAY SCHEDULE

2017-2018

POSITION	** AMOUNT OF PAY	PER
Grant Writer	\$40.00	Hour
** Not subject to annual increase		

**POSITIONS WITH EXTENDED DAYS WITHOUT AN
INCREMENT**

2017-2018

POSITION	EXTENDED DAYS	TOTAL DAYS
Vocational Agriculture Teacher	53	240
Instructor Television Production	20	207
Librarian High School	18	205
Librarian Middle School	14	201
Librarian Elementary	14	201
Chemical Hygiene Officer	12	199
Instructional Technology Coordinator	15	202
Career Technical Teacher	1-28	188-215

EXTRA CURRICULAR INCREMENT SCHEDULE FOR HIGH SCHOOLS

2017-2018

POSITION	INCREMENT
Academic Coach	\$5,923
Archery- Head Coach	\$2,014
Archery- Asst. Coach	\$1,184
Annual Sponsor	\$2,014
Athletic Director	\$10,186
Band - Head Director	\$10,186
Band - Assistant Director (#1)	\$5,923
Band - Assistant Director (#2)	\$5,923
Band - Assistant Director (#3)	\$5,923
Baseball - Head Coach	\$4,066
Baseball - Asst. Coach –20 regular baseball participants	\$2,014
Baseball - 9th Grade Coach- Must fulfill a competitive schedule	\$1,600
Basketball - Head Coach (Boys)	\$10,186
Basketball - Assistant Coach (Boys)	\$5,923
Basketball - 9th Grade Coach (Boys) Must fulfill a competitive schedule	\$2,961
Basketball - Head Coach (Girls)	\$10,186
Basketball - Assistant Coach (Girls)	\$5,923
Basketball - 9th Grade Coach (Girls) Must fulfill a competitive schedule	\$2,961
Bowling-Coach	\$2,014
Bowling- Coach (#2) 20 regular bowling participants	\$2,014
Cheerleading - Sponsor - (Boys)	\$4,066
Cheerleading - Sponsor - (Girls)	\$4,066
Choral/Show Choir Director- Must complete performances outside of school day	\$2,961
Cross Country - Coach (Boys)	\$2,961
Cross Country - Assistant Coach (Boys) - 20 regular cross country participants	\$1,184
Cross Country - Coach (Girls)	\$2,961
Cross Country - Assistant Coach (Girls) - 20 regular cross country participants	\$1,184
Debate / Speech Coach- Must fulfill competitive schedule	\$2,014
<u>Drama Coach</u> - Must complete performances outside of school day OR <u>Athletic Trainer</u> - when Board Approved Exception Applies	\$1,600
Increments can be split only once with prior approval of Human Resources department.	

EXTRA CURRICULAR INCREMENT SCHEDULE FOR HIGH SCHOOLS - Continued

2017-2018

POSITION	INCREMENT
Football - Head Coach	\$10,186
Football - Assistant Coach (# 1)	\$5,923
Football - Assistant Coach (# 2)	\$5,923
Football - Junior Varsity Coach (# 1)	\$5,923
Football - Junior Varsity Coach (# 2)	\$5,923
Football - 9th Grade Coach – Must fulfill a competitive schedule	\$2,961
Football - 9th Grade Coach – Must fulfill a competitive schedule	\$2,961
Golf - Coach	\$2,014
Golf - Coach (# 2) –16 regular golf participants	\$2,014
JROTC Color Guard Or Drill Team Sponsor	\$2,014
JROTC Color Guard Or Drill Team Sponsor	\$2,014
JROTC Color Guard Or Drill Team Sponsor	\$2,014
JROTC Rifle Team Sponsor	\$2,014
JROTC Raider Team Sponsor	\$2,014
Newspaper Advisor	\$1,600
Senior Sponsor	\$2,014
Soccer - Head Coach (Boys)	\$4,066
Soccer - Assistant Coach (Boys) – 25 regular soccer participants	\$2,014
Soccer - Head Coach (Girls)	\$4,066
Soccer - Assistant Coach (Girls) – 25 regular soccer participants	\$2,014
Softball - Head Coach	\$4,066
Softball - Asst. Coach –20 regular softball participants	\$2,014
Softball - 9th Grade Coach- Must fulfill a competitive schedule	\$1,600
Swim - Head Coach	\$2,014
Swim - Assistant Coach – 20 regular swim participants	\$1,184
Tennis - Coach	\$2,014
Tennis - Coach (#2) 20 regular tennis participants	\$2,014

Increments can be split only once with prior approval of Human Resources department.

EXTRA CURRICULAR INCREMENT SCHEDULE FOR HIGH SCHOOLS - Continued

2017-2018

POSITION	INCREMENT
Track - Head Coach (Boys)	\$4,066
Track - Assistant Coach (Boys) - 30 regular track participants	\$2,014
Track - Head Coach (Girls)	\$4,066
Track - Assistant Coach (Girls) - 30 regular track participants	\$2,014
Vex Robotics Coach	\$2,014
Volleyball - Head Coach	\$4,066
Volleyball - Assistant Coach - 20 regular volleyball participants	\$2,014
Volleyball - Freshman Coach - 10 regular volleyball participants; 10 games per season.	\$1,600
Wrestling - Head Coach	\$4,066
Wrestling - Assistant Coach - 20 regular wrestling participants	\$2,014
Wrestling Coach - when there are 40 regular participants	\$2,014
Increments can be split only once with prior approval of Human Resources department.	

EXTRA CURRICULAR INCREMENT SCHEDULE FOR MIDDLE SCHOOLS

2017-2018

POSITION	INCREMENT
Academic Sponsor	\$2,961
Annual Sponsor	\$1,184
Archery Coach	\$1,600
Athletics / Activities Director	\$2,014
Basketball - Coach 8th Grade Boys	\$2,487
Basketball - Coach 7th Grade Boys	\$2,014
Basketball - Coach 8th Grade Girls	\$2,487
Basketball - Coach 7th Grade Girls	\$2,014
Cheerleading Sponsor	\$1,600
Football - Head Coach 7th & 8th Grade	\$2,487
Football - Assistant Coach 7th & 8th Grade	\$1,600
Speech / Debate Coach - Must fulfill competitive schedule OR Drama Coach - when Board Approved Exception Applies	\$1,184
Vex Robotics Coach	\$1,600
Volleyball Coach - 15 regular participants	\$2,014
Increments can be split only once with prior approval of Human Resources department.	

EXTRA CURRICULAR INCREMENT SCHEDULE FOR ELEMENTARY SCHOOLS

2017-2018

POSITION	INCREMENT
Academic Sponsor	\$2,487
Annual Sponsor	\$440
Vex Robotics Coach	\$808
Increments can be split only once with prior approval of Human Resources department.	

Coach and Assistant Coach

All coaches shall receive the prevailing salary as approved by the board. No coach shall receive an additional coaching salary from any outside source. No administrator is permitted to coach and no person may hold two head coaching positions. Any exception to this policy must be approved by the Superintendent.

If there are not qualified applicants for a second coach where numbers meet the listed requirements for a second coach, the assigned coach may be paid 1.5 times the increment for that sport provided that the principal obtains approval from the Human Resources department during the first month of that season.

High School	Minimum Participants for a Coach / Head Coach	Minimum Participants for Second Coach / 1 st Varsity Asst.	Minimum Participants for Third Coach / 2 nd Varsity Asst.	Minimum Participants for Fourth Coach / Jr. Varsity Asst.	Minimum Participants for Fifth Coach / Jr. Varsity Asst.
Baseball	12	20	NA	NA	NA
Archery		20	NA	NA	NA
Baseball - Freshman					
Basketball Boys	12	NA	NA	NA	NA
Basketball - Boys Freshman	7		NA	NA	NA
Basketball - Girls	7	NA	NA	NA	NA
Basketball - Girls Freshman	7		NA	NA	NA
Bowling	7	NA	NA	NA	NA
Cheerleading - Boys		20	NA	NA	NA
Cheerleading - Girls		NA	NA	NA	NA
Cross Country - Boys		NA	NA	NA	NA
Cross Country - Girls	7	20	NA	NA	NA
Football	7	20	NA	NA	NA
Football - Freshman	22				
Golf	23		NA	NA	NA
Soccer - Boys		16	NA	NA	NA
Soccer - Girls	15	25	NA	NA	NA
Softball	15	25	NA	NA	NA
Softball - Freshman	12	20	NA	NA	NA
Swim	12	NA	NA	NA	NA
Tennis		20	NA	NA	NA
Track - Boys		20	NA	NA	NA
Track - Girls	15	30	NA	NA	NA
Volleyball	15	30	NA	NA	NA
Volleyball - Freshman	8	20	NA	NA	NA
Wrestling	8	NA	NA	NA	NA
	12	20	40	NA	NA

Middle School Sports	Minimum Participants for a Coach / Head Coach	Minimum Participants for Second Coach / Asst. Coach
Basketball - 7 th Grade Boys	7	NA
Basketball - 7 th Grade Girls	7	NA
Basketball - 8 th Grade Boys	7	NA
Basketball - 8 th Grade Girls	7	NA
Cheerleading		NA
Football	22	
Volleyball	15/ 10 games	NA

Classified Salaries

Salary Calculation Procedures for Classified Employees

- 1 The entry-level rate for new classified employees is Step 0 (A). Upon employment, the Superintendent may grant up to five years for pay purposes when a person's work experience is determined to be of such importance as to make them the best qualified person for the position.
- 2 Since the classified salary schedule is shown in hourly rates, this hourly rate must be multiplied by the authorized hours per day and the number of days per year to determine the annual salary.
- 3 Bus drivers are paid a daily rate for their regular routes. This daily rate is based on 5 hours from the Classified Pay Schedule. Multiply the daily rate by the yearly total to determine annual salary.
- 4 Employees who transfer to a position at a different level will remain at the same step on the new level.

Job Classification and Reclassification

The following criteria will be used to determine whether requests for classification / re-classification of jobs will be considered:

New Jobs

New jobs are to be presented for classification. New jobs are those that did not exist in the prior year's organizational structure. Reclassified jobs are those that did and will continue to exist, but that have had 75 percent or more of their major job functions significantly changed. New jobs are subject to advertisement.

Current Jobs

Current jobs may be requested for review only if they have been significantly modified (50 percent or more of the major functions have been changed due to re-organization or other action).

Review Process

Classification/reclassification of a job will be considered following referral by the appropriate Associate Superintendent. Requests may be for an upgrade or a downgrade.

The results of the review may be an upgrade, a downgrade, or the same grade.

The request for review must specifically list each job eliminated from the organization structure in order to modify the job under consideration, must indicate the specific duties that are new to the job and what job (which is also to be submitted for review and possible reclassification) had responsibility for performing those duties before, or must contain a specific rationale for the need for new, additional duties not performed by that department/job before. Jobs that simply get a title change, jobs that have been modified slightly (a change of less than 50 percent of the major job functions), jobs that have not experienced any changes in responsibility, and those jobs where only the volume of the work performed has changed may not be considered for reclassification.

CLASSIFIED CHART OF LEVELS, AUTHORIZED HOURS, DAYS, AND CORRESPONDING MUNIS SALARY TABLES

SPECIAL TABLES	HOURS/ DAY	DAYS	HOURS/ YEAR
BUS DRIVERS (5) PRE-CANTRILL STUDY (1996)	5	181	905
LEVEL 8	HOURS/ DAY	DAYS	HOURS/ YEAR
COMPUTER NETWORK SPECIALIST	7.5	261	1957.5
GARAGE FOREMAN	8	261	2088
LEAD MECHANIC	8	261	2088
HVAC MAINTENANCE TECHNICIAN III	8	261	2088
SR AUDIO VISUAL TECHNICIAN	8	261	2088
PERFORMING ARTS CENTER TECHNICAL DIRECTOR	7.5	261	1957.5
MASTER CERTIFIED PLUMBER/ELECTRICIAN	8	261	2088
HEALTH SERVICES REIMBURSEMENT SPECIALIST	7.5	261	1957.5
LEVEL 7	HOURS/ DAY	DAYS	HOURS/ YEAR
ACCOUNTING SPECIALIST	7.5	261	1957.5
ACCOUNTS PAYABLE SPECIALIST	7.5	261	1957.5
ATTENDANCE SPECIALIST	7.5	261	1957.5
BENEFITS SPECIALIST	7.5	261	1957.5
EMPLOYMENT SPECIALIST	7.5	261	1957.5
OFFICE MANAGER, HIGH SCHOOL	7.5	261	1957.5
PAYROLL SPECIALIST	7.5	261	1957.5

LEVEL 7	HOURS/ DAY	DAYS	HOURS/ YEAR
TRAINING & EVALUATION SPECIALIST	7.5	261	1957.5
COMPENSATION & ATTENDANCE SPECIALIST	7.5	261	1957.5
SECRETARY TO DIRECTOR, SPECIAL EDUCATION	7.5	261	1957.5
SECRETARY, CURRICULUM & ASSESSMENT	7.5	261	1957.5
SECRETARY, INSTRUCTIONAL SERVICES	7.5	261	1957.5
SECRETARY, HUMAN RESOURCES SERVICES	7.5	261	1957.5
SECRETARY, STUDENT SERVICES	7.5	261	1957.5
TRANSPORTATION SPECIALIST	7.5	261	1957.5
ELECTRICAL/MECHANICAL SPECIALIST	8	261	2088
CHILD NUTRITION MANAGER, HIGH SCHOOL	8	183	1464
MECHANIC	8	261	2088
PLUMBER	8	261	2088
SECRETARY, SUPERINTENDENT	7.5	261	1957.5
TV PRODUCTION ASSISTANT	7.5	261	1957.5
SECRETARY/ BOOKKEEPER, TITLE 1	7.5	261	1957.5
ACCOUNTING SPECIALIST, FOOD SERVICE	7.5	261	1957.5
LEVEL 6	HOURS/ DAY	DAYS	HOURS/ YEAR
SCHOOL ADMINISTRATIVE MANAGER- HIGH SCHOOL	8	220	1760
SCHOOL ADMINISTRATIVE MANAGER- MIDDLE SCHOOL	7	212	1484
CHILD NUTRITION MANAGER, LARGE ELEM/MIDDLE	8	183	1464
SUBSTITUTE COORDINATOR	7.5	215	1612.5
OFFICE MANAGER, ELEMENTARY SCHOOL	7.5	215	1612.5

LEVEL 6	HOURS/ DAY	DAYS	HOURS/ YEAR
MEDICAID REIMBURSEMENT CLERK	7.5	261	1957.5
SAFETY & TRAINING COORDINATOR	8	261	2088
OFFICE MANAGER, MIDDLE SCHOOL	7.5	261	1957.5
BOOKKEEPER, CHILD NUTRITION	7.5	261	1957.5
BOOKKEEPER, HIGH SCHOOL	7.5	220	1650
SECRETARY BUILDINGS & GROUNDS	7.5	261	1957.5
SECRETARY EARLY CHILDHOOD	7.5	261	1957.5
SECRETARY GIFTED/TALENTED	7.5	261	1957.5
SECRETARY SPECIAL EDUCATION	7.5	261	1957.5
SECRETARY/BOOKKEEPER TECHNOLOGY	7.5	261	1957.5
SECRETARY CHILD NUTRITION	7.5	261	1957.5
MAINTENANCE TECHNICIAN I	8	261	2088
PREVENTIVE MAINTENANCE MECHANIC	8	261	2088
CARPENTER	8	261	2088
CHEMICAL APPLICATIONS TECHNICIAN	VARIES	VARIES	720
FINANCE CLERK	7.5	261	1957.5
SECRETARY, TRANSPORTATION	7.5	261	1957.5
CLERK, STUDENT SERVICES	7.5	215	1612.5
CLERK, HUMAN RESOURCES DEPARTMENT	7.5	261	1957.5
PREVENTIVE MAINTENANCE HVAC	8	261	2088
CLERK, HCEC- TV	7.5	261	1957.5
BUS DRIVER (Daily rate = 5 x hourly rate)	Daily Rate	181	905
BUS DRIVER/ SPECIAL NEEDS (Daily rate = 5 x hourly rate)	Daily Rate	181	905
SUBSTITUTE BUS DRIVER (for extracurricular activities)	VARIES	VARIES	VARIES

LEVEL 5	HOURS/ DAY	DAYS	HOURS/ YEAR
SWITCHBOARD OPERATOR	7.5	261	1957.50
CLERK, HCEC- TV	7.5	261	1957.5
SPECIAL EDUCATION INSTRUCTIONAL ASSISTANTS	6.25	183	1143.75
CLERK, ELEMENTARY SCHOOL	6.75 TO 7.5	190	1282.5 TO 1425
CLERK, MIDDLE SCHOOL	6.75 TO 7.5	195	1316.25 TO 1462.5
CLERK, HIGH SCHOOL	6.75 TO 7.5	200	1350 TO 1500
SECRETARY, CHILD NUTRITION	7.5	261	1957.5
SECRETARY, ADULT EDUCATION	7.5	190	1425
BOOKKEEPER, ADULT EDUCATION	7.5	195	1462.5
CHILD NUTRITION MANAGER, SMALL ELEMENTARY	8	183	1464
LEAD WAREHOUSE WORKER	8	261	2088
CLERK, PERFORMING ARTS CENTER	7.5	195	1462.5
CLERK, STUDENT SERVICES	7.5	190	1425
RECORDS RETENTION CLERK	7.5	261	1957.5
CHILD CARE SITE LEADERS	4.5	183	823.5
SUBSTITUTE SECRETARY	VARIES	VARIES	VARIES
LEVEL 4	HOURS/ DAY	DAYS	HOURS/ YEAR
CHILD CARE WORKER	VARIES	183	VARIES
OFFICE ASSISTANT	6.25	183	1143.75
TEACHER ASSISTANT	6.25	183	1143.75
TV PRODUCTION ASSISTANT	7.5	261	1957.5

LEVEL 4	HOURS/ DAY	DAYS	HOURS/ YEAR
OUTREACH WORKER	6.5	VARIES	VARIES
PRINTER	8	261	2088
ASSISTANT CHILD NUTRITION MANAGER	VARIES	180	VARIES
NCLB INTERVENTION ASSISTANT	3.125	183	571.88
EARLY CHILDHOOD OFFICE ASSISTANT	7.5	261	1957.5
SUBSTITUTE INSTRUCTIONAL MONITOR	VARIES	VARIES	VARIES
LEVEL 3.5	HOURS/ DAY	DAYS	HOURS/ YEAR
LEAD CUSTODIAN	8	261	2088
CUSTODIAN 1 ST SHIFT	8	VARIES	VARIES
CUSTODIAN 2 ND AND 3 RD SHIFT (+ .10 PER HOUR)	8	VARIES	VARIES
DISTRICTWIDE CUSTODIAN	8	261	2088
SUBSTITUTE CUSTODIAN	VARIES	VARIES	VARIES
LEVEL 3	HOURS/ DAY	DAYS	HOURS/ YEAR
CHILD NUTRITION WORKER NIGHT SHIFT (+.10 PER HOUR)	VARIES	180	VARIES
CHILD NUTRITION WORKER	VARIES	180	VARIES
CHILD NUTRITION DELIVERY DRIVER	8	182	1456
DELIVERY DRIVER	7.5	261	1957.5
MAINTENANCE HELPER	8	261	2088
BUS ASSISTANT	VARIES	VARIES	VARIES
PRINTER ASSISTANT	VARIES	VARIES	VARIES

LEVEL 3	HOURS/ DAYS	DAYS	HOURS/ YEAR
SUB BUS ASSISTANT	VARIES	VARIES	VARIES
SUBSTITUTE CHILD NUTRITION WORKER	VARIES	VARIES	VARIES
SUBSTITUTE PRINTER ASSISTANT	VARIES	VARIES	VARIES

Hardin County Schools

Classified Pay Schedule

2017-2018

Step	Level 1 Hourly Rate	Level 2 Hourly Rate	Level 3 Hourly Rate	Level 3.5 Hourly Rate	Level 4 Hourly Rate	Level 5 Hourly Rate	Level 6 Hourly Rate	Level 7 Hourly Rate	Level 8 Hourly Rate	Level 9 Hourly Rate
0	8.25	9.08	9.96	10.46	10.97	12.06	13.28	14.60	16.06	17.66
1	8.40	9.26	10.18	10.69	11.20	12.31	13.54	14.90	16.39	18.02
2	8.57	9.43	10.38	10.90	11.42	12.55	13.82	15.18	16.72	18.38
3	8.74	9.63	10.58	11.11	11.65	12.81	14.08	15.50	17.04	18.75
4	8.91	9.81	10.79	11.33	11.87	13.06	14.38	15.82	17.39	19.12
5	9.11	10.01	11.00	11.55	12.12	13.33	14.66	16.11	17.75	19.51
6	9.29	10.23	11.24	11.80	12.37	13.59	14.95	16.44	18.09	19.91
7	9.46	10.42	11.46	12.03	12.60	13.86	15.26	16.79	18.45	20.30
8	9.66	10.63	11.69	12.27	12.85	14.13	15.56	17.10	18.84	20.71
9	9.84	10.83	11.91	12.51	13.10	14.43	15.87	17.45	19.19	21.12
10	10.05	11.05	12.16	12.77	13.38	14.72	16.18	17.82	19.58	21.53
11	10.26	11.29	12.41	13.03	13.66	15.00	16.51	18.15	19.98	21.99
12	10.45	11.50	12.66	13.29	13.91	15.31	16.85	18.52	20.38	22.42
13	10.67	11.73	12.90	13.55	14.20	15.61	17.17	18.90	20.79	22.86
14	10.87	11.95	13.17	13.83	14.49	15.93	17.52	19.27	21.19	23.31
15	11.10	12.20	13.43	14.10	14.78	16.24	17.88	19.66	21.62	23.79
16	11.33	12.45	13.70	14.39	15.05	16.57	18.22	20.05	22.06	24.26
17	11.54	12.70	13.96	14.66	15.36	16.91	18.59	20.45	22.49	24.75
18	11.77	12.94	14.25	14.96	15.68	17.23	18.97	20.87	22.95	25.24
19	12.00	13.21	14.54	15.27	15.98	17.58	19.34	21.27	23.39	25.73
20	12.26	13.48	14.83	15.57	16.31	17.94	19.73	21.69	23.87	26.25
21	12.50	13.75	15.11	15.87	16.63	18.29	20.12	22.14	24.34	26.78
22	12.75	14.01	15.43	16.20	16.96	18.66	20.53	22.57	24.84	27.31
23	12.81	14.09	15.50	16.28	17.04	18.76	20.63	22.69	24.97	27.44
	Substitute Instructional Assistant								\$68.56	

CLASSIFIED POSITIONS PAID ON THE CLASSIFIED 400 TABLE

POSITION	DAYS EMPLOYED	HOURS/DAY	INCREMENT
Occupational Therapist Assistant	187 days	7 hours	\$0
Family Resource/Youth Services Center Coordinator	240 days	6.5 hours	\$0
Physical Therapist Assistant	187 days	7 hours	\$0
Adult Education Instructor	Varies	Varies	\$0
Director (less than Bachelor's degree)	240	7.5 hours	\$10,765
Coordinator Adult Education/Community Ed.	240	7.5	\$4,186
HCEC- TV Teacher (Non-Certified)	187 days	7.5 hours	\$5,023

Hardin County Schools

Classified Salary Table 400

2017-2018

Step ↓	Salary
0	\$29,495
1	\$30,084
2	\$30,687
3	\$31,301
4	\$31,927
5	\$32,564
6	\$33,216
7	\$33,880
8	\$34,558
9	\$35,154
10	\$35,955
11	\$36,673
12	\$37,407
13	\$38,155
14	\$38,918
15	\$39,697
16	\$40,490
17	\$41,300
18	\$42,126
19	\$42,969
20	\$43,828
21	\$44,705
22	\$44,929
23	\$44,929
24	\$44,929
25	\$44,929
26	\$44,929
27	\$45,597
28	\$46,512
29	\$46,743

CLASSIFIED POSITIONS PAID ON CLASSIFIED TABLE 3210

POSITION	DAYS EMPLOYED	HOURS	INCREMENT
Microcomputer Software Technician I	261	7.5	\$0
Microcomputer Software Technician II	261	7.5	\$0
Secretary to the Superintendent/Executive Assistant	261	7.5	\$0
Director of Finance	240	7.5	\$10,765
Director of Child Nutrition	240	7.5	\$10,765
Supervisor (Director) Of Transportation	240	7.5	\$10,765
Director of Benefits	240	7.5	\$10,765
Director of Employment	240	7.5	\$10,765
Director of Public Information	240	7.5	\$8,373
Director of Hardin County Schools PAC	240	7.5	\$8,373
Physical and Occupational Therapists	195	7.0	\$3,000
Speech Language Pathologist (SLP)	187	7.0	\$3,000
Speech Language Pathology Asst. (SLPA)	Varies	Varies	\$0
Social Worker	205	7.0	\$4,186

Hardin County Schools

Classified Salary Table 3210

2017-2018

Step ↓	3	2	1
0	36,693	40,364	44,398
1	37,429	41,170	45,285
2	38,176	41,995	46,193
3	38,939	42,835	47,118
4	39,717	43,691	48,059
5	40,513	44,564	49,019
6	41,321	45,454	50,001
7	42,149	46,363	51,001
8	42,992	47,291	52,020
9	43,850	48,237	53,061
10	44,728	49,202	54,122
11	45,624	50,186	55,205
12	46,535	51,190	56,309
13	47,468	52,214	57,436
14	48,416	53,258	58,530
15	49,386	54,324	59,646
16	50,372	55,410	60,784
17	51,380	56,517	61,945
18	52,408	57,639	63,131
19	53,457	58,738	64,336
20	54,525	59,857	65,569
21	55,616	60,999	66,825
22	55,893	61,304	67,159
23	55,893	61,304	67,159
24	55,893	61,304	67,159
25	55,893	61,304	67,159
26	55,893	61,304	67,159
27	56,726	62,257	68,107
28	57,843	63,353	69,416
29	58,133	63,669	69,762
Master's + 30 Hours* in approved program			1
Master's			2
Bachelor's			3
Earned Doctorate (PHD/EDD)			Additional \$1,000

CLASSIFIED POSITIONS PAID ON CLASSIFIED SUPERVISOR TABLE				
POSITION	SUPERVISOR LEVEL	DAYS EMPLOYED	HOURS	INCREMENT
School Age Child Coordinator	3	261	8	\$0
Supervisor, Print Shop	3	261	8	\$0
Driver Coordinator	3	261	8	\$4,186
Supervisor, Energy/Custodial Services	2	261	8	\$0
Supervisor, Vehicle Maintenance	1	261	8	\$0

Hardin County Schools

Classified Supervisor Table

2017-2018

Step ↓	Level 3	Level 2	Level 1
0	30,503	33,544	36,890
1	31,111	34,218	37,630
2	31,698	34,914	38,368
3	32,371	35,586	39,150
4	33,023	36,303	39,932
5	33,652	37,064	40,736
6	34,326	37,780	41,560
7	35,043	38,519	42,387
8	35,717	39,323	43,234
9	36,434	40,084	44,103
10	37,194	40,888	44,951
11	37,911	41,714	45,906
12	38,672	42,539	46,798
13	39,454	43,408	47,732
14	40,236	44,255	48,687
15	41,062	45,146	49,665
16	41,866	46,059	50,665
17	42,691	46,949	51,665
18	43,560	47,904	52,707
19	44,430	48,862	53,727
20	45,297	49,839	54,814
21	46,233	50,838	55,899
22	47,124	51,859	57,030
23	47,383	52,141	57,312

Hardin County Schools

School Nurse Salary Schedule

2017-2018

Step ↓	Salary
0	\$23,798
1	\$24,273
2	\$24,749
3	\$25,252
4	\$25,754
5	\$26,270
6	\$26,798
7	\$27,341
8	\$27,883
9	\$28,439
10	\$29,006
11	\$29,588
12	\$30,183
13	\$30,779
14	\$31,400
15	\$32,034
16	\$32,668
17	\$33,317
18	\$33,991
19	\$34,665
20	\$35,366
21	\$36,067
22	\$36,793
23	\$37,520
24	\$38,275
25	\$39,042
26	\$39,821
27	\$40,614
28	\$41,434
29	\$42,267

CLASSIFIED POSITIONS PAID ON EDUCATIONAL INTERPRETER TABLE			
POSITION	DAYS EMPLOYED	HOURS	HOURLY RATE
Educational Interpreter Level I	187	VARIES	\$19.45
Educational Interpreter Level II	187	VARIES	\$25.94
Educational Interpreter Level III	187	VARIES	\$32.40
Educational Interpreter Substitute	VARIES	VARIES	\$19.45

Hardin County Schools Security Guard Table 2017-2018	
Level	Per Hour
1	19.52
*EXCLUDES CONTRACT SROS	

SUPPLEMENTAL PAY SCHEDULE	
Extended School Services Instructional Assistant	\$10.00/hour
Instructional Assistants (Additional Duty)	\$10.00/hour
Saturday School Instructional Assistant	\$10.00/hour
Student Workers (minimum wage)	\$7.25/hour
Teacher (non-certified)	\$15.00/hour
Lead Custodian	\$3,000
Waste Water Treatment Stipend	\$750
** Increment not subject to annual increase	