

Hardin County Schools

Certified Salary Schedule

2018-2019 (187 Days)

Experience	Rank3	Rank2	Rank1
0	\$38,612	\$42,140	\$46,024
1	\$39,317	\$42,916	\$46,878
2	\$40,037	\$43,710	\$47,749
3	\$40,773	\$44,517	\$48,638
4	\$41,520	\$45,341	\$49,545
5	\$42,285	\$46,183	\$50,468
6	\$43,065	\$47,039	\$51,412
7	\$43,859	\$47,914	\$52,374
8	\$44,671	\$48,805	\$53,356
9	\$45,497	\$49,715	\$54,356
10	\$46,341	\$50,642	\$55,376
11	\$47,201	\$51,590	\$56,418
12	\$48,079	\$52,554	\$57,480
13	\$48,974	\$53,538	\$58,563
14	\$49,888	\$54,545	\$59,668
15	\$50,820	\$55,570	\$60,794
16	\$51,771	\$56,614	\$61,944
17	\$52,739	\$57,681	\$63,118
18	\$53,727	\$58,768	\$64,313
19	\$54,737	\$59,878	\$65,532
20	\$55,763	\$61,009	\$66,778
21	\$56,813	\$62,162	\$68,047
22	\$57,096	\$62,473	\$68,385
23	\$57,096	\$62,473	\$68,385
24	\$57,096	\$62,473	\$68,385
25	\$57,096	\$62,473	\$68,385
26	\$57,096	\$62,473	\$68,385
27	\$57,882	\$63,339	\$69,341
28	\$58,974	\$64,539	\$70,662
29	\$59,268	\$64,861	\$71,015
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 =	\$31,846	SUB 4 = Rank 4 = \$90	
Rank V =	\$29,724	SUB 5 = Rank 5 = \$85	
Earned Doctorate (PHD/EDD) =	Additional \$1,000		

CENTRAL OFFICE ADMINISTRATIVE INCREMENT SCHEDULE

2018-2019

POSITION	DAYS	INCREMENT
Chief Support Officer	240	\$22,275
Chief Academic Officer	240	\$22,275
Chief Operations Officer	240	\$22,275
Director of Human Resources	240	\$10,873
Director Curriculum & Student Assessment	240	\$10,873
Director Special Education	240	\$10,873
Director Federal Programs & Leadership Development	240	\$10,873
Director Student Services	240	\$10,873
Director Alternative Programs	240	\$10,873
Director Buildings & Grounds	240	\$10,873
Director Transportation	240	\$10,873
Director Benefits	240	\$10,873
Director Early Childhood Program	240	\$10,873
Director of Assessment and Program Effectiveness	240	\$10,873
Director Employment	240	\$10,873
Director Educational / Community TV	240	\$8,457
Director Instructional Technology	240	\$10,873
Director of Health and Family Services	240	\$10,873
Assistant Director of Special Education	240	\$6,042
Social Worker Special Education	197	\$4,228
Social Worker Student Services	205-240	\$4,228
School Psychologist	202	\$4,228

BUILDING LEVEL ADMINISTRATIVE INCREMENT SCHEDULE**2018-2019**

POSITION	DAYS	INCREMENT
Principal John Hardin High School	240	\$16,914
Principal North Hardin High School	240	\$16,914
Principal Central Hardin High School	240	\$16,914
Principal Early College and Career Center	240	\$16,914
Principal College View	240	\$16,914
Principal Bluegrass Middle School	240	\$10,873
Principal J. T. Alton Middle School	240	\$10,873
Principal East Hardin Middle School	240	\$10,873
Principal North Middle School	240	\$10,873
Principal West Hardin Middle School	240	\$10,873
Principal Radcliff Elementary	240	\$10,873
Principal G. C. Burkhead Elementary	240	\$10,873
Principal Lakewood Elementary	240	\$10,873
Principal Lincoln Trail Elementary	240	\$10,873
Principal Meadow View Elementary	240	\$10,873
Principal New Highland Elementary	240	\$10,873
Principal North Park Elementary	240	\$10,873
Principal Vine Grove Elementary	240	\$10,873
Principal Woodland Elementary	240	\$10,873
Principal Creekside Elementary	240	\$10,873
Principal Rineyville Elementary	240	\$10,873
Principal Heartland Elementary	240	\$10,873
Principal Cecilia Valley Elementary	240	\$8,457
Assistant Principal High School	215	\$8,457
Assistant Principal Middle School	215	\$6,042
Assistant Principal Elementary	205	\$4,228
Guidance Counselor High School	205	\$4,228
Guidance Counselor Middle School	205	\$4,228
Guidance Counselor Elementary	195	\$4,228
Administrator Day Treatment, Detention Center	187	\$4,228

NON ADMINISTRATIVE INCREMENTS

2018-2019

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)**

2018-2019

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	\$1,208
6 members	187	\$1,390
7 members	187	\$1,571
8 members	187	\$1,753
9 members	187	\$1,932
10 members	187	\$2,116
11 members	187	\$2,296
12+ members	187	\$2,416

* 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

2018-2019

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
Teacher Induction Program-TIP	\$1,000	Each Resource Teacher
** Not subject to annual increase		

HOURLY PAY SCHEDULE

2018-2019

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

**POSITIONS WITH EXTENDED DAYS WITHOUT AN
INCREMENT**

2018-2019

POSITION	EXTENDED DAYS	TOTAL DAYS
Vocational Agriculture Teacher	53	240
Instructor Television Production	20	207
Librarian High School	15	202
Librarian Middle School	11	197
Librarian Elementary	11	197
Librarian College View	4	191
Chemical Hygiene Officer	12	199
Instructional Technology Coordinator	15	202
Career Technical Teacher	1-28	188-215
Lead Teacher for Early Learning Academy	53	240
Energy Manager (Certified)	53	240

EXTRA CURRICULAR INCREMENT SCHEDULE FOR HIGH SCHOOLS

2018-2019

POSITION	INCREMENT
Academic Coach	\$5,982
Archery- Head Coach	\$2,034
Archery- Asst. Coach	\$1,196
Annual Sponsor	\$2,034
Athletic Director	\$10,288
Band - Head Director	\$10,288
Band - Assistant Director (#1)	\$5,982
Band - Assistant Director (#2)	\$5,982
Band - Assistant Director (#3)	\$5,982
Baseball - Head Coach	\$4,107
Baseball - Asst. Coach –20 regular baseball participants	\$2,034
Baseball - 9th Grade Coach- Must fulfill a competitive schedule	\$1,616
Basketball - Head Coach (Boys)	\$10,288
Basketball - Assistant Coach (Boys)	\$5,982
Basketball - 9th Grade Coach (Boys) Must fulfill a competitive schedule	\$2,991
Basketball - Head Coach (Girls)	\$10,288
Basketball - Assistant Coach (Girls)	\$5,982
Basketball - 9th Grade Coach (Girls) Must fulfill a competitive schedule	\$2,991
Bowling-Coach	\$2,034
Bowling- Coach (#2) 20 regular bowling participants	\$2,034
Cheerleading - Sponsor - (Boys)	\$4,107
Cheerleading - Sponsor - (Girls)	\$4,107
Choral/Show Choir Director- Must complete performances outside of school day	\$2,991
Cross Country - Coach (Boys)	\$2,991
Cross Country - Assistant Coach (Boys) - 20 regular cross country participants	\$1,196
Cross Country - Coach (Girls)	\$2,991
Cross Country - Assistant Coach (Girls) - 20 regular cross country participants	\$1,196
Debate / Speech Coach- Must fulfill competitive schedule	\$2,034
<u>Drama Coach</u> - Must complete performances outside of school day OR <u>Athletic Trainer</u> - when Board Approved Exception Applies	\$1,616

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

EXTRA CURRICULAR INCREMENT SCHEDULE FOR HIGH SCHOOLS - Continued

2018-2019

POSITION	INCREMENT
Football - Head Coach	\$10,288
Football - Assistant Coach (# 1)	\$5,982
Football - Assistant Coach (# 2)	\$5,982
Football - Junior Varsity Coach (# 1)	\$5,982
Football - Junior Varsity Coach (# 2)	\$5,982
Football - 9th Grade Coach – Must fulfill a competitive schedule	\$2,991
Football - 9th Grade Coach – Must fulfill a competitive schedule	\$2,991
Golf - Coach	\$2,034
Golf - Coach (# 2) –16 regular golf participants	\$2,034
JROTC Color Guard Or Drill Team Sponsor	\$2,034
JROTC Color Guard Or Drill Team Sponsor	\$2,034
JROTC Color Guard Or Drill Team Sponsor	\$2,034
JROTC Rifle Team Sponsor	\$2,034
JROTC Raider Team Sponsor	\$2,034
Newspaper Advisor	\$1,616
Senior Sponsor	\$2,034
Soccer - Head Coach (Boys)	\$4,107
Soccer - Assistant Coach (Boys) – 25 regular soccer participants	\$2,034
Soccer - Head Coach (Girls)	\$4,107
Soccer - Assistant Coach (Girls) – 25 regular soccer participants	\$2,034
Softball - Head Coach	\$4,107
Softball - Asst. Coach –20 regular softball participants	\$2,034
Softball - 9th Grade Coach- Must fulfill a competitive schedule	\$1,616
Swim - Head Coach	\$2,034
Swim - Assistant Coach – 20 regular swim participants	\$1,196
Tennis - Coach	\$2,034
Tennis - Coach (#2) 20 regular tennis participants	\$2,034

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

EXTRA CURRICULAR INCREMENT SCHEDULE FOR HIGH SCHOOLS - Continued

2018-2019

POSITION	INCREMENT
Track - Head Coach (Boys)	\$4,107
Track - Assistant Coach (Boys) - 30 regular track participants	\$2,034
Track - Head Coach (Girls)	\$4,107
Track - Assistant Coach (Girls) - 30 regular track participants	\$2,034
Vex Robotics Coach	\$2,034
Volleyball - Head Coach	\$4,107
Volleyball - Assistant Coach - 20 regular volleyball participants	\$2,034
Volleyball - Freshman Coach - 10 regular volleyball participants; 10 games per season.	\$1,616
Wrestling - Head Coach	\$4,107
Wrestling - Assistant Coach - 20 regular wrestling participants	\$2,034
Wrestling Coach - when there are 40 regular participants	\$2,034
Increments can be split only once with prior approval of Human Resources department.	

EXTRA CURRICULAR INCREMENT SCHEDULE FOR MIDDLE SCHOOLS

2018-2019

POSITION	INCREMENT
Academic Sponsor	\$2,991
Annual Sponsor	\$1,196
Archery Coach	\$1,616
Athletics / Activities Director	\$2,034
Basketball - Coach 8th Grade Boys	\$2,512
Basketball - Coach 7th Grade Boys	\$2,034
Basketball - Coach 8th Grade Girls	\$2,512
Basketball - Coach 7th Grade Girls	\$2,034
Cheerleading Sponsor	\$1,616
Football - Head Coach 7th & 8th Grade	\$2,512
Football - Assistant Coach 7th & 8th Grade	\$1,616
Speech / Debate Coach - Must fulfill competitive schedule OR Drama Coach - when Board Approved Exception Applies	\$1,196
Vex Robotics Coach	\$1,616
Volleyball Coach - 15 regular participants	\$2,034
Increments can be split only once with prior approval of Human Resources department.	

EXTRA CURRICULAR INCREMENT SCHEDULE FOR ELEMENTARY SCHOOLS

2018-2019

POSITION	INCREMENT
Academic Sponsor	\$2,512
Annual Sponsor	\$444
Vex Robotics Coach	\$816
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 Chief. 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.

Work Experience Credit

Classified employees may receive up to five (5) years of experience for pay purposes provided the experience is verified by the previous district and meets the following guidelines:

1. The experience must be from another accredited school district.
2. The experience must have been performed in the same position for which he/she has been hired in HCS.
3. The experience must have been full time and at least one hundred forty (140) days or more between July 1 and June 30.

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
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
TRAINING & EVALUATION 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
SECRETARY EARLY CHILDHOOD	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

LEVEL 6	HOURS/ DAY	DAYS	HOURS/ YEAR
OFFICE MANAGER, ELEMENTARY SCHOOL	7.5	215	1612.5
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
BOOKKEEPER, ADULT EDUCATION	7.5	220	1650
SECRETARY BUILDINGS & GROUNDS	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
PROJECT CLERK	7.5	190	1425
SECRETARY, TRANSPORTATION	7.5	261	1957.5
SECRETARY, SACC	7.5	261	1957.5
SECRETARY, EARLY LEARNING ACADEMY	7.5	261	1957.5
CLERK, STUDENT SERVICES	7.5	212	1590
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

LEVEL 6	HOURS/ DAY	DAYS	HOURS/ YEAR
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
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
CLERK, ADULT EDUCATION	7.5	200	1500.00
RECORDS RETENTION CLERK	7.5	261	1957.5
DAYCARE SITE LEADER	6.25	187	1168.75
SACC SITE LEADERS	4.5	183	823.5
SUBSTITUTE SECRETARY	VARIES	VARIES	VARIES
LEVEL 4	HOURS/ DAY	DAYS	HOURS/ YEAR
CHILD CARE WORKER	VARIES	VARIES	VARIES
OFFICE ASSISTANT	6.25	183	1143.75

LEVEL 4	HOURS/ DAY	DAYS	HOURS/ YEAR
TEACHER ASSISTANT	6.25	183	1143.75
TV PRODUCTION ASSISTANT	7.5	261	1957.5
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
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

2018-2019

Step	Level 1 Hourly Rate	Level 2 Hourly Rate	Level 3 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	8.33	9.17	10.06	11.08	12.18	13.41	14.75	16.22	17.84	
1	8.48	9.35	10.28	11.31	12.43	13.68	15.05	16.55	18.20	
2	8.66	9.52	10.48	11.53	12.68	13.96	15.33	16.89	18.56	
3	8.83	9.73	10.69	11.77	12.94	14.22	15.66	17.21	18.94	
4	9.00	9.91	10.90	11.99	13.19	14.52	15.98	17.56	19.31	
5	9.20	10.11	11.11	12.24	13.46	14.81	16.27	17.93	19.71	
6	9.38	10.33	11.35	12.49	13.73	15.10	16.60	18.27	20.11	
7	9.55	10.52	11.57	12.73	14.00	15.41	16.96	18.63	20.50	
8	9.76	10.74	11.81	12.98	14.27	15.72	17.27	19.03	20.92	
9	9.94	10.94	12.03	13.23	14.57	16.03	17.62	19.38	21.33	
10	10.15	11.16	12.28	13.51	14.87	16.34	18.00	19.78	21.75	
11	10.36	11.40	12.53	13.80	15.15	16.68	18.33	20.18	22.21	
12	10.55	11.62	12.79	14.05	15.46	17.02	18.71	20.58	22.64	
13	10.78	11.85	13.03	14.34	15.77	17.34	19.09	21.00	23.09	
14	10.98	12.07	13.30	14.63	16.09	17.70	19.46	21.40	23.54	
15	11.21	12.32	13.56	14.93	16.40	18.06	19.86	21.84	24.03	
16	11.44	12.57	13.84	15.20	16.74	18.40	20.25	22.28	24.50	
17	11.66	12.83	14.10	15.51	17.08	18.78	20.65	22.71	25.00	
18	11.89	13.07	14.39	15.84	17.40	19.16	21.08	23.18	25.49	
19	12.12	13.34	14.69	16.14	17.76	19.53	21.48	23.62	25.99	
20	12.38	13.61	14.98	16.47	18.12	19.93	21.91	24.11	26.51	
21	12.63	13.89	15.26	16.80	18.47	20.32	22.36	24.58	27.05	
22	12.88	14.15	15.58	17.13	18.85	20.74	22.80	25.09	27.58	
23	12.94	14.23	15.66	17.21	18.95	20.84	22.92	25.22	27.71	
	Substitute Instructional Assistant							\$69.25		

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	\$10,873
Coordinator Adult Ed./Community Ed.	240	7.5	\$4,228
HCEC-TV Teacher (Non-Certified)	187 days	7.5 hours	\$5,073
Energy Manager (Non-Certified)	240	7.5	\$0

Hardin County Schools

Classified Salary Table 400

2018-2019

Step ↓	Salary
0	\$29,790
1	\$30,385
2	\$30,994
3	\$31,614
4	\$32,246
5	\$32,890
6	\$33,548
7	\$34,219
8	\$34,904
9	\$35,506
10	\$36,315
11	\$37,040
12	\$37,781
13	\$38,537
14	\$39,307
15	\$40,094
16	\$40,895
17	\$41,713
18	\$42,547
19	\$43,399
20	\$44,266
21	\$45,152
22	\$45,378
23	\$45,378
24	\$45,378
25	\$45,378
26	\$45,378
27	\$46,053
28	\$46,977
29	\$47,210

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	\$10,873
Director of Child Nutrition	240	7.5	\$10,873
Supervisor (Director) Of Transportation	240	7.5	\$10,873
Director of Benefits	240	7.5	\$10,873
Director of Buildings/Grounds	240	7.5	\$10,873
Director of Employment	240	7.5	\$10,873
Director of Public Information	240	7.5	\$8,457
Director of Hardin County Schools PAC	240	7.5	\$8,457
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	\$4,228

Hardin County Schools

Classified Salary Table 3210

2018-2019

Step ↓	3	2	1
0	37,060	40,768	44,842
1	37,803	41,581	45,738
2	38,558	42,415	46,655
3	39,328	43,263	47,589
4	40,114	44,128	48,540
5	40,918	45,010	49,509
6	41,734	45,909	50,501
7	42,570	46,827	51,511
8	43,422	47,764	52,540
9	44,289	48,719	53,592
10	45,175	49,694	54,663
11	46,080	50,688	55,757
12	47,000	51,702	56,872
13	47,943	52,736	58,010
14	48,900	53,791	59,115
15	49,880	54,867	60,242
16	50,876	55,964	61,392
17	51,894	57,082	62,564
18	52,932	58,215	63,762
19	53,992	59,325	64,979
20	55,070	60,456	66,225
21	56,172	61,609	67,493
22	56,452	61,917	67,831
23	56,452	61,917	67,831
24	56,452	61,917	67,831
25	56,452	61,917	67,831
26	56,452	61,917	67,831
27	57,293	62,880	68,788
28	58,421	63,987	70,110
29	58,714	64,306	70,460
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	\$4,228
Custodial Services Manager	2	261	8	\$0
Supervisor, Vehicle Maintenance	1	261	8	\$0

Hardin County Schools

Classified Supervisor Table

2018-2019

Step ↓	Level 3	Level 2	Level 1
0	30,808	33,879	37,259
1	31,422	34,560	38,006
2	32,015	35,263	38,752
3	32,695	35,942	39,542
4	33,353	36,666	40,331
5	33,989	37,435	41,143
6	34,669	38,158	41,976
7	35,393	38,904	42,811
8	36,074	39,716	43,666
9	36,798	40,485	44,544
10	37,566	41,297	45,401
11	38,290	42,131	46,365
12	39,059	42,964	47,266
13	39,849	43,842	48,209
14	40,638	44,698	49,174
15	41,473	45,597	50,162
16	42,285	46,520	51,172
17	43,118	47,418	52,182
18	43,996	48,383	53,234
19	44,874	49,351	54,264
20	45,750	50,337	55,362
21	46,695	51,346	56,458
22	47,595	52,378	57,600
23	47,857	52,662	57,885

Hardin County Schools

School Nurse Salary Schedule

2018-2019

Step ↓	Salary
0	\$24,036
1	\$24,516
2	\$24,996
3	\$25,505
4	\$26,012
5	\$26,533
6	\$27,066
7	\$27,614
8	\$28,162
9	\$28,723
10	\$29,296
11	\$29,884
12	\$30,485
13	\$31,087
14	\$31,714
15	\$32,354
16	\$32,995
17	\$33,650
18	\$34,331
19	\$35,012
20	\$35,720
21	\$36,428
22	\$37,161
23	\$37,895
24	\$38,658
25	\$39,432
26	\$40,219
27	\$41,020
28	\$41,848
29	\$42,690

POSITION	DAYS EMPLOYED	HOURS/DAYS
School Nurse	187 days	7 hours

CLASSIFIED POSITIONS PAID ON EDUCATIONAL INTERPRETER TABLE			
POSITION	DAYS EMPLOYED	HOURS	HOURLY RATE
Educational Interpreter Level I	187	VARIES	\$19.64
Educational Interpreter Level II	187	VARIES	\$26.20
Educational Interpreter Level III	187	VARIES	\$32.72
Educational Interpreter Substitute	VARIES	VARIES	\$19.64

Hardin County Schools Security Guard Table 2018-2019	
Level	Per Hour
1	19.72
*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
Maintenance Class A CDL	\$2,500
** Increment not subject to annual increase	